



Incorporating our core value of Inclusion: Update on SMD Activities

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on behalf of the SMD
Anti-Racism Action Group
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NASA Core Values



Inclusion – NASA is committed to a culture of diversity, inclusion, and equity, where all employees feel welcome, respected, and engaged.

To achieve the greatest mission success, NASA embraces hiring, developing, and growing a diverse and inclusive workforce in a positive and safe work environment where individuals can be authentic.

This value will enable NASA to attract the best talent, grow the capabilities of the entire workforce, and empower everyone to fully contribute.

Aligning SMD Activities



- **Strategy 4.1 Increase the diversity of thought and backgrounds represented across the entire SMD portfolio through a more inclusive and accessible environment.**
- In alignment with the NASA core value of Inclusion and SMD Science Plan, we seek to foster a community where everyone feels **welcome, included and valued**.
- SMD's goals are to develop a workforce and scientific community that reflects the **diversity of the country and to instill a culture of inclusion** across its entire portfolio.

SMD Anti-Racism Action Group (ARAG)

It is the purpose of this Action Group to propose and implement near-term tactical actions to address the lack of equity and inclusion of the Black, Indigenous, and People of Color (BIPOC) community in SMD and its stakeholder communities through anti-racist actions.

Collect and prioritize anti-racist actions based on their likelihood to be impactful and group's ability to implement in ~1-3 months:

- Within SMD's HQ workforce.
- Within the SMD partner and stakeholder community.
- Within the general public.

All initiatives and actions pursued will have well-defined outcomes and will be allowed to evolve as new information is learned during the implementation period.



- *Thomas Zurbuchen (Co-Chair, SMD AA)*
- *Kartik Sheth (Co-Chair, Astrophysics)*
- *Laura Delgado Lopez (Exec Secy, Policy)*
- *Gregory L. Robinson (Webb)*
- *Peg Luce (Heliophysics)*
- *Meagan Thompson (Planetary Science)*
- *Benjamin Phillips (Earth Science)*
- *Paula Evans (LMI)*

Gathering SMD Input: How we did it

Attributed & Anonymous Forms:

~40 individuals or groups submitted ideas via these.

Hour long incubator workshops

~35 participants split into 12 diverse groups

Ideas contributed by individuals and groups directly to ARAG via emails and pptx presentations

Roughly ~200 ideas have been submitted

Next Steps for ARAG

We are **NOT** looking for any recommendations from APAC - we are still working through these submissions



SOME EXAMPLES OF SUBMITTED IDEAS:

- Collect and publicize demographics of SMD current and past proposers and awardees to establish a current baseline to build upon.
- Add measurable outcomes in performance plans for supervisors for improving inclusion.
- Set up a rotating, diverse SMD engagement group to build new partnerships & strengthen existing ones w/ MSIs, building on experience & lessons learned from the small business unit.
- Identify & provide mechanisms for shadowing + short- & long-term leadership details.
- Use a common code of conduct / rules of the road for a more inclusive environment at reviews
- Set a goal for each division to aim to increase the diversity of its aggregate demographics of reviewers in ROSES panels from the present numbers
- Prestigious NASA postdoc fellowships like Hubble but SMD-wide hosted at HBCUs + other MSIs
- DCASTARS - A 4-year program for creating regional STEM cohorts & communities for future STEM leaders + NASA workforce (building on the lessons from the National Astronomy Consortium model).
- Long term meaningful and growing partnerships with partners who have traditionally not been involved in NASA missions and research - centering on needs + desires of partners and NASA.
- Learning and accountability from regular culture surveys / audits of the environment in SMD.
- Combining forces with existing successful programs at NASA and other agencies.

Next Steps for ARAG



Examples of ideas submitted for SMD End-States:

- A growth mindset culture always keen to ask "How can we innovate & improve?"
- SMD understands and values non-traditional leadership styles
- Rotations/details across leadership encouraged and designed as opportunities for existing & future leaders, especially from under-represented groups.
- An SMD which reflects the national demographics at all levels from administrative positions to leadership positions over the next xx years.
- In R&A at panels and in the PI pool, demographics reflect the nation at all levels of a project over the next xx years.

- ARAG will communicate actions the group will undertake to SMD soon.
- ARAG will ask individual SMD leaders to become champions for SMD End-States that SMD adopts.
- ARAG and DEIA WG coordinate on establishing the longer term group and next steps for actions that are longer term ideas

Some Other SMD Activities

- Working group modifying requirements for AOs to align with NASA's new core value of Inclusion.
- Public statements by NASA and SMD leaders on identification of existing exclusion and lack of participation by all communities at NASA and commitment to better inclusion going forwards.
- APD has a R&A task force looking into ways to make the R&A process more inclusive and diverse (**Scannapieco, Connaughton, Jang Condell, Benford, Hasan, Knezek, Sheth**)
- Astrophysics to undergo an audit of its culture and practices - may expand it to other parts or all of SMD in the future.
- ESD has multiple groups examining all aspects of its portfolio and work from the ROSES solicitations to data initiatives.
- Advisory committees are discussing the state of the profession in nearly every discipline emphasizing the importance of an inclusive environment and diversity of thought and ideas for mission success.
- SMD is re-establishing the Diversity and Inclusion Working Group



The background of the slide is a composite of two cosmic images. The top half features a dark blue and black space filled with numerous small, bright stars and a prominent, glowing blue nebula on the right side. The bottom half shows a similar starry field but with a warm, golden-yellow and greenish glow, suggesting a different nebula or a different spectral filter. The word "Questions" is centered in a white, sans-serif font across the dark blue band.

Questions