

# Planetary Science Division



## R&A Diversity Initiatives

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# Survey Distributed to PSD R&A IDEA Group



- Why are you interested in this group?
- What do you think this group should focus on in the next
  - 3 months?
  - 6 months?
  - year?
  - > year?
- What solutions should this group be working toward?

# Why are you interested in this group?

(paraphrased from survey answers)



- To have more people of color walking the halls of NASA, SMD, PSD
- To focus on making changes and shaking up the norm
- To increase the diversity of people we fund and ensure that our selections represent the community and US as a whole
- To see PSD reflect NASA's new diversity goals, in concert with forward-looking science and exploration goals

# What do you think this group should focus on in the next 3 months?

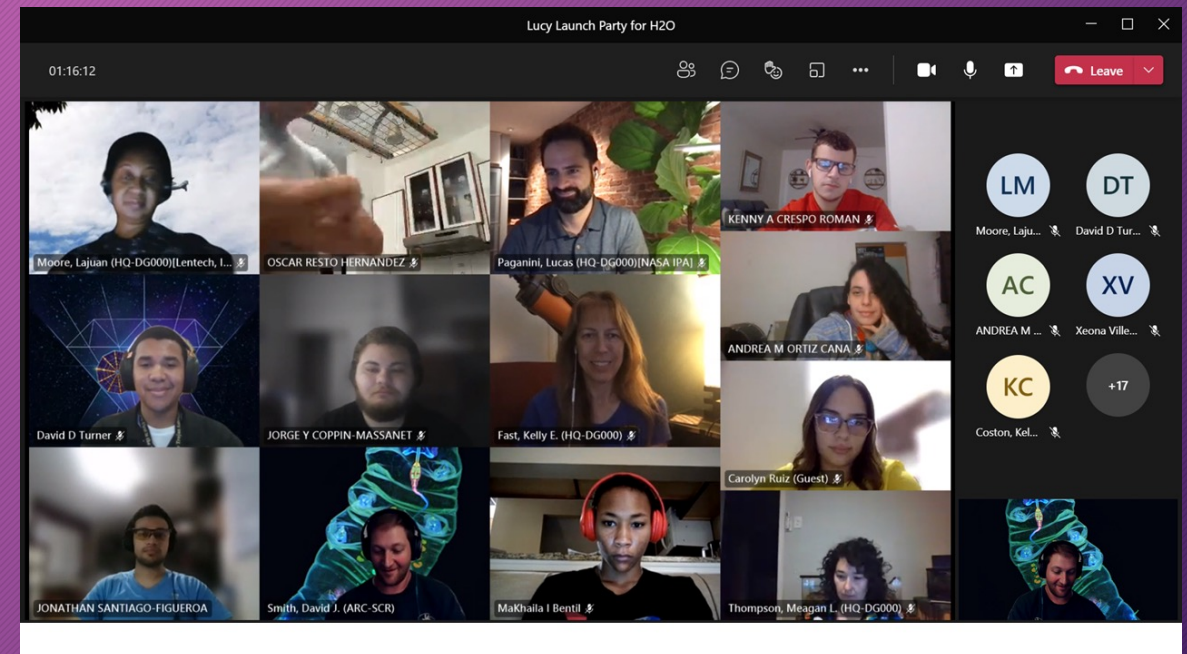


- Identify the scope of what we in R&A can actually have an impact on
- Examine what we are doing well and what we can/need to improve
- Develop a pipeline of peer reviewers from MSIs
- Check on finding out how the proposals are sent out and to whom
- Create videos on how to submit proposals
- Learn from experts. Build connections.
- Figure out the current diversity landscape within PSD R&A (& its place in SMD)

# What solutions should this group be working toward?



- Understand the issue(s) with education and training
- Make sure the MSIs/HBCUs have information to
  - submit proposals and to review them
  - apply for NASA positions
- Break down current barriers and change the culture



## Understanding the Issues: Demographics/Diversity

Direct Comparison  
between [US population](#)  
(2019), [NASA Workforce](#)  
(2020), and the  
[Planetary Science  
Community](#) (2020 DPS  
Workforce Survey), in %.

	White	Black or African American	Asian American	Hispanic/ Latinx	Native Peoples	Multi -race
US Population	60.1	12.5	5.8	18.5	0.9	2.2
NASA Workforce	72	12	8	7	1.1	0.3
NASA Science & Engineering <sup>++</sup>	76	6.2	9.3	7.6	0.8	0.2
Planetary Science <sup>+</sup>	87	1	10	5	*	5

+: Respondents could select more than one ethnicity so the total number is >100%.

\*: This group had less than 10 respondents, but at least 2 people were in this group.

~25% of respondents are members of DPS.

++: Does not include contractors

# What can PSD do in particular?

(survey responses we took as action items)



- Participated as NASA representatives at the meeting of the NSBP
- Figure out what everyone else is doing!
  - Tag-up w/ members of the Planetary Science community IDEA groups
- Advertise the [Minority Serving Institutions Exchange](#), to the community, to find collaborators. How best to do this?
- Send out information about recorded proposal writing workshops to the community, early career, and marginalized investigators. How best to do this?
  - Thomas Zurbuchen's [video](#)
  - Christina Richey's [presentation](#) and [video](#)

# PSD Trainings/Workshops



- Bystander Interventions Training Workshop 101
  - Offered 2 times over the past 12 months; 39 total people participated (PSD)
  - Working with USGS to have at least a fall and spring workshop (SMD)
- Bystander Interventions Training Workshop 201
  - Currently being developed and will be piloted by PSD and Earth Science
  - Dates TBD for workshops -> stay tuned for the informational email!
- Other webinars/workshops as advertised in the Teams group



Dr. Moses Milazzo



# Future Work



- Participate annually as NASA reps at the meeting of SACNAS and NSBP
- Working with OSTEM on
  - creating a plan per semester for selecting interns from MSIs/HBCUs/etc.
  - developing a pipeline of peer reviewers from MSIs/HBCUs/etc.
- Would like to contact STEM folks at MSIs for more direct communication
  - Working with NRESS to determine which MSIs are registered in NSPIRES
  - Also figuring out with MSIs are not registered in NSPIRES
  - Can then direct mail links to proposal-writing resources, etc.



# Thank You

