

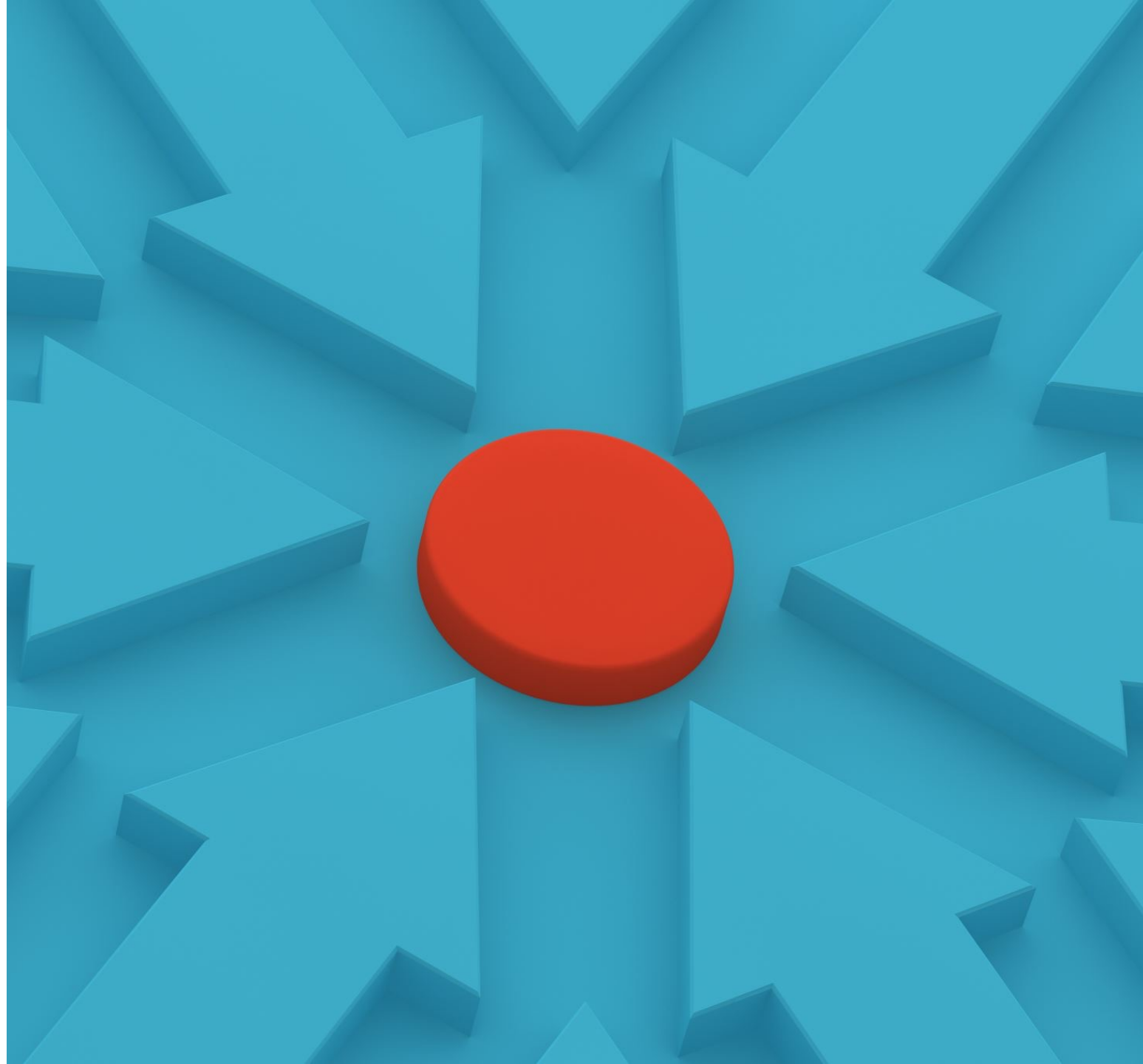


# Update on Cross-AG EDIA working group

---

Julie Rathbun, co-chair

Maggie McAdam, co-chair



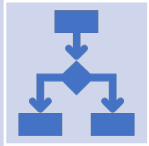
# History and Organization

Formed during August 2019  
OPAG meeting, because IDEA  
affects entire community, not  
just outer planets

Goal is to serve as an  
interface between the  
community and NASA  
SMD/PSG, HQ reps: Kathleen  
Vander Kaaden & Meagan  
Thompson

Entire community welcome to  
join, send email to  
[planetaryedi+subscribe@  
psi.edu](mailto:planetaryedi+subscribe@psi.edu)

# Accomplishments from 2023



Multiple presentations at LPSC, DPS, etc.



Organized and led a group comment on the New Frontiers Draft AO focusing on the requirement for a Diversity and Inclusion Plan



Formally recommended AGs to adopt best practices in their selection of new steering committee members and adoption of a code of conduct.



# AG recommendation

- The Cross AG EDIA Working Group recommends that every AG adopt their own version of these two policies:
  - Selection Best Practices: We suggest modeling steering committee selection based on the exemplary process adopted by VExAG in 2021. VExAG's policy can be found here: <https://www.lpi.usra.edu/vexag/documents/organizational-docs/steering-committee/>. Any policy adopted should be transparent and follow best practices. See the following LPSC abstract on the best practices and lessons learned: <https://www.hou.usra.edu/meetings/lpsc2023/pdf/1284.pdf>.
  - Codes of Conduct: We further recommend that each AG adopts a code of conduct for the AG that goes beyond the LPI meeting code of conduct. VExAG has outlined such a code here: <https://www.lpi.usra.edu/vexag/documents/organizational-docs/IDEA/>
- For another example of these policies, see ExMAG's Charter, list of committee roles and code of conduct at <https://www.lpi.usra.edu/exmag/>.

# Goals for 2023-2024



Collate recommendations on improving IDEA from various sources such as IDEACon



Continue to facilitate discussions within the community and make recommendations from the community to the group that has the power to implement changes (PAC).



Write a TWSC (or similar) proposal to fund an AG-like 2-day meeting in 2024 to reach a larger portion of the community.

# Recommendations previously proposed to PAC

June 2022:

# Outward facing EDIA position in NASA

- **June 2022 PAC finding #8:**

IDEA Finding: The PAC commends NASA's support for the recent Advancing IDEA in Planetary Science conference (IDEACon), and the usefulness of the detailed report of recommendations from IDEACon. **The PAC emphasizes that there remains a need for improved and intentional coordination for IDEA efforts within and outside of NASA SMD.** While the Cross-AG IDEA working group helps with some of this coordination outside of NASA, the coordination is not yet sufficiently happening with the inside NASA efforts and between internal and external efforts.

Recommendation: The PAC endorses the recommendations from the IDEACon report and requests from NASA a response to the report's top recommendations for funding agencies at the next PAC meeting. The PAC urges further coordination between NASA and community efforts, with one option being **the outward-facing IDEA-coordination position as well development of a centralized repository of relevant resources, as recommended in the IDEACon report. An existing model that may inform efforts to address this is the Planetary Data Ecosystem (PDE), where a paid, non-civil servant Chief Scientist has a mission to engage the community, is supported by an internal NASA group, and provides institutional support for a central information repository.**

- **PSD December Response:**

NASA thanks the PAC for this finding and recommendation. A detailed response to the findings from IDEACon will require additional time and effort, but some initial commentary will be provided during the R&A Update during this PAC meeting.

- IDEACon: Recommendation A.1: Create an outward-facing position within the NASA Science Mission Directorate (SMD) to advance and implement IDEA principles within NASA.

- **PSD December response:**

PSD agrees that a position like this could have immense value, provided that the individual has both authority and resources to implement change. PSD is prepared to advocate for such a position, but as the recommendation states, this position should be at the SMD level. This requires a much broader buy-in across the directorate.

# Suggested further action

- We recommend that the PAC forward this recommendation to the NAC as soon as possible.
- We ask PSD if they have any further comments on the IDEACon recommendations.
  - One example: At December PAC, PSD stated “An SMD IDEA Working Group is developing a CoC template for mission teams and flight projects, as a step towards having a CoC for all missions. Codes of Conduct are being implemented for all field campaigns and for conferences/workshops.” We request an update on the status of the template and implementation.



# Inclusion Plans in AOs

- Summary of our group comments on the New Frontiers Draft AO
  - Why is NF5 asking for a Diversity and Inclusion Plan and not an IP?
  - Mission IP should have a maximum page limit of at least 3 pages (as the SSERVI call did).
  - AOs should be clear that IPs need resources (budget, personnel, etc.)
  - Progress reports should be required
  - Include some suggested activities (as the SSERVI call did)
  - Require a code of conduct (as the SSERVI call did)
- Overall, the SSERVI call did a great job on how they solicited for IPs
  - The maximum budget allowed is **insufficient** for major DEIA tasks.
  - “A maximum of \$150K may be allocated from the total \$1.5M funding for public engagement and equity and diversity-focused activities combined”

# Inclusion Plan resources

- We appreciate the excellent resources shared in SMD's website "Inclusion Plan Resources".
- However, it is missing some crucial information:
  - The typical funding included in selected proposals.
  - **Resources developed by the Planetary Science Community such as: IDEA Con recommendations, DPS PCCS resources (reading list, DPS DEIA talks, recs to DPS), Workshop on DEIA for Leaders in Planetary Science.**
- We would like to see improved communication avenues between NASA IDEA (and IP) experts and non-NASA Planetary Science community DEIA leaders.
  - It has been reported to us by community members who have served on IP panels that they have not been contacted by NASA to get further input on improving IPs
  - **We recommend that each PAC meeting include presentations by, and discussions between, at least one NASA-affiliated DEIA expert or group and at least one community DEIA expert or group (Not NASA-affiliated).**

# What can community members do to help?

- We'd love to hear from you. What would you like to see in an AG-style meeting?
- Are you part of an organization that is doing work on EDIA? You are invited to give a presentation at the AG-style or one of our monthly meetings.
- Join us in forming a group to work on the TWSC proposal.
- Plan on attending our meeting just as you would the PAC or an AG meeting.
- Attend our monthly meeting and find out more.
- Email: [Rathbun@psi.edu](mailto:Rathbun@psi.edu) or [maggie.mcadam@nasa.gov](mailto:maggie.mcadam@nasa.gov) or [planetaryedi+subscribe@psi.edu](mailto:planetaryedi+subscribe@psi.edu)