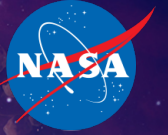


National Aeronautics and
Space Administration



EXPLORE SOLAR SYSTEM & BEYOND

PSD Diversity, Inclusion and Equity

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Setting Expectations

- I was asked to speak specifically to Diversity and Inclusion (D&I), as it relates to Black, Indigenous, and People of Color (BIPOC) communities
- These are incredibly difficult conversations to initiate and navigate; we will be open to criticism and correction as we are bound to make mistakes
- There are evolving initiatives at multiple levels at Headquarters and we cannot develop our paradigm in a PSD vacuum
- NASA has a rich history of D&I work, within PSD, across SMD, within the Office of STEM engagement, and across our grants programs. This is not a tour or an exploration of our D&I programs



Racism towards BIPOC is a reality and science is not above it

Recent Headlines:

Grieving and frustrated: Black scientists call out racism in the wake of police killings – Nature, June 2020

Systemic racism: science must listen, learn and change – Nature, June 2020

Racism in science is real. Universities must champion change – Science Mag, July 2020

Too many senior white academics still resist recognizing racism – Nature, July 2020

Academia Isn't a Safe Haven for Conversations About Race and Racism – Harvard Business Review, June 2020

None of this is new news. This is just the most recent iteration.



Where do we fit? Who are we in this context?

We are representatives of our communities. Most of us are here because we are passionate about planetary science and enjoy working in service of planetary science.

But, we're also...

- Gatekeepers
- Policy and rule makers
- Setters of priorities
- Guides to and creators of the bureaucracy
- An internationally recognized brand

As such, we can't be enforcers of the status quo. We must stop thinking of our communities as monolithically scientists.



What can PSD do?

1. Look within: Racism is fractal. It starts as a seed in our minds and impacts the ways in which we interact with individuals, groups, and institutions. What are our biases? How do they shape:
 - Concepts of legitimacy
 - Processes
 - Policies
2. Seek to be anti-racist
 - The opposite of racist isn't "not racist", it is "anti-racist"
 - Being anti-racist means constantly identifying and fighting racism where it exists, including in ourselves, our systems, our policies, and processes
 - Anti-racism goes beyond "conventional" education and outreach, but we talk about it as if representation is an outreach issue



Looking inward

Acknowledging that we don't know what we don't know, our first step is HQ training of program staff geared towards:

1. Seeking to understand the issues facing minority groups and acknowledging our own biases through presentations and continuing education and development
2. Understanding the impacts of the status quo and learning ways in which we can improve things such as peer reviews and review criteria so these aren't subconsciously reinforcing our own biases
3. Ongoing refresher training on these issues – what has improved? what still needs attention/work?



Looking inward, part 2

Look for policy or programmatic areas which could help improve D&I at HQ

1. Engage members of underrepresented groups in these discussions – co-creation is critical – and place them in leadership positions during the process.
2. Engage with colleagues in education to provide scientific support for programs outside of PSD (e.g. Minority University Research and Education Project (MUREP))
3. Highlight opportunities for underrepresented groups to contribute:
 1. Potential for IPAs from Minority Serving Institutions (MSIs) within SMD
 2. Active recruiting of scientists from MSIs for panel reviews



External Communication and Engagement with the community

1. Jointly organizing virtual seminars with MSIs, intended to:
 - Give a tour of our programs
 - Answer questions about the proposal review process and how NASA funding works
 - Listen to the challenges facing minority scientists and MSIs which would then feed back into actual programmatic and procedural changes that can provide tangible, long-term benefits to underserved communities
2. Engaging MSI colleagues for HQ presentations, including but not limited to:
 - Science Brown Bags
 - Other ideas? Open office hours for program staff? What can we do to engage with our colleagues without asking them to educate us?



Coordinating Efforts

- NASA leadership is engaged in this conversation and in finding solutions
- PSD is working with SMD leadership through various cross-divisional working groups and short term action committees and constantly aligning and modifying – this is a living problem that is in a state of flux
- PSD is working with the Office of the Chief Scientist (OCS) to analyze demographic data that covers ROSES17-19, giving us a better understanding of the scope of the diversity problem



External ideas?

We want to absorb new ideas, what does the PAC recommend?