

National Aeronautics and
Space Administration



EXPLORE SOLAR SYSTEM & BEYOND

The NASA Astrophysics Division Research and Analysis
Diversity Equity & Inclusion Task Force

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Improving Inclusion at NASA



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.



Strategy 4.1: Increase the diversity of thought and backgrounds represented across the entire SMD portfolio through a more inclusive and accessible environment.

ROSES: 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.

Astrophysics R&A Diversity, Equity, and Inclusion Task Force



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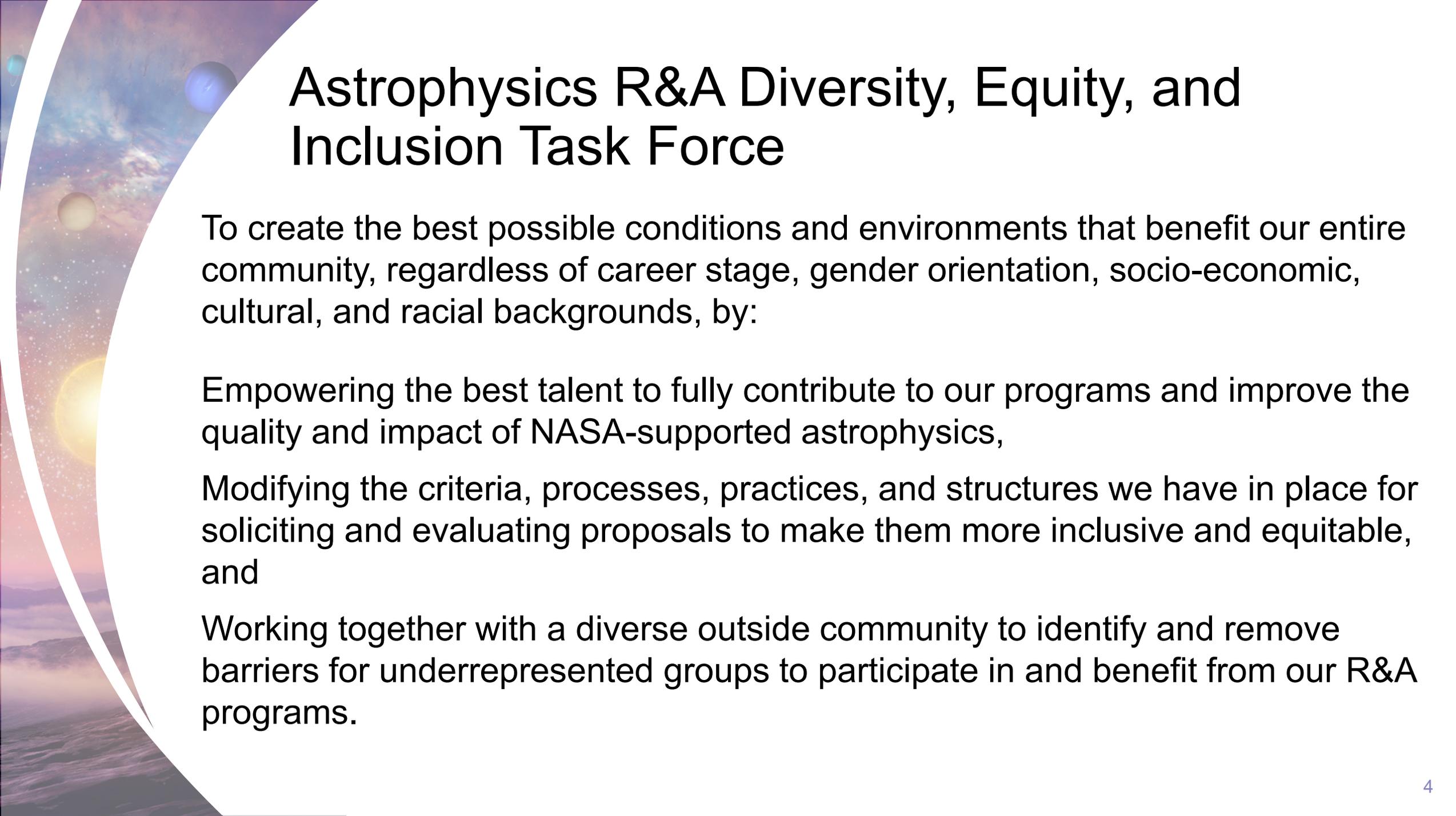
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Astrophysics R&A Diversity, Equity, and Inclusion Task Force

To create the best possible conditions and environments that benefit our entire community, regardless of career stage, gender orientation, socio-economic, cultural, and racial backgrounds, by:

Empowering the best talent to fully contribute to our programs and improve the quality and impact of NASA-supported astrophysics,

Modifying the criteria, processes, practices, and structures we have in place for soliciting and evaluating proposals to make them more inclusive and equitable, and

Working together with a diverse outside community to identify and remove barriers for underrepresented groups to participate in and benefit from our R&A programs.

We seek and welcome input from the diverse scientific community about actions we can take to better achieve our core desired outcomes, which include:

Receiving more proposals from scientists underrepresented in our current / traditional proposer pool, including BIPOC scientists, achieving a commensurate selection rate.

Actions we are taking:

Monitor and increase diversity on reviewer panels and advisory boards.

Reduce cognitive biases in reviews (Dual anonymous peer review, Discussion of cognitive bias in reviews, Referral to proposals by #)

Open up better communication and coordination with the NASA Office of STEM Engagement

We seek and welcome input from the diverse scientific community about actions we can take to better achieve our core desired outcomes, which include:

Assisting groups that we support with our grants to maintain a professional environment, taking appropriate actions to root out toxic behaviors in our awardees when they arise.

Actions we are taking/considering:

Inclusion criteria pilot program

A general code of conduct for our awardees.

Input from more than the PIs

ATP Inclusion Criterion Pilot Program

This section will address:

- Plans for creating and sustaining a positive and inclusive working environment for those carrying out the proposed investigation, and
- Contributions the proposed investigation will make to the training and development of a diverse and inclusive scientific workforce.

The evaluation of the inclusion plan includes the following factors:

- Does the inclusion plan adequately communicate the goal of a positive and inclusive working environment for the investigation team? Does the inclusion plan provide adequate processes for creating and sustaining a positive and inclusive working environment for the investigation team? **Are these processes likely to be successful in achieving the goal?**
- Does the inclusion plan adequately describe the contribution of the proposed investigation to the training and development of a diverse and inclusive workforce? Does the inclusion plan provide an adequate plan for achieving the identified contribution? **Is the plan likely to be successful in realizing the identified contribution?**

Feedback will be provided to the proposers as part of the panel review summaries. **The feedback will not be folded into the adjectival ratings or selection recommendations in the current ROSES cycle**, but may in future cycles. NASA plans to invite comments from proposers regarding this pilot process after they receive their review comments.

Developing better partnerships with researchers from institutions not traditionally in our pool of applicants, including making changes to:

Provide access to training to researchers who have not been traditionally part of the proposal pool to learn how to apply and write successful proposals from their colleagues

Actions we are considering:

Research Initiation Awards model. One-year awards for people getting started or coming back to funded research after a long break, partnering with a mentor.

Host regular workshops on proposal writing and processes at non-R1 colleges, minority-serving institutions (HBCUs, HSIs, Tribal Colleges)

Developing better partnerships with researchers from institutions not traditionally in our pool of applicants, including making changes to:

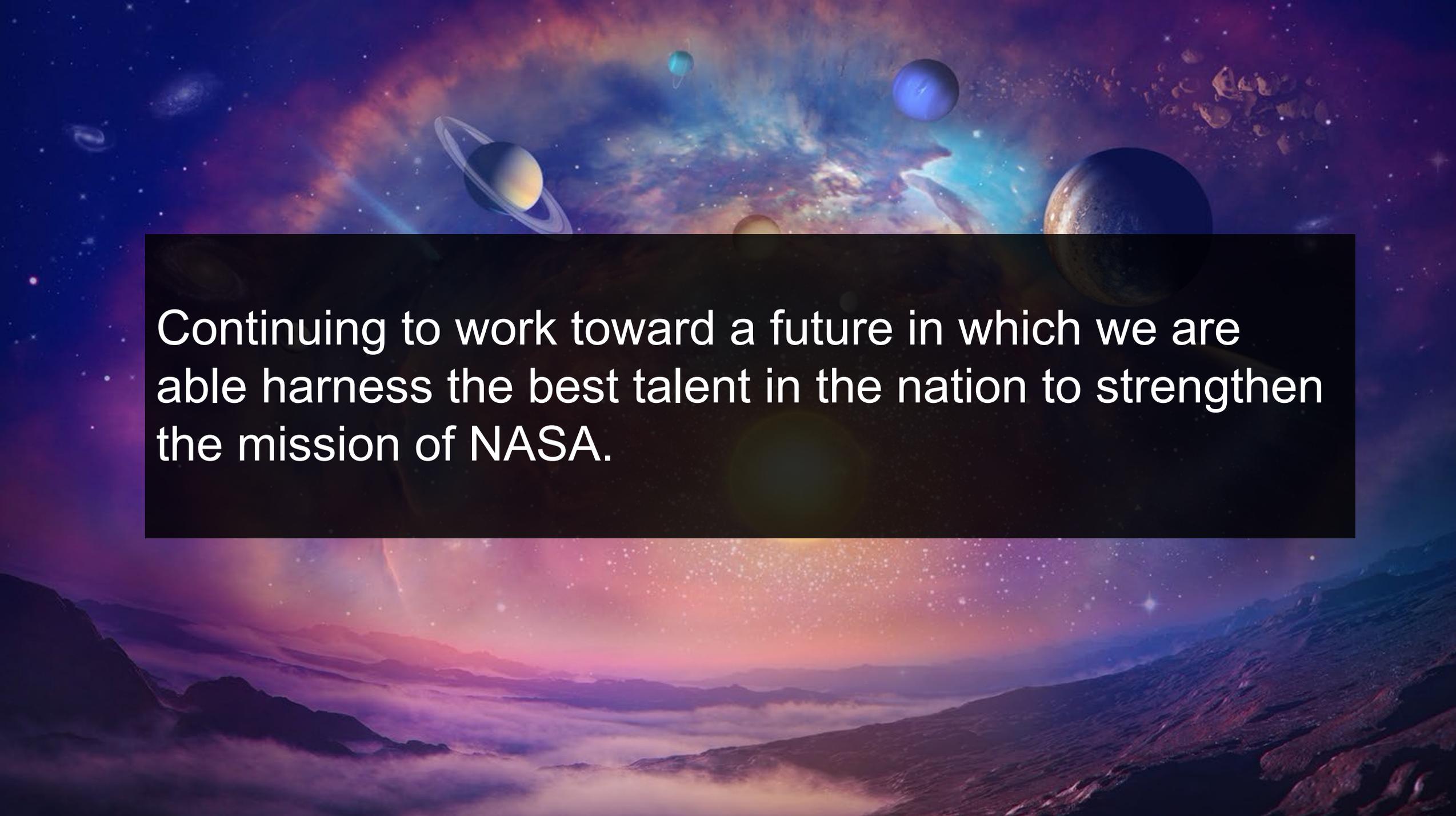
Develop a better understanding of the experience of the BIPOC STEM community, and more sustained communication and engagement, forging better permanent relationships.

Actions we are taking /considering:

Planning a BIPOC engagement workshop to listen about lived experiences and challenges to participating in NASA Astrophysics programs.

Increase in regular presentations for input (NSBP / AAS / SACNAS / APAC)

Externships from Astrophysics Division to MSIs, incoming short-term assignment with a leadership role within the Astrophysics Division.



Continuing to work toward a future in which we are able harness the best talent in the nation to strengthen the mission of NASA.