National Aeronautics and Space Administration

EXPLORE SOLAR SYSTEM&BEYOND

ARAG and IDEA Working Group Update

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PAC Meeting

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NASA Core Values

Inclusion – NASA is committed to a culture of diversity, inclusion, and equity, where all employees feel welcome, respected, and engaged.

To achieve the greatest mission success, NASA embraces hiring, developing, and growing a diverse and inclusive workforce in a positive and safe work environment where individuals can be authentic.

This value will enable NASA to attract the best talent, grow the capabilities of the entire workforce, and empower everyone to fully contribute.

Aligning SMD Activities

- Strategy 4.1 Increase the diversity of thought and backgrounds represented across the entire SMD portfolio through a more inclusive and accessible environment.
- In alignment with the NASA core value of Inclusion and SMD Science Plan, we seek to foster a community where everyone feels welcome, included and valued.
- SMD's goals are to develop a workforce and scientific community that reflects the diversity of the country and to instill a culture of inclusion across its entire portfolio.

https://science.nasa.gov/about-us/science-strategy

SMD Anti-Racism Action Group (ARAG)

It is the purpose of this Action Group to propose and implement near-term tactical actions to address the lack of equity and inclusion of the Black, Indigenous, and People of Color (BIPOC) community in SMD and its stakeholder communities through anti-racist actions.

Thomas Zurbuchen, Co-Chair, SMD AA
Kartik Sheth, Co-Chair, Astrophysics
Laura Delgado Lopez, Exec Secy, Policy
Gregory L. Robinson, Webb
Peg Luce, Heliophysics
Meagan Thompson, Planetary Science
Benjamin Phillips, Earth Science
Paula Evans , Logistics Management Institute

Gathering SMD Input: How we did it

Attributed & Anonymous Forms: ~40 individuals or groups submissions.

1hr Incubator workshops ~35 participants split into 12 diverse groups generated a wide range of action ideas

Ideas contributed by individuals and groups directly to ARAG via emails and pptx presentations

~200 ideas for actions were submitted

Next Steps for ARAG

EXAMPLES of ACTION IDEAS SUBMITTED

- Collect and publicize demographics of SMD current and past proposers and awardees to establish a current baseline to build upon.
- Add measurable outcomes in performance plans for supervisors for improving inclusion.
- Set up a rotating, diverse SMD engagement group to build new partnerships & strengthen existing ones w/ MSis, building on experience & lessons learned from the small business unit.
- Identify & provide mechanisms for shadowing + short- & long-term leadership details.
- Use a common code of conduct / rules of the road for a more inclusive environment at reviews
- Set a goal for each division to aim to increase the diversity of its aggregate demographics of reviewers in ROSES panels from the present numbers
- Learning and accountability from regular culture surveys / audits of the environment in SMD.
- Monthly conversation series
- Consider establishing a SMD-wide postdoc fellowships hosted at HBCUs + MSIs
- Consider establishing a regional program for creating STEM cohorts & communities for future STEM leaders + NASA workforce.
- Long term meaningful and growing partnerships with partners who have traditionally not been involved in NASA missions and research - centering on needs + desires of partners and NASA.
- Combining forces with existing successful programs at NASA and other agencies.

Next Steps for ARAG

Examples of ideas submitted by staff for SMD End-States:

- A growth mindset culture always keen to ask "How can we innovate & improve?"
- SMD understands and values non-traditional leadership styles
- Rotations/details across leadership encouraged and designed as opportunities for existing & future leaders, especially from under-represented groups.
- An SMD which reflects the national demographics at all levels from administrative positions to leadership positions over the next xx years.
- In R&A at panels and in the PI pool, demographics reflect the nation at all levels of a project over the next xx years.

In PSD

- High representation from PSD in the SMD-level IDEA working group
- R&A has done and is doing several different training sessions, including bystander intervention training and microaggression training
- Getting the band back together: PSD IDEA group working on implementing things that come out of the larger IDEA group and developing ideas to be taken back to the SMD group
- “Brave space” conversations about our own biases in the R&A group that allow us to explore and learn