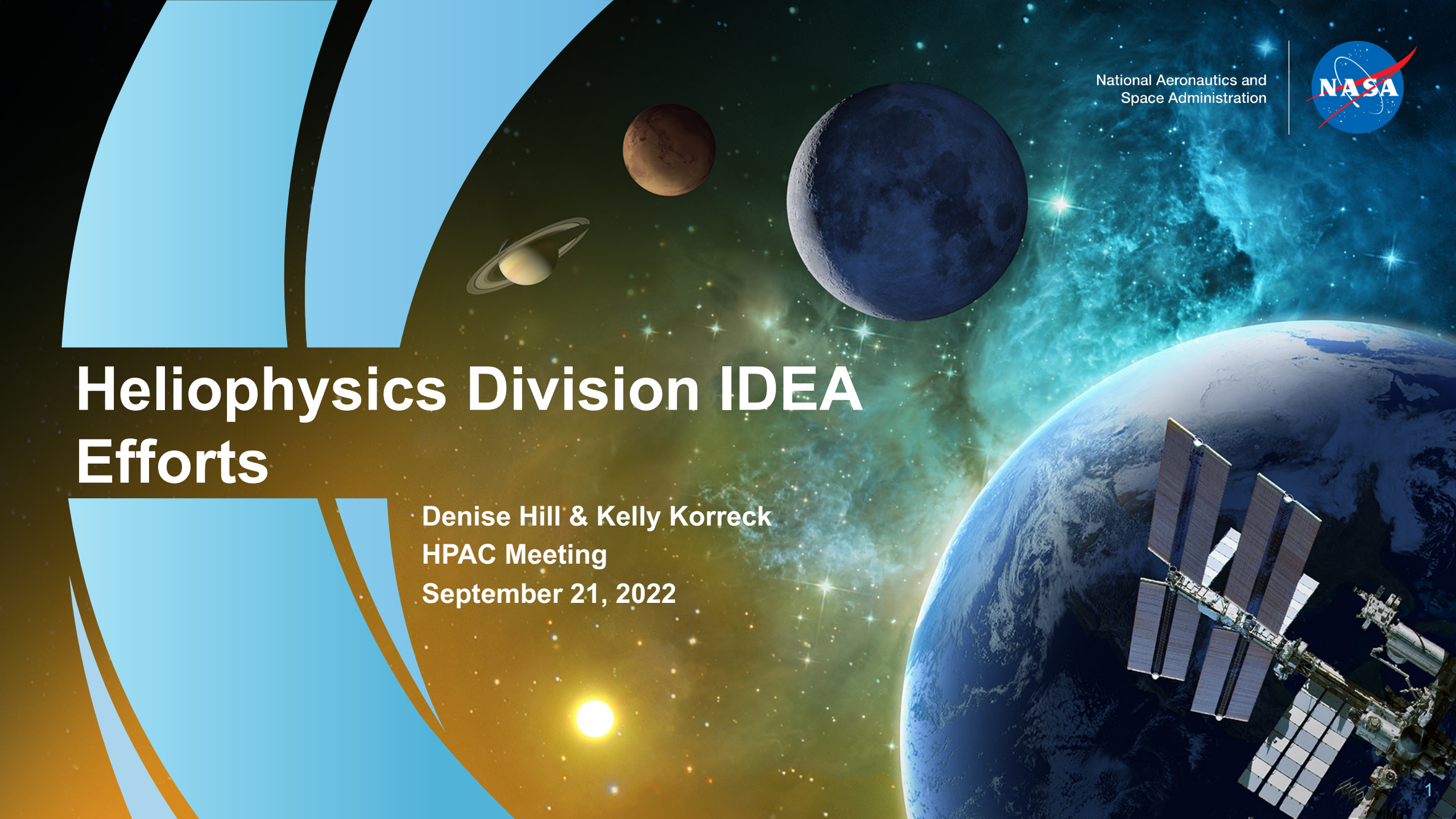


National Aeronautics and
Space Administration



Heliophysics Division IDEA Efforts

Denise Hill & Kelly Korreck
HPAC Meeting
September 21, 2022





Agenda

- Heliophysics IDEA Working Group
 - NASA's Equity Action Plan
 - NASA Science Mission Directorate's IDEA efforts
 - Overview of charge for Heliophysics IDEA Working Group
 - 100 Day Highlights



Breaking Down Barriers and Opening Doors

NASA Equity Action Plan 2022

Focus Area 1: Equity in Procurement

Increase integration and utilization of contractors and businesses from underserved communities to expand equity in NASA's procurement process

Lead Office: Office of Procurement and Office of Small Business Programs

Focus Area 2: Equity in Grants/Cooperative Agreements

Enhance grants and cooperative agreements to advance opportunities, access and representation for underserved communities

Lead Offices: Office of the Chief Financial Officer and SMD

Focus Area 3: Equity in Climate Data Accessibility and Environmental Justice

Leverage Earth science and socioeconomic data to help mitigate environmental challenges in underserved communities

Lead Office: SMD

Focus Area 4: Equity in Civil Rights Compliance and Accessibility to Limited- English Populations

Advance external civil rights compliance and expand access to Limited English Proficient (LEP) populations within underserved communities

Lead Offices: Offices of Diversity and Equal Opportunity & Communications



SMD IDEA STRATEGIC PRIORITIES 2022-2023

INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY IN SCIENCE

INSIDE SMD

1. Expand entry pipelines, career advancement, and leadership access. Transform from the inside out.



2. Develop a robust internal infrastructure to ensure synergy and alignment in IDEA implementation.



3. Ensure that all team members can meet the demands of their work and raise challenges safely. Commit to accessibility in all applications



4. Bring the community in to SMD to ensure NASA's goal of building a science team reflecting the nation.



5. Strengthen and forge symbiotic relationships with underrepresented communities.



WITH COMMUNITY

Supporting Inclusion in ROSES-2022

Dual Anonymous Peer Review (DAPR) Expansion

Bridge Program

Continue Flexible Due Date Pilots

Expansion of Inclusion Plans

Virtual Reviews

Expand Support for MSIs/PUIs

Transform to Open Science (TOPS) Program

Commercial Suborbital





Overview of Charge to Helio IDEA Working Group

- Regularly and actively participate in the SMD IDEA Working Group meetings
- Identify, track, and maintain Division activities and initiatives related to IDEA; identify synergies and areas for cross-collaboration
- Assist the Division in absorbing IDEA-related advice and recommendations and developing responses/actions from entities including but not limited to: OMB, NASA HQ, NASEM, CSSP, NAC, and HPAC
- Recommend actions and policies that actively advance the cause of IDEA across the Heliophysics Division
- Assist the Division in aligning activities, actions, and messaging with Agency and SMD guidance on IDEA
- Maintain awareness of internal and external trainings, workshops, and other activities that would help the Division advance its IDEA goals
- Meet regularly to brainstorm, status, and workshop IDEA activities

First 100 Days...



Picture a Scientist



Coming Soon... By-stander Training

First 100 Days...

Smithsonian Folk Life Festival



STEM Day Extravaganza



First 100 Days...

Washington Commanders Back-to-School Fair



SMEs In the Summer



NASA's International Space Apps Challenge



Calling All Radio Enthusiasts!



On the Way to the Sun...



#HelioRocks!

