

National Aeronautics and
Space Administration



Heliophysics Division IDEA Efforts

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HPAC Meeting
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A space-themed background featuring a large blue circular graphic on the left side. The background is dark blue with a bright yellow sun in the bottom left corner. Several planets are visible: a large blue planet (Earth) at the bottom left, a reddish planet (Mars) in the middle left, and a yellow planet with rings (Saturn) at the top left. The sky is filled with stars and nebulae.

Agenda

- Heliophysics IDEA Working Group
 - NASA's Equity Plan
 - NASA Science Mission Directorate's IDEA efforts
 - Overview of charge for Heliophysics IDEA Working Group
 - Current Heliophysics Program Survey
 - Heliophysics Division IDEA 30-60-90 day plan

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



NASA Science Strategic Approach

VISION

Lead a globally interconnected program of scientific discovery that encourages innovation, positively impacts people's lives, and is a source of inspiration

MISSION

Discover the secrets of the universe

Search for life elsewhere

Protect and improve life on Earth and in Space

VALUES

Excellence

Inclusion

Leadership

Integrity

Teamwork

Safety

PRIORITIES

Exploration and Scientific Discovery

Innovation

Interconnectivity and Partnerships

Inspiration

SMD IDEA STRATEGIC PRIORITIES 2022-2023

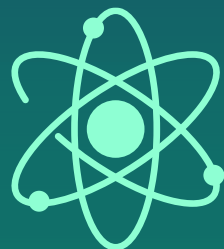
INCLUSION, DIVERSITY, EQUITY, AND ACCESSIBILITY IN SCIENCE

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.



WITH COMMUNITY

5. Strengthen and forge symbiotic relationships with underrepresented communities.



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/PIIs

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 it's IDEA goals
- Meet regularly to brainstorm, status, and workshop IDEA activities

IDEA Support in Heliophysics



- **SMD IDEA working group and sub-working groups:** Helio staff participating to identify SMD- and Helio-specific opportunities.
 - Seven subgroups: 1) IDEA Programming; 2) Missions/Projects/Programs; 3) Leadership Development; 4) Inclusion/Culture; 5) Recruitment & Hiring; 6) Research and Analysis; 7.) Engagement Team.
- **IDEA recruitment and inclusion efforts:** Exploring best practices for hiring and inclusive culture practices.
- **Adopting inclusive R&A code of conduct**
- **Innovative mission outreach activities:** Helio sponsoring and incentivizing plans with IDEA as a major focus (e.g., PUNCH, IMAP).
- **Developing targeted and innovative R&A solicitations with an IDEA emphasis.**
- **Developing engaging, substantive, and inclusive internship opportunities.**
- **Developing community-wide mentorship pilot program:** Focuses on providing support that consider the “whole” STEM individual.
- **Early and Mid Career Roundtables**
- **SMD student research programs:** ongoing conversations to enhance funding when appropriate and coordinate recruiting and, possibly, the research themes, of these programs.
- **Helio 2050 Workshop**
 - **Helio2050 Community session recording can be viewed by those that registered** <https://helio2050.vfairs.com/>



A space-themed background featuring a bright yellow sun in the bottom left corner, a blue and white Earth in the bottom left, and several other celestial bodies including a reddish planet, a grey planet, and a yellow planet with rings (Saturn) in the upper left. The background is a deep blue with scattered white stars.

Current Heliophysics Program Survey

Survey of the programs that are currently affiliated with Helio and in some capacity an IDEA initiative. Inviting the participants to a conversation about what is work and what is not as well.

For example:

- DRIVE Centers
- Mission outreach programs
- Student Collaborations
- LCAS Projects (Cubesats, Rockets, Ballons)
- Rock On and Rock Sat

A vibrant space-themed background featuring a bright yellow sun in the lower left, a large blue planet (Earth) in the lower right, and several other planets (Mars, Saturn, and a large blue planet) in the upper left. The background is filled with stars and a blue nebula. A large, semi-transparent blue circle is overlaid on the right side of the image, containing the text.

Helio IDEA 30-60-90 Day Plan

Setting near term, mid-term and long-term goals help keep focused on the task at hand while breaking larger goals into doable parts.

The 30 day plan is being created. The 30 day plan could include

- Defining metrics
- Discussing Helio specific goals in alignment with the NASA and SMD IDEA work
- Setup Helio Current Program Evaluation
 - Setup first round of listening sessions
- Creating the goals for the 60 day and 90 day time frame.



#HelioRocks!