

- PARTNER COMMITMENTS -

Action Area

Actions to provide holistic and lifelong support for learners, teachers, workers and communities to participate in and contribute to science and technology.

Partner	Commitment
<p style="text-align: center;">3M</p>	<p>As part of its commitment to support 5 million STEM and Skilled Trades learning experiences for underrepresented individuals by the end of the 2025-26 school year, 3M will invest in programs and initiatives that increase awareness of STEM careers, improve academic outcomes in science and math, and provide scholarships, fellowships and support services for students pursuing STEM degrees. This includes expanding the reach of its Science Encouragement programs, investing in hands-on learning opportunities for students, and providing scholarships and summer preparation programs for incoming STEM majors at HBCUs and HSIs.</p>
<p style="text-align: center;">Alfred P. Sloan Foundation</p>	<p>The Alfred P. Sloan Foundation will become a funding partner of the STEM Opportunity Alliance, while advancing the foundation’s Creating Equitable Pathways to STEM Graduate Education initiative. This initiative supports educational pathways from minority-serving institutions (MSIs) to STEM master’s and doctoral degree programs at universities across the country. Since its 2021 launch, the initiative has awarded more than \$10 million in support of pathway activities at over 100 institutions.</p>
<p style="text-align: center;">American Association for the Advancement of Science (AAAS)</p>	<p>AAAS will expand its SEA (STEMM Equity Achievement) Change initiative, which catalyzes and sustains institutional change through evidence-driven programs, policies, and structures to support equity and excellence in STEMM. With a new \$1 million investment, SEA Change will expand to engage Biomedical institutions and a process for STEMM departments, growing the number of SEA Change institutions from 27 to over 100 by 2026. With support from Tiger Global Impact Ventures, AAAS will increase LGBTQ+ access and success in STEMM by developing a robust postsecondary infrastructure for sexual orientation and gender identity (SOGI) data. This new initiative will scale opportunities for the ethical collection and use of SOGI data and provide a framework for all colleges to better support LGBTQ+ students and scholars in STEMM.</p>

<p>American Institute of Physics</p>	<p>The American Institute of Physics will work with partners to help double the number of African American students earning physics and astronomy bachelor’s degrees annually by 2030, through its program TEAM-UP Together. TEAM-UP is led by the American Institute of Physics, the American Association of Physics Teachers, the American Astronomical Society, the American Physical Society and the Society of Physics Students. This initiative provides a scholarship program which offers financial assistance and supportive services and provides funding for physics and astronomy departmental efforts that prioritize and support successful outcomes for African American undergraduates leading to systemic change.</p>
<p>Amgen Foundation</p>	<p>The Amgen Foundation has committed \$43 million to support LabXchange at Harvard University, a global science classroom that makes high-quality science education accessible to all curious minds, particularly those from underrepresented groups, and gives learners and educators tools to chart meaningful paths in STEM at no cost. Through free educational content, digital authoring tools, and professional development opportunities, LabXchange empowers teachers to deliver meaningful learning outcomes in equitable teaching environments. Since launching in 2020, over 27 million learners, educators, and STEM professionals worldwide have engaged with the content library, learning features, and webinars. LabXchange aims to serve 50 million users through its platform by 2025.</p>
<p>Arizona State University (ASU)</p>	<p>ASU is leading the state of Arizona’s New Economy Initiative to build expertise in vitally important new economy fields. This effort includes five Science and Technology Centers to expand impact in key regional technology areas and conduct world-class research through partnerships with industrial organizations and other public and private entities. ASU has diversified the population of students enrolled in STEM degrees while simultaneously improving student achievement and decreasing equity gaps, increasing enrollment of full-time, first-time freshmen in undergraduate natural science and engineering degrees 3.6-fold from 1,229 to 4,459 students between 2004 to 2020.</p>
<p>Biogen</p>	<p>Biogen will launch the Community Lab 2.0, expanding its first-of-its-kind laboratory classroom program where middle and high school students engage in hands-on biotechnology experiments and interact with scientists and other biotech professionals. Community Lab 2.0 will include an enhanced neuroscience curriculum, a newly founded Community Lab Alumni Network, and increased global reach. To build on its legacy of support for STEM equity, Biogen is setting a new goal to reach a total of 90,000 students by 2025, with a hyper-focus on underrepresented and underserved students.</p>

<p>Doris Duke Charitable Foundation (DDCF)</p>	<p>DDCF will provide key seed investment for the STEM Opportunity Alliance to support its initial years of work. In 2021, DDCF launched, with its own \$4.4 million, a \$12 million co-funding initiative to reduce barriers that may hinder biomedical researchers with family caregiving responsibilities. This investment will be followed by at least \$15 million in investment next year as part of its work to reimagine biomedical research for equity.</p>
<p>Dupont</p>	<p>DuPont’s statewide public-private STEM partnership with the Delaware Department of Education, Discovery Education, and local non-profits has inspired thousands of teachers and tens of thousands of students in its first year. DuPont will continue to support this partnership for the next several years and into the future. In addition, through its partnership with the American Chemical Society’s SEED, GOLD, and Scholars programs, DuPont will support historically underrepresented students to attain their career goals through annual contributions and engagements.</p>
<p>Henry Luce Foundation</p>	<p>The Henry Luce Foundation will become a funding partner of the STEM Opportunity Alliance. For thirty years, the Clare Booth Luce program has supported more than 3,348 women to pursue careers and schooling in STEM fields via more than \$220 million in grants. To supplement this work, the recently launched STEM Convergence Program will help to shift the narrative and elevate voices of women, particularly women of color, in STEM fields.</p>
<p>Howard Hughes Medical Institute (HHMI)</p>	<p>HHMI will establish a new non-degree-granting post-baccalaureate program for promising college graduates who have demonstrated commitment to diversity and inclusion in science. Through this program, HHMI will provide 200 individuals who hold bachelor’s degrees with employment and training in HHMI research labs to strengthen their preparedness for and commitment to pursuit of a PhD in the life sciences. As part of this effort, HHMI will establish several new partnerships including with historically Black colleges and universities, Hispanic-serving institutions, and tribal colleges.</p>
<p>Icahn School of Medicine at Mount Sinai</p>	<p>The Icahn School of Medicine at Mount Sinai and the Mount Sinai Health system are committed to creating an equitable, inclusive, innovative, and anti-racist learning and research community. This includes several current and ongoing initiatives and commitments, including the Center for Scientific Diversity, which aims to increase the research success and equitable advancement of underrepresented faculty investigators and trainees, and the NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) program, which works to transform academic culture to build a self-reinforcing community of scientists committed to diversity and inclusive excellence.</p>

<p>Jobs for the Future</p>	<p>Jobs for the Future (JFF) leads various initiatives across the United States to advance equity in STEM. With support from Comcast, Capital One and Walmart, JFF has recently launched a new initiative through our Center for Racial Eco Economic Equity to develop and scale targeted services to increase the share of Black learners and workers accessing and completing programs associated with high-growth, high-demand STEM careers.</p>
<p>Kansas State University (KSU) College of Education</p>	<p>Kansas State University, College of Education, will develop new pathways for diverse student populations to experience STEM instruction delivered by diverse science teachers, focused on belonging in STEMM. Actions include STEM modeling for K-16 students, collaboration between diverse STEM teachers and pre-service candidates, and online STEM teacher engagement across school districts within the United States, and international regions. A key feature is the selection process for STEM teachers based on interviews, observations of STEM instruction, and student recommendations.</p>
<p>Last Mile Education Fund</p>	<p>The Last Mile Education Fund will build a \$60 million investment fund to identify and support 30,000 striving tech and engineering students by 2031, generating \$3 billion in earnings for low-income students by 2035. This work is focused on investing in low-income students who are at the precipice of attaining a technical degree. Last Mile's funding and connections to social support resources enable these students to persist over the last mile to graduation and into a career.</p>
<p>Lyda Hill Philanthropies</p>	<p>STEMM Opportunity Alliance supporter Lyda Hill Philanthropies will invest in STEMM equity initiatives for at least the next two years to help break down barriers and advance opportunities for transformative change. This includes through its IF/THEN initiative, which has launched an Emmy-nominated television series, Mission Unstoppable, created the IF/THEN Collection, the world's largest free resource library of photos and videos of diverse women in STEM, and launched the #IfThenSheCan - The Exhibit, an installation of 120 life-sized 3D-printed statues of real women STEM professionals.</p>
<p>Merck</p>	<p>Merck, in collaboration with the Association of Clinical Research Professionals (ACRP), will launch the Early Talent Training Program (ETTP), which introduces high school and community college students to the clinical research profession. Starting in February 2023, 50 high school and community college students will participate in the first ETTP program. Merck, along with over 50 leading companies, also has committed to OneTen's mission of hiring, promoting and advancing one million Black Americans who do not have four-year degrees into family-sustaining careers over 10 years.</p>

<p>Microsoft</p>	<p>Microsoft is supporting the diversification of the US cybersecurity workforce by 2025 by equipping 250,000 people, especially from underrepresented groups, with necessary skills and trainings. Microsoft also helped establish 18 partnerships with HBCUs to provide \$8 million in funding in the past two years.</p>
<p>Morgan State University</p>	<p>Morgan State University, a historically Black high research institution, has encouraged thousands of black students to pursue careers in STEM fields and will continue its work to strengthen its institution to provide greater STEM opportunity for its students. In 2022, the University launched three new research centers, and intends that the research conducted at the new centers will propel Morgan to the next echelon in Carnegie Classification research rankings. The University will also engage the community residents and officials in the application of understanding and policy analysis derived from faculty and student research.</p>
<p>National University</p>	<p>National University, partnering with the Institute for Learning-Enabled Optimization at Scale (TILOS), will work to develop career-relevant technology courses for adult STEM learners from historically excluded communities. By 2024, TILOS aims to support 2,000 students in earning badges, credentials, or degrees that lead to gainful employment in STEM fields. This includes developing new courses that will focus on computing, AI optimization, robotics, networking and chip design, while providing a community outreach element to raise awareness and encourage interest in AI-related careers.</p>
<p>New York Hall of Science (NYSCI)</p>	<p>The Partners in STEM Equity program provides opportunities for 1,200 Pre-K through college students from Queens, New York from historically excluded communities to participate in sustained programs of ambitious STEM learning. This investment leverages the science-themed preschool that NYSCI opened on its Queens campus in fall 2022, in partnership with the NYC Department of Education. Over the next decade, NYSCI is committing to aiming to ensure 80 percent of the young people who participate in its Partners for STEM Equity program pursue STEM careers.</p>
<p>Olin College of Engineering</p>	<p>Olin College is developing The Mirror, a center for Pathways to STEM efforts that involve collaboration among local high school students, college students, faculty, and a variety of partners. The center will be located in an urban setting with proximity to both underserved communities and high-tech companies. The College is also engaged in a year-long DEI Champions to engage 10 percent of faculty and staff in a cycle of learning, action, and accountability to bring the tenets and practices of racial equity work to Olin.</p>

<p>Simons Foundation</p>	<p>The Simons Foundation will scale up its investments in STEMM equity initiatives over the next six years, including over \$50 million to support the Stony Brook Simons STEM Scholars program, which provides full scholarships to underrepresented students interested in STEM; \$12.5 million to support the recently launched Team-Up Together Initiative at the American Institute of Physics, which provides financial support to African American students in physics and astronomy departments; and \$2.5 million to support the Meyerhoff Scholars Program at the University of Maryland Baltimore County, which supports diverse students who pursue advanced STEM degrees.</p>
<p>Southern Regional Education Board</p>	<p>The Southern Regional Education Board’s postsecondary office will convene groups to study critical issues and identify and recommended policies, practices and programs that will increase student success in higher education, especially for historically underserved populations. This includes practices that can increase the completion of credentials that help students fulfill their goals., To accomplish this, Southern Regional Education Board will create a host of collaborative groups and programs to increase student access, affordability, support, retention, and success across higher education sectors.</p>
<p>Universal Technical Institute (UTI) and the STEM Education Coalition</p>	<p>UTI will hold nine Women in STEM Skilled Trades Conferences in 2023 to continue to advance the work of introducing high school girls and non-binary students to successful women role models in STEM. UTI will make \$100,000 in grants available to cover the expenses to and from these conferences to make them more accessible to interested students.</p>
<p>Vanderbilt University</p>	<p>Vanderbilt University recently launched faculty-led STEMM training and development initiatives across its undergraduate and graduate STEMM programs, which are supported by over \$30 million in federal and university investments. These programs are designed to introduce, fund, support and mentor undergraduates into STEMM-related research opportunities and expand their options for graduate and career research. Vanderbilt continues to partner with Fisk University through the Fisk-Vanderbilt Master’s-to-PhD Bridge Program, which aims to increase the number of underrepresented minority students engaged in PhD-level STEM research.</p>

Action Area

Actions to address the STEM teacher shortage—which disproportionately harms underrepresented students—by recruiting, retaining, and respecting teachers.

Partner	Commitment
<p>Micron</p>	<p>The Micron Foundation and National Science Foundation (NSF) announce a new \$10M partnership, building on a prior collaboration between Micron and NSF, through which the Micron Foundation will invest \$5M to accelerate the preparation and training of new STEM teachers, support the retention of existing STEM educators, and advance the overall aim of increasing diversity and equity in the STEM teacher workforce.</p> <p>Micron will partner with the NSF to identify programs, including the Robert Noyce Teacher Scholarship (Noyce), to further cultivate development of K-12 teachers in STEM who are interested and prepared to teach individuals of all races, ethnicities, and backgrounds across the nation - including within some of the most distressed and under-resourced K-12 communities. These programs aim to address the critical need for recruiting, preparing, and retaining STEM teachers in high-need and under-resourced school districts. Micron Foundation funds will be used to scale evidence-based pre-service and in-service teaching strategies, building on effective local, state, and regional ecosystems that have and/or continue to increase, while retaining, a diverse STEM teacher workforce.</p> <p>Priority of funds will be used to train new skilled and qualified STEM educators; to develop facilitated networks and communities of practice for new and experienced STEM educators, teacher mentors, and teacher leaders; to provide necessary classroom resources to cultivate innovation, investigation, and hands-on and virtual experimentation; and to build the capacity of local, state, or regional ecosystems to support STEM and workforce education.</p> <p>Micron’s funds will support districts and schools particularly where there is a lack of STEM teachers in and from populations that have traditionally underserved and underrepresented in STEM and STEM career fields (including women, people of color, rural communities, and veterans), as well as in districts and schools where students have experienced the most significant achievement gaps due to severe educator shortages.</p> <p>Funds will also be applied toward increasing exposure for classroom teachers to the critical technologies of the future, and promoting their ability to inspire and nurture greater awareness of STEM career pathways to classroom students.</p>

<p>National Math and Science Initiative (NMSI)</p>	<p>NMSI will expand its New Teacher Academy, an induction program for new Black, Latino, and Indigenous teachers, to serve over 1,300 teachers. NMSI’s New Teacher Academy provides professional development, school-year mentorship, and professional learning communities for early-career STEM teachers to combat isolation, improve practice, and foster a stronger teacher-identity. Black, Latinx, and Indigenous STEM teachers will see success faster and stay in the classroom longer—resulting in higher rates of retention, teacher job satisfaction, community connections, and STEM teacher diversity.</p>
<p>National Science Teaching Association (NSTA)</p>	<p>NSTA will develop the NSTA Lesson Plan Library with 250 lessons and 24 storylines that help make science accessible to all students. This will include lessons that are culturally relevant for Black, Latino, and Native American students. In addition, NSTA will also complete the initial Pathways to Success program of 250 Professional Learning Units, which are bite-sized, self-paced, asynchronous short courses that educators can use to improve their practice, enrich students’ learning, and increase equitable participation in the classroom.</p>
<p>Smithsonian Science Education Center (SSEC)</p>	<p>In collaboration with the Department of Defense, the Smithsonian Institution, through the Smithsonian Science Education Center, recently launched instructional resources along the high-touch to high-tech Technology Spectrum that integrate computational thinking into standards-aligned STEM lessons (STEM+CT) for grades 3-5. This initiative will upskill educators in 9 rural communities near military bases in 3 states in the Midwest, and will include studying the impact of STEM +CT on 300 low-income students where broadband is limited. These free high-touch to high-tech resources will then be scaled nationally.</p>
<p>Techbridge Girls</p>	<p>Techbridge Girls will invest \$3 million to create equitable extracurricular STEM learning environments for BIPOC girls who experience economic insecurity. The STEM Equity Learning Community intensive training program will equip 250 managers, administrators, teachers, and site directors of out-of-school-time (OST) programs to foster more equitable learning spaces for 6,000 girls and gender-expansive youth, especially Black, Indigenous, and Latina girls, across the U.S. This program will also help build a national network of OST leaders committed to building equitable STEM learning spaces.</p>

<p>The Museum of Science and Industry, Chicago (MSI)</p>	<p>The Museum of Science and Industry, Chicago will expand three initiatives this year to support schools and communities. The Whole School Science Improvement initiatives are an in-depth professional development program designed to provide teachers, staff, and principals with the knowledge, skills, and tools to transform STEM learning at their schools. The MakeX program will continue to support the development and operation of custom makerspaces in local schools and extend to the school district level. The new STEAM Neighborhood project is an initiative that provides meaningful connections for MSI-supported schools, community-based organizations, parks, and libraries to develop STEAM based hyper-local "micro-ecosystems" for youth, families, and educators in Chicago's diverse communities.</p>
<p>University of Massachusetts Boston, Center for Science and Math in Context (COSMIC)</p>	<p>COSMIC within the University of Massachusetts Boston will support seven universities that participate in the Wipro Science Education Fellowship, a two-year teaching fellowship aimed at helping transform school districts by supporting and advancing K-12 STEM teacher leaders. The Fellowship is active in 35 high need school districts across the US, and Wipro Ltd, an IT company, has provided \$18 million over ten years toward this initiative. By 2026, the fellowship aims to have provided training for 1,200 teachers who will serve 250,000 students.</p>
<p>Beyond100K</p>	<p>Beyond100K will increase the number of organizations around the country making commitments to preparing and retaining 150K new STEM teachers, especially for schools serving majority Black, Latinx, and Native American students. Beyond100K will support those organizations to prepare teachers who reflect and represent their students and to cultivate workplaces and classrooms of belonging, creating the conditions for all students to thrive in STEM learning. That's how we will make progress toward ending the STEM teacher shortage with equity, representation, and belonging. Our commitment builds on our successful effort to prepare 100,000 excellent STEM teachers in ten years, drawing and expanding on tried-and-true strategies while developing new ones that our new goal demands. It mirrors the commitment we made to US ED's YOU Belong in STEM initiative.</p>
<p>Wellesley College</p>	<p>Wellesley College will leverage a grant from the Howard Hughes Medical Institute to provide 100 faculty and staff with change agent training, which will help them identify the barriers that keep first-generation and underrepresented students out of STEM fields, move away from a "gate-keeping" mentality, and encourage them to create multiple pathways into STEM majors. Wellesley will also enlist a cohort of HHMI Student Interns, who will work with 10 STEM departments and programs on curriculum development, major requirements, and faculty hiring.</p>

Action Area

Actions to close the funding gap and support students, researchers, and communities who have been historically excluded from access to key resources.

Partner	Commitment
<p>American Physiological Society</p>	<p>The American Physiological Society (APS) will create tools and resources for its members to further diversity, equity and inclusion within the discipline, and build partnerships to advance DE&I within the broader scientific community. Additionally, through the Porter Physiology Development Fellowship, which aims to encourage diversity among graduate students in physiological science fields, APS annually supports up to eight graduate students from underrepresented backgrounds through a stipend-supported fellowship opportunity, which includes mentoring, coaching, career development activities, and leadership support.</p>
<p>Association of Science and Technology Centers (ASTC)</p>	<p>ASTC is committing over \$1M in new funding to scale its Community Science Initiative which builds capacity for community members to collaborate to conduct and leverage scientific research and technology innovation to advance community priorities. ASTC is launching three new funding opportunities, building new toolkits, creating trainings, and strengthening evaluation frameworks in support its network of over 400 community-based science engagement organizations throughout the U.S. in facilitating collaboration among communities and with researchers—many of whom are already tackling local and global issues that include monitoring and reducing pollution, increasing climate resilience, and guarding against loss of biodiversity. This scaled-up program will create more opportunity for all people and communities to be equal participants in contributing to and benefiting from science and technology.</p>
<p>Biogen Foundation</p>	<p>The Biogen Foundation has invested \$10 million over 4-years for its STAR (Science, Teacher support, Access & Readiness) Initiative as a catalyst to encourage collaborative contributions from other corporate partners. The Foundation will invest another \$3.5 million over 2-years to continue to build a STEM equity ecosystem. The initiative addresses educational inequities by bringing together six high-performing nonprofits and two school districts in a coordinated network to serve students in grades 6-14 who have been historically underrepresented in STEM college and career pathways, including students of color, economically disadvantaged students and English language learners. STAR will enable grantee organizations to increase and deepen their capacity to help these students develop and sustain their interest in STEM, gain necessary STEM exposure and enrichment opportunities, and successfully transition into postsecondary education in pursuit of STEM careers.</p>

<p>Burroughs Wellcome Fund</p>	<p>The Burroughs Wellcome Fund will become a funding partner of the STEM Opportunity Alliance, and over the next five years will invest an additional \$19 million in grant awards that span across its diversity in STEM programming. This will include scaling up its investment in its Postdoctoral Diversity Enrichment Program (PDEP), which aims to increase the number of underrepresented scientists within the biomedical and medical research and education community through career enrichment and mentoring support. Through PDEP, the Burroughs Wellcome Fund has made \$9 million in grant awards to more than 140 underrepresented minority scientists with 70 percent of the awardees moving into academic faculty positions at the end of their postdoctoral fellowship.</p>
<p>Chan Zuckerberg Initiative</p>	<p>Chan Zuckerberg Initiative's Accelerate Precision Health program will advance genomics research by investing \$46 million in funding over the next five years to the nation's four Historically Black Medical Colleges (HBMCs) — Charles Drew University College of Medicine; Howard University College of Medicine; Meharry Medical College; and Morehouse School of Medicine. The partnership will help accelerate precision health for everyone, particularly Black people and other people of color. Through the partnership, the HBMCs will expand research opportunities for undergraduate, graduate, and post-doctoral students, and support the creation of a new Master of Science program in Genetic Counseling.</p>
<p>Heising-Simons Foundation</p>	<p>The Heising-Simons Foundation will become a funding partner of the STEM Opportunity Alliance, and anticipates spending roughly \$7 million a year on STEM equity initiatives over the next six years, totaling \$42 million by 2028. In 2023, this will include committing \$7 million to programs that seek to broaden participation of and support underrepresented groups in physics and astronomy. The foundation will also fund efforts to increase scientific excellence by forming a professional network of students, postdoctoral researchers, and professors from four different institutions and diverse areas of expertise.</p>

<p>Johns Hopkins University (JHU)</p>	<p>Johns Hopkins University (JHU) is launching the new Vivien Thomas Scholars Initiative (VTSI), a \$150 million effort supported by Bloomberg Philanthropies devoted to addressing historical underrepresentation in STEM. The initiative seeks to strengthen pathways for students from historically Black colleges and universities (HBCUs) and other minority-serving institutions (MSIs) to pursue and receive PhDs in STEM fields by providing permanent funding directed at nurturing, mentoring, and connecting talent to graduate education. The VTSI will expand research-intensive summer undergraduate and post-baccalaureate program experiences in STEM for students from HBCU and MSI institutions and will add sustained cohort of approximately 100 PhD students in JHU's more than 30 STEM programs.</p>
<p>Novartis</p>	<p>Novartis is expanding its Beacon of Hope initiative, launched last year, from \$33.7 million to \$50 million in planned grantmaking. The initiative is a 10-year collaboration with Morehouse School of Medicine, 26 other historically-Black colleges and universities, the Thurgood Marshall College Fund, Coursera and the National Medical Association. The effort includes scholarships to 120 STEM students each year, grants to faculty, and support for centers of excellence dedicated to improving diversity in clinical trials, eliminating racial bias in clinical data standards and algorithms, and to solving climate change and disproportionate health impacts.</p>
<p>STEM Next Opportunity Fund</p>	<p>By 2025, STEM Next Opportunity Fund will commit more than \$15 million to support increasing access to high-quality out-of-school STEM learning to ensure that more young people – especially girls, young people of color, and young people growing up in poverty – have access to the STEM experiences they want and deserve. Out-of-school STEM learning is a powerful tool to support a sense of belonging for young people in STEM.</p>

Action Area

Actions to root out systemic bias, inaccessibility, discrimination, and harassment in the classroom, laboratory, and workplace.

Partner	Commitment
<p>Association of Public Land-Grant Universities (APLU)</p>	<p>APLU, a public research university association, leads two major faculty diversity initiatives. The NSF INCLUDES Aspire Alliance, co-led with the University of Wisconsin-Madison, is a \$10M effort to diversify the STEM Faculty and is currently over 2,072 participants, 175 partners, and over 127 colleges and universities (AspireAlliance.org). Modernizing Scholarship for the Public Good, in partnership with the University of Michigan and supported by the Kavli Foundation, Rita Allen Foundation, and Burroughs Wellcome Fund, focuses on supporting scholars through rewards and recognition related to research and engagement, with special attention to the ways that diversity, equity, inclusion, and justice are integral to this work.</p>
<p>Kapor Center</p>	<p>The Kapor Center continues its longstanding commitment to equity by launching three new initiatives, all aimed at expanding diversity throughout the technology ecosystem. The Equitable Tech Policy initiative identifies a framework for systemic change that outlines nine core technology policy areas that call for expanded access to technology pathways, increased tech accountability and worker protections, and greater investment in infrastructure and innovation. The Equitable Tech Apprenticeship Toolkit offers actionable guidance for tech companies to develop racially and educationally equitable standards in apprenticeships for high-paying career paths, such as software engineering and product design. Finally, in collaboration with the NAACP, the recently released State of Tech Diversity: The Black Tech Ecosystem report highlights the lack of progress in closing racial equity gaps and identifies a set of solutions needed to close racial equity gaps; increase Black representation, inclusion, and retention across the technology ecosystem; and create a more equitable future.</p>
<p>The Societies Consortium on Sexual Harassment in STEM</p>	<p>The Consortium will prioritize work in several areas focused on producing model policies, guidance, and operational tools to guide STEM professional societies as they seek to advance ecosystem-wide equity, diversity, and inclusion, and eliminate sexual, gender and intersecting racial harassment. As part of this work, the Consortium will focus on developing case studies, an ethical transparency tool, and other resources on the policies and actions needed to prevent and respond to harassment.</p>

<p>Association of American Medical Colleges</p>	<p>The Association of American Medical Colleges (AAMC) remains committed to advancing its mission, vision and Strategic Plan, as implemented through 10 Action Plans. Annually, the AAMC invests roughly \$1 million to help increase diversity in Science, Technology, Engineering, Math and Medicine (STEMM). The AAMC is a founding member of the Societies Consortium to Address Sexual Harassment in STEMM, is one of three associations funded by the NIH to support post-docs and junior faculty from diverse backgrounds through its MOSAIC Program, and offers academic medical institutions and its leaders the data, tools, training, promising policies/practices to create inclusive, equitable, anti-racist, and safe learning and workplace environments. In addition, the AAMC has developed a suite of professional faculty and leadership development programs targeting historically excluded and under-represented groups in STEMM including Minority Faculty Development seminars and Early and Mid-Career Faculty Leadership Development seminars.</p>
<p>Tiger Global Impact Ventures</p>	<p>Tiger Global Impact Ventures (TGIV), through its recently launched Gender Equity in Tech Fund (T-GET), will invest \$50 million to support nonprofit organizations that are changing the STEM ecosystem by increasing access, inclusion, representation and parity.</p>
<p>L'Oréal USA</p>	<p>L'Oréal USA will continue to support equity in STEMM through its For Women In Science fellowship program. Each year, the company awards five postdoctoral, women scientists with grants for their contributions in Science, Technology, Engineering and Math (STEM) fields and commitment to serving as role models for younger generations. The FWIS Fellowship program attracts talented applicants from diverse STEM fields, representing some of the nation's leading academic institutions and laboratories. An extension of the international L'Oréal-UNESCO For Women in Science program, the program was created out of a simple belief: the world needs science and science needs women, because women in science have the power to change the world. Since 2003, the U.S. program has awarded 95 postdoctoral women scientists \$4.9 million in grants and 100% of FWIS fellows are still working in science-related fields.</p>

**American
Geophysical
Union**

AGU will launch two new Diversity and Inclusion Awards that will recognize exemplary efforts made by an individual or team for developing programs, systems, or networks that have led to the advancement of diversity, equity, and inclusion within the Earth and space sciences community (ESS). Science is society, and these new union-level awards elevate recognition of work towards a more inclusive ESS to the same level as all of AGU's highest honors. Nominations will be accepted starting in February 2023 for first awards to be granted in December 2023. Each award comes with a \$10K prize and two such awards will be granted each year. Membership in AGU is not a requirement for award nomination or recipients.

Action Area

Actions to promote a culture and systems of accountability across the science and technology ecosystem.

Partner	Commitment
<p>American Institute of Physics</p>	<p>The American Institute of Physics' Statistical Resource center will help lead in providing data on education, careers, and diversity in physics, astronomy and other physical sciences – where past research has studied the representation of women and racial and ethnic minorities in physics, the impact of harassment and discrimination in astronomy, and the impact of COVID-19 on students. The Institute is also leading efforts to develop and implement a DEI strategic plan to guide and support the work of its 10 Member Societies.</p>
<p>Johns Hopkins University (JHU)</p>	<p>JHU will hold an annual DEI Summit to publicly share the progress made on the goals in its recently released Strategic Roadmap. Additionally, the University's academic and operational divisions have developed individualized goals to address DEI matters specific to their areas. Both Roadmap and divisional goals will be publicly available to the JHU community, along with annual updates on progress made or yet to be fully realized. JHU also invests in opportunities to advance equitable access to STEMM within the community through programs like the STEM Achievement in Baltimore Elementary Schools (SABES) program, which seeks to improve STEM curriculum and delivery in grades K-5.</p>
<p>Lasker Foundation</p>	<p>The Lasker Foundation will partner with Research!America to do a landscape analysis of communications training programs for scientists in the US, to help identify gaps and to design initiatives to fill those gaps. This initiative is aimed at helping to create a diverse cadre of communicators who will reach out widely to engage the public with science and scientists, as part of efforts to increase public trust and support for science.</p>
<p>Spelman College</p>	<p>Spelman College's Center of Excellence for Minority Women in STEM (COE-MWS) recently launched the STEM Equity Research Hub, the initial component of a national repository for the dissemination of research, data, and curriculum focused on the recruitment, retention, experiences, and advancement of Black, Latina and Indigenous women in STEM. The Hub will support Spelman faculty in completing projects and publications that highlight Spelman's effective practices, fund Spelman students to develop research projects and conduct research at the intersection of social justice and STEM, and offer opportunities to faculty and students to enhance their knowledge about conducting research on STEM equity.</p>

**Techbridge
Girls**

Techbridge Girls will aim to create and promote nuanced data that reflects the intersectional identities and experiences of Black, Indigenous, and Latina girls living in economic insecurity. To reach one million girls by 2030, the organization's STEM Equity Blueprint will leverage data, girl and educator voices, and 22 years of experience to raise awareness, tell stories, and build out research specifically focused on the intersectional identities and experiences of Black, Indigenous, and Latina girls living in economically insecure communities across the U.S.