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# Conference Debrief

## Conveners: Edgard Rivera-Valentín & Kennda Lynch

https://www.hou.usra.edu/meetings/advancingidea2022/

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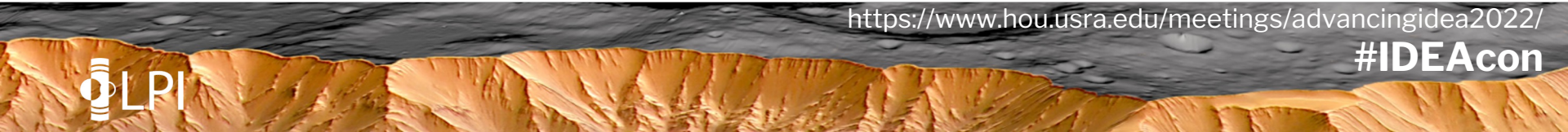
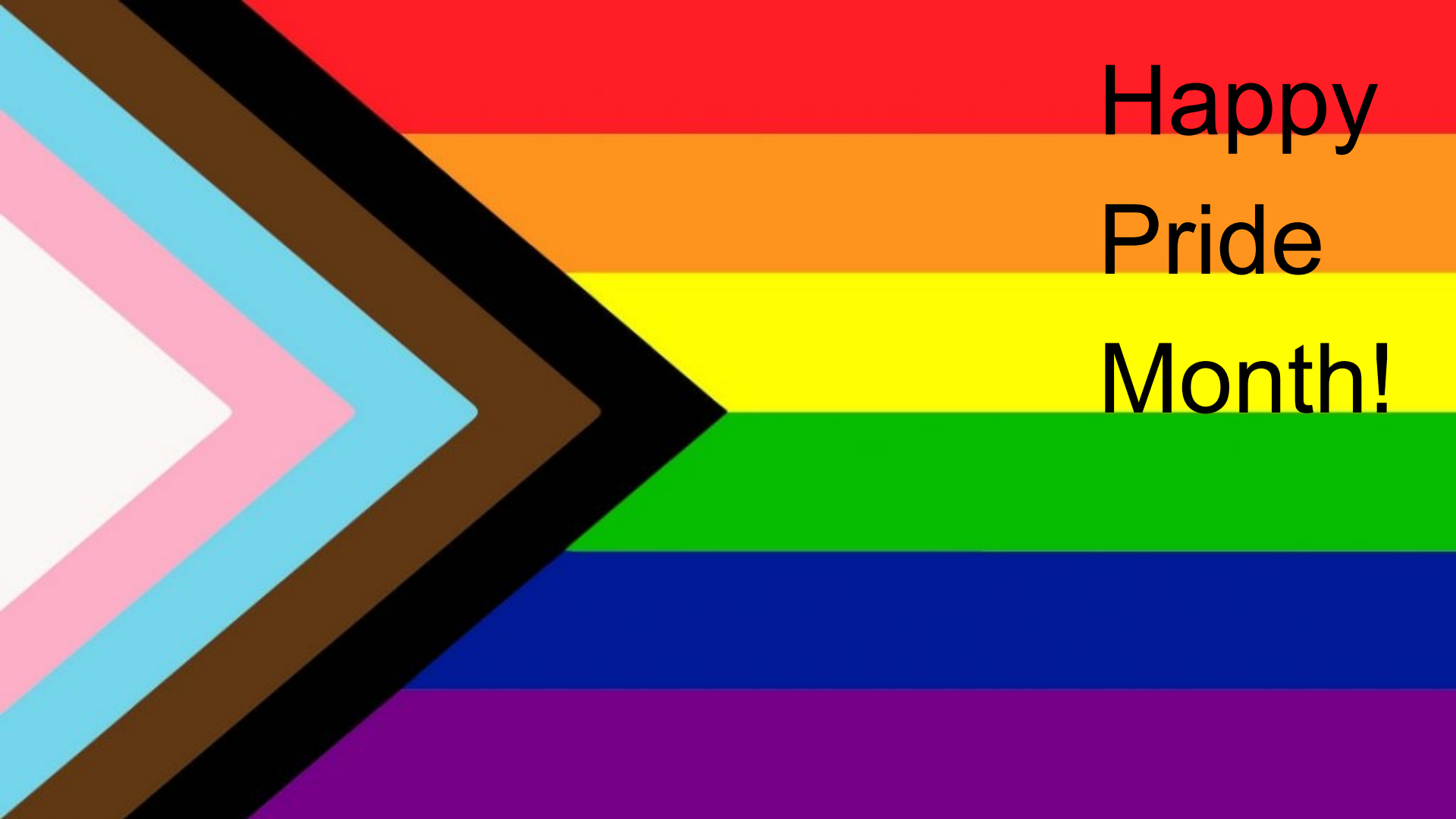


# Juneteenth

**June 19; Observed on June 20**

Commemoration of the ending of slavery in the United States.

Nearly 2.5 years after the Emancipation Proclamation became official (Jan. 01, 1863), the proclamation was read and formalized in the then remote state of Texas.


Happy
Pride
Month!

# Advancing IDEA in Planetary Science

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- **Goal:** Bring together the planetary, astrobiological, and social science communities to facilitate the advancement of IDEA principles in the workforce over the next decade.

- **Summary:**
  - 70 abstracts received
  - 427 people registered
  - ~100 people online

*QR Code to Report*

Consensus Report DOI: 10.5281/zenodo.6656887

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## Science Organizing Committee

Justin Filiberto

*NASA Johnson Space Center*

Jennifer Piatek

*Department of Geological Sciences, Central Connecticut State University*

Julie Rathbun

*Planetary Science Institute*

David Trang

*Hawai'i Institute of Geophysics and Planetology, University of Hawai'i at Mānoa*

Janet Vertesi

*Department of Sociology, Princeton University*

## Conveners

Mayra De Leon

*Meeting Coordinator*

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**Janet Vertesi**
Princeton University

**Adia Harvey Wingfield**
Washington University in St. Louis

**Orlando Figueroa**
Orlando Leadership Enterprises

**Phoebe Cohen**
Williams College

## Keynote Speakers

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## Workshops & Resources

- Workshop on Designing and Sustaining Authentic Partnerships
- Listening Session
- Proposal Writing Workshop
- Readings: OWL SOP & White Papers

## Working Group Sessions

- Asynchronous - used Slack to foster discussion early in the workshop
- Zoom Breakouts - 2 sessions to develop recommendations
- 2 co-facilitators for each Working group

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# Recommendations from the Working Groups

(1) Funding Agencies, (2) Universities, (3) Research Groups, (4) Professional Organizations, (5) Employers, (6) Safety and Accessibility, (7) Public Engagement and Outreach

Total of 46 recommendations of which 21 were priority recommendations

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## Recommendations for Funding Agencies:

- NASA should create an outward-facing position within SMD for an individual and/or office for IDEA in the science community, including missions.
- NASA should consider team diversity when selecting missions, projects, facilities, and other large teams.
- NASA should fund members of the community for service work.
- The community and NASA should define professional 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.

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**Recommendations for Universities:**

- The university community should develop a centralized hub to increase access to information for students, faculty, and scientists at institutions.
- Universities should create a framework and resources to develop and sustain research and teaching partnerships across institutions with reciprocity.
- Universities should provide resources to support faculty and students in the creation and evaluation of IDEA efforts.

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**Recommendations for Research Groups:**

- Research group leads should implement interpersonal support as a tool for building authentic relationships.
- Research group leads should formalize preferred communication practices and expectations for research groups and field teams by using tools such as Mentor Contracts and Field Guides.
- NASA should consider funding a workshop that brings together researchers of all career stages, coupled with industrial/organizational psychologists to discuss best practices for small research group management.

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**Recommendations for Professional Organizations:**

- Professional organizations should employ a multi-faceted approach to ensure meetings and conferences are welcoming, friendly, and inclusive.
- Professional umbrella organizations for planetary science (e.g., AAS, AGU, GSA) and AGs should develop relationships and partnerships with professional organizations serving underrepresented populations in the planetary science community (e.g., NSBP, SACNAS, AISES, AAPIiG).

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**Recommendations for Employers and about Employment :**

- Employers need to fully (**1**) support the professional endeavor of planetary science, as well as (**2**) mitigate financial and administrative burdens faced by researchers.
- Our community and employers must proactively and broadly inform current and prospective researchers on the range of jobs in the field, their scope of work, funding profiles, and benefits (e.g., freedom of location).
- Employers, managers, and institutions must work to support best practices to cultivate a positive mental health culture.

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**Recommendations about Safety and Accessibility:**

- The community should build accessibility and safety from the beginning into programs and activities via consultation with existing resources and experts.
- Organizations convening conferences should budget for costs related to safety and accessibility (e.g., interpreters and live captioning).
- The community should develop and maintain a publicly accessible set of resources by and for those within our community who are working to increase accessibility and safety.

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**Recommendations about Public Engagement and Outreach:**

- The community should implement best practices in public engagement rather than recreating or redeveloping such practices.
- The community, supported by NASA and/or other funding agencies, should develop an online central public engagement hub for best practices, community building, resources and diverse voices.
- The community should prioritize intentional partnering with underserved communities in all public engagement efforts.

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## Identified 5 themes for the recommendations

- The community, funding agencies, universities, and employers should follow best-practices in building authentic partnerships when working within IDEA spaces.
- The community, funding agencies, universities, and employers should acknowledge that a vital part of "doing science" is "how we do science", which should be guided by IDEA principles and best-practices.
- Employers and funding agencies should fully support the professional endeavor of planetary science and astrobiology, including service work.

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## Identified 5 themes for the recommendations

- The community, funding agencies, universities, research groups, and employers should develop and implement codes of conduct with structures for accountability, as well as build a work culture that adopts these codes.
- The community should develop, and funding agencies, universities, and employers should support a trusted hub for IDEA-related work, including a repository for IDEA best-practices, list of opportunities and activities, as well as a platform that enables community collaboration.

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# Thank You!

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