Cross-AG IDEA Working Group

PAC Presentation
June 22, 2022

IDEA WG Co-Chairs: Maggie McAdam[1] & Parvathy Prem[2] [Interim co-chair]

[1]NASA Ames Research Center,
[2]Johns Hopkins University Applied Physics Laboratory

New Website: https://www.lpi.usra.edu/idea/working-group/

Organization and membership

- Currently, ~100 self-nominated and presently unfunded members.
  - Membership is open to all, and new members are always welcome. Please email our listserv to sign up: planetaryedi+subscribe@psi.edu

- Representatives from 8 Analysis/Assessment Groups (AGs), and the DPS PCCS.
- Two co-chairs who manage logistics and conflicts; co-chair search ongoing.
- Shared leadership model.
- Monthly meetings on the second Wednesday of each month at 1 pm Eastern.

AG Reps

- **Co-chairs:** Maggie McAdam (NASA Ames) & Parvathy Prem (APL)
- **Past Chairs:** Christina Richey (JPL/Caltech) & Moses Milazzo (Other Orb)
- **ExMAG (CAPTEM):** Manavi Jadhav (UL-Lafayette) & Justin Filiberto (NASA JSC)
- **LEAG:** Kristen Bennett (USGS) & Sarah Valencia (GSFC)
- **MAPSIT:** Jani Radebaugh (BYU)
- **MEPAG:** Justin Filiberto (NASA JSC) & Kennda Lynch (LPI)
- **OPAG:** Kennda Lynch (LPI) and tbd.
- **SBAG:** Jennifer Scully (JPL) & Jessie Dotson (NASA Ames)
- **VExAG:** Noam Izenberg (APL) & Molly McCanta (UT-Knoxville)
- **MExAG:** Gangkai Poh (NASA GSFC) and tbd.
- **DPS PCCS:** Ed Rivera-Valentin (LPI), Julie Rathbun (PSI), & Serina Diniega (JPL)
- **Special:** Janet Vertesi (Princeton)

Suggested Findings

- **Finding 1**: The Advancing Inclusion, Diversity, Equity, and Accessibility in Planetary Science Conference (April 25 – 29, 2022) was a landmark meeting in our field. We wholeheartedly thank the IDEAcon conveners, Edgard Rivera-Valentín and Kennda Lynch, and urge NASA to act on the recommendations in the conference report (see next presentation).

Suggested Findings

- **Finding 2:** We eagerly await NASA's 90-day response to the Decadal Survey, and especially look forward to responses to the recommendations in the State of the Profession Chapter.
- **Finding 3:** We also appreciate the recent NASEM study report on 'Advancing Diversity, Equity Inclusion and Accessibility in the Leadership of Competed Missions' and look forward to NASA's response to the report.

IDEA Working Group Recommendations

Note: These are priority “Recommendations for Funding Agencies” from the IDEAcon report, fully supported by the IDEA WG. (Please see the report for complete recommendations.)

- **Recommendation A.1**: Create an outward-facing position within the NASA Science Mission Directorate (SMD) to advance and implement IDEA principles within the NASA community (beyond NASA centers and employees).

- **Recommendation A.2.1**: NASA should consider team diversity when selecting and extending missions, projects, facilities, and other large teams.

- **Recommendation A.2.2**: In order to retain that diversity, project teams must also implement policies for creating inclusive and safe environments, including but not limited to codes of conduct, bystander intervention training, and organizational accountability.

Questions?
Requests?
Discussion?

Contact info

Join the IDEA Working group by emailing our listserv:
planetaryedi+subscribe@psi.edu

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Back up slides

Further Recommendations

- NASA should fund members of the community for their IDEA service work within planetary science and astrobiology.
- The community and NASA should define ethics more broadly than only financial conflict of interest and, in particular, should treat harassment the same way as any other type of research misconduct.
- Information collected by NSPIRES (NASA Solicitation and Proposal Integrated Review and Evaluation System), such as personal and demographic information should be made more inclusive.
- NASA should continue to fund meetings, such as IDEAcon, to explore ways to increase IDEA in the planetary science community.

Further Recommendations

- NASA should make it explicit and clear that accessibility accommodations are allowable expenses in PSD R&A programs.
- NASA should create an Office of Tribal Relations, similar to offices at other government agencies (e.g., the US Forest Service and the USGS).
- Funding agencies, such as NASA, should implement workplace climate surveys for projects, missions and other funded facilities.
- NASA should provide funding support to programs that provide opportunities for early career scientists to gain experience during mission development and mission operational phases, as well as opportunities to progress in mission roles over time.

Accomplishments of the IDEA Working Group

- Led discussion and development of 27 white papers for the Planetary Science and Astrobiology Decadal Survey, with 242 total co-authors. For full list, see: https://tinyurl.com/idea-whitepapers
  - Many of these white papers are being developed into conference abstracts and peer reviewed publications.
- Presentations to AGs, conferences, meetings, NASEM, etc.
- Facilitated development and adoption of best practice informed selection processes and codes of conduct for AGs.

Ongoing Work

- Further development and adoption of standard procedures, best practices, and checks and balances on hiring/selections with an eye toward improvements in IDEA and representation.
- Advocate for standardized accessibility improvements of AG and other NASA meetings (captions, ASL interpreters, among others).
- Develop and identify best practices for Codes of Conduct for Missions & Teams.
- Develop website for the IDEA Working Group to provide clearing house for resources: https://www.lpi.usra.edu/idea/working-group

Future Plans

- We support the Decadal committee's emphasis on IDEA matters in the recently released Planetary Science and Astrobiology Decadal Survey. We plan to continue to monitor NASA's response to these recommendations.
- Seek updates and information from NASA regarding their DEIA Strategic Plan and Equity Action Plan.
- Advocating for a workforce demographics survey and annual mission workplace climate surveys (echoed in the Decadal Survey).
- Advocating for immediate targeted action to support scientists whose funding and career trajectories have been upended by the pandemic.