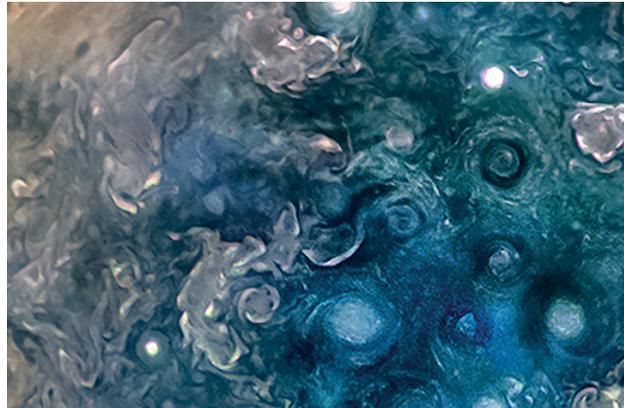


SCIENCE

National Aeronautics and
Space Administration



Astrophysics Advisory Committee

Diversity and Inclusion

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Plan of this talk

- Introduction
- Diversity and Inclusion Efforts
- Anti-Discrimination and Anti-Harassment
- Workforce Development

NASA Science Mission Directorate

An Integrated Program
Enabling Great Science



BE A LEADER IN SCIENCE

PROTECT & IMPROVE
LIFE ON EARTH

DISCOVER SECRETS
OF THE UNIVERSE

FOCUS ON IMPACT

SEARCH FOR
LIFE ELSEWHERE



ENABLE INNOVATION

COMMERCIAL
PARTNERS

INTERNATIONAL
PARTNERS

BE INTERCONNECTED

ACROSS THE AGENCY



INSPIRE LEARNERS OF ALL AGES

Diversity and Inclusion (D&I): SMD Perspective

- SMD views D&I through the lens of sustained excellence; a diverse and inclusive organization is more innovative and likely to excel
- SMD's goals are to develop a NASA workforce that reflects the diversity of the country and to instill a culture of inclusion
- Current workforce and scientific community supported by NASA do not reflect the diversity of the Nation
- Discussing appropriate ways for SMD to improve diversity in all dimensions

D&I: SMD Data

- Analyzed the gender* of proposers and grantees in ROSES-2015
 - Essential result: The evaluation, and selection processes used by the Divisions do not appear to be biased against applicants with female-sounding first names
 - Fraction of proposers with female-sounding first names not always reflective of PhD pool
- Analysis of Competed Mission Proposals
 - Out of 301 PI-led mission proposals (2001-2017), only 30 had female PIs
 - 87% of female PIs came through PSD solicitations
- Developing database to investigate pathways from early career researcher to mission proposal PI

D&I: Efforts Underway

- Beginning in 2017, all solicitations now include language endorsing diverse teams
- Starting with ROSES-2018, all review panels will be briefed on cognitive biases and shown an OCS-produced short video
- Currently developing processes to ensure diversity and inclusion (in all dimensions) on SRBs, advisory committees, and review panels
 - For example, revamped two Divisional Advisory Committees to expand membership and increase diversity
 - Including in Statements of Task to future NAS ad hoc committees requesting they be more diverse
- Now developing SMD-wide approaches to increase diversity and inclusiveness of future workforce and scientific community, targeted roll-out 2019
 - Developing partnerships with NASA's ODEO and OSBP
 - Exploring partnering with NSF, non-profits
 - Making NASA's current programs better known

Anti-Discrimination and Anti-Harassment

“...any behavior that demeans or discourages people from fully participating is unacceptable.”

Letter from then-Administrator Charles Bolden to grant-recipient institutions,
January 2015.

*“...harassment will not be tolerated at our agency.” Acting Administrator
Robert Lightfoot, February 2018.*

Collaborating with the Office of Diversity and Equal Opportunity to increase awareness of NASA policies and reporting methods, both inside NASA and externally

Anti-Discrimination and Anti-Harassment Efforts Underway

- Recent NSF policy on discrimination requires grantee institutions to report + discrimination claims and investigation results
- + • Developing statement on what individuals should do when they believe they have been faced with discrimination or harassment
 - Statement will be included in future ROSES releases and AOs
 - Promulgated to the scientific community through a “Dear Colleague” letter from NASA leadership
 - Standardize language to be included in grant award letters and in “NASA Night” presentations
 - Information to be added to the Grants FAQ at <https://science.nasa.gov/researchers/sara/faqs>

Workforce Development Efforts

- In addition to the efforts in diversity and inclusion and discrimination, SMD is developing initiatives to
 - Better prepare NASA and non-NASA early career investigators to be successful researchers and grow into the next generation of mission PI's
 - Formulating training opportunities, such as “PI 101” and “Future Mission PI Incubator”, targeted 2020
 - Assess competitiveness of early career PI's in R&A by 4th quarter 2018
 - Reinvigorate the HOPE program, targeted 2019
 - Partner with Centers to develop a more diverse cadre of future project managers
 - Take a more strategic approach to stakeholder interactions
 - A key component of this strategy is outreach to colleges and universities, including minority-serving institutions, and science societies and affinity groups in order to reach a larger population who may not know how to work with NASA

Questions