



FASEB

Federation of American Societies
for Experimental Biology

Representing Over 115,000 Researchers

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January 13, 2023

Suzanne H. Plimpton
Reports Clearance Officer, National Science Foundation
2415 Eisenhower Avenue, Suite W18200
Alexandria, VA 22314

Submitted electronically via email: splimpto@nsf.gov

Dear Ms. Plimpton,

The Federation of American Societies for Experimental Biology (FASEB), representing 28 member societies and over 115,000 biological and biomedical researchers, is grateful for progress spurred by the National Science Foundation's (NSF's) Eddie Bernice Johnson Inclusion across the Nation of Communities of Learners of Underrepresented Discoveries in Engineering and Science (INCLUDES) initiative. Research funded by INCLUDES importantly emphasizes accessibility and inclusivity in science, technology, engineering, and mathematics (STEM) fields. The [2020 special report to the nation](#) on INCLUDES was an insightful summary of connections and alliances created through the program. FASEB looks forward to further assessment of effectiveness through the evaluation proposed in the [Federal Register](#) on November 23, 2022.

INCLUDES helps create a STEM environment where all can thrive, supporting key tenets in NSF's [strategic plan](#). Naming INCLUDES after former Congresswoman Eddie Bernice Johnson honors her long-standing advocacy to invest in research and efforts to broaden participation STEM.

The collaborative ethos of INCLUDES is a critical step toward changing the culture in STEM to be more welcoming and inclusive, leading to increased attraction and retention of talented and diverse individuals in the scientific ecosystem. FASEB appreciates NSF's attention to make the INCLUDES National Network a virtual space that facilitates relationship building, curates resources on diversity, and highlights actionable items for systemic change. FASEB staff and volunteers benefit from the knowledge shared and regularly hear that the National Network is a source of support for early career scientists. We look forward to NSF's formal assessment of the expansion, sustainability, and scale of relationships and networks established by INCLUDES to bolster the evidence of the importance of this program.

Sincerely,

Kevin C. Kregel, PhD
FASEB President

Full members: The American Physiological Society • American Society for Biochemistry and Molecular Biology • American Society for Pharmacology and Experimental Therapeutics • American Society for Investigative Pathology • The American Association of Immunologists • American Association for Anatomy • Society for Developmental Biology • Association of Biomolecular Resource Facilities • The American Society for Bone and Mineral Research • American Society for Clinical Investigation • Society for the Study of Reproduction • The Endocrine Society • American College of Sports Medicine • Genetics Society of America • The Histochemical Society • Society for Glycobiology • Association for Molecular Pathology • Society for Redox Biology and Medicine • Society For Experimental Biology and Medicine • American Aging Association • Society of Toxicology • Society for Leukocyte Biology • American Federation for Medical Research • Environmental Mutagenesis and Genomics Society • Shock Society • **Associate members:** The American Society of Human Genetics • The Society for Birth Defects Research & Prevention • American Society for Nutrition