

APAC DAY3 – PURPOSE AND INTENT

The purpose of Day 3 is to look at past practices and future opportunities to improve the fuller participation of Black, Indigenous and People of Color (BIPOC) in the workforce at NASA and all of its partners and participants. Successful outcomes of Day 3 are guided by the goal to create clear findings and actionable recommendations that will move the Astrophysics Division forward to address systemic inequities, which shall bring in new leadership, talent, and innovation to enable a success-oriented trajectory of diversity, equity, and inclusion.

The 2020 June APAC meeting confirmed that there is much work to do. The challenge now for both the APAC and the Astrophysics Division leadership is to stand by a commitment for systemic change and steward efforts to create equity.

Systematic practices need to be examined and those not providing beneficial advancement of opportunity must be discarded. BIPOC scientists must assume a critical role in leadership positions with authority in routine planning and implementation of the Division portfolio. The APAC, fulfilling its advisory Charter obligations, intends to work with the Astrophysics Division to assess fundamental changes necessary to break exclusive systemic structures that inhibit full BIPOC workforce opportunities in all aspects of the Division activities.

The APAC believes vibrant and broad discussion, in conjunction with those observations and recommendations of the stakeholder communities through the Decadal process and other advisory reports, will propel the NASA Astrophysics Division forward and enable it to more fully achieve future strategic goals.

Throughout the day's discussion, the APAC shall listen with intensity, discuss openly, and exchange ideas with Division leadership and the community, respecting all views, with the desire to develop a set of actionable findings and recommendations for progress. The panelist of invitees are charged with offering their insights, critiques, suggestions for best-practices, and possible specific actions the Astrophysics Division could take to make the Division more diverse and demonstrate leadership by example to its community of practice and other stakeholders. The APAC asks the community that may participate during the public comment period to be guided by the same spirit of positive change.

Equity in science is essential to the advancement of science. We as a community have a duty to take these issues seriously and seize this moment to act.