

EDIA for Leaders in Planetary Science: An Innovative Workshop



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Why is this workshop needed?



Inclusion is one of NASA's 5 core values and NASA recognizes "the critical importance and value of DEIA for our entire workforce"



Several NASA programs ask for **Inclusion Plans**.



The goal of this workshop is to give participants the tools they need to enact positive change



What is the goal?

This workshop is NOT designed to instruct members of underrepresented groups on how to succeed

- There are already several NASA programs to do this.

This workshop IS designed to instruct members of majority groups on the basics of EDIA including Ethics and Compassion

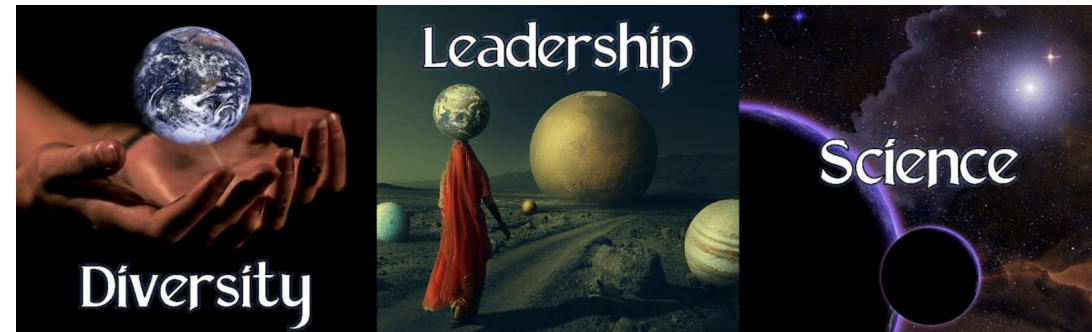
- Seeking to reach individuals with the power to make change (leaders), which are overwhelmingly members of majority groups
- Making sure the attendees of the other programs find the field as a whole more equitable.

Who are the facilitators?

- PhD and >20 experience in Planetary Science
- Extensive experience in EDIA and pedagogy
- Julie A. Rathbun (she/her/hers)
 - Diversity in Planetary Spacecraft missions (Rathbun, 2017)
 - Co-chair Cross-AG EDIA Working group (2023-present)
 - Chair DPS PCCS (2018-2020)
 - Organized the 2020 Planetary Science Workforce Survey
 - Professor of Physics at a SLAC (2001-2018)
- JA Grier (ee/em/eir)
 - Lead of NASA SSERVI EDIA Focus Group (2021-present)
 - AAS Fellow 2024 for two decades of commitment to EDIA
 - Addressed UN Office of Outer Space Affairs regarding Ethics
 - Director of Education, AAS (2007-2008)
 - Education Officer, DPS (2002-2005)



When have the workshops taken place?



Who are the attendees?

All career stages in Planetary Science

- From graduate students to postdocs to senior scientists

Varied positions

- Include several instrument and mission PIs, leaders of professional societies, etc.

All backgrounds in EDIA

- From folks with little experience to professionals who lead their own EDIA-related workshops

Varied Institutions

- JPL, APL, HQ, Goddard, U Arizona, U Maryland, PSI, SWRI, etc.

How is the workshop designed?

Model an inclusive,
accessible and
equitable
environment

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graph TD; A[Model an inclusive, accessible and equitable environment] --- B[Interactive design with latest pedagogical techniques]; A --- C[Remote: times chosen to work for most of US (11 am – 4 pm Eastern)]; A --- D[Respect breaks (1 1-hour and 2 10-minute breaks per day)];
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Interactive design with
latest pedagogical
techniques

Remote: times chosen
to work for most of US
(11 am – 4 pm Eastern)

Respect breaks (1 1-
hour and 2 10-minute
breaks per day)

What is the workshop like?

Day 1

Group bonding,
Breaking down
preconceived
notions

Day 2

Understanding what
and why there are
challenges in EDIA
and some ways to
address them.

Day 3

Making a plan and
leaving with a
tangible goal

Examples of activities

Activities to
break down
preconceptions

Collage

Surgeon's
Riddle

Social
Identity
Wheel

Activities to
understand
challenges

Diversity
Profile

Rose, Thorn,
Bud, and Bee
Storytelling

Activities to
make a plan

Dream of
Mars

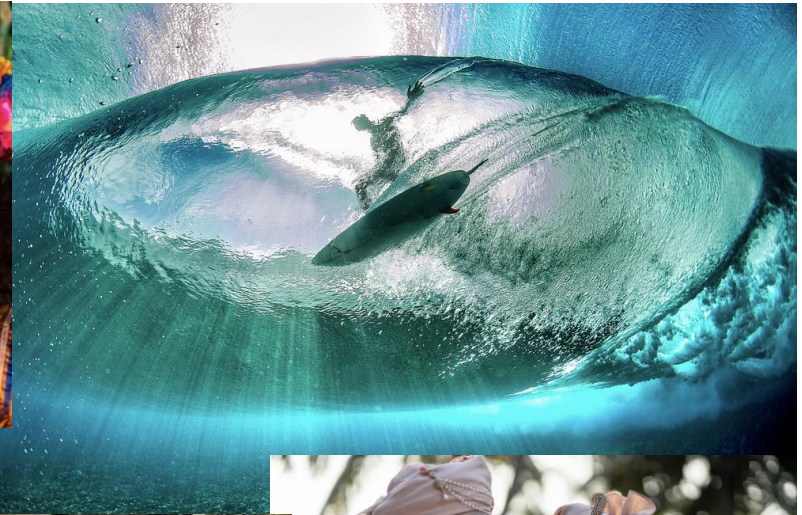
Leveraging
pass efforts

Collage Activity

Practice an
Open, Active,
and Creative
Mindset

Develop an
expanded
sense of
human diversity

See
themselves in
context of that
diversity



Let's do this!

Aim your
camera at the
QR code or go
to [pollev.com/
edialps](https://pollev.com/edialps)



Press skip
when asked for
your name

Click on an
image that
resonates with
you and think
about why



Collage Activity

Practice an Open, Active, and Creative Mindset

Develop an expanded sense of human diversity

See themselves in context of that diversity

Participant responses

Many images showed joyful people. I was particularly struck by images of what appeared to be men. Our culture doesn't encourage men to show 'soft' emotions like joy or sorrow, and it was refreshing to see.

The pictures that resonated with me were those showing people and nature together. I hadn't considered how diversity in people related to diversity in the environment, and peoples' relationship to that.

At first I thought "I don't see myself" in the images. Then I realized maybe that was the point. The facilitators pointed out that we have the option to "see ourselves" in anyone, as the common denominator in every image was humanity. That was very powerful.

I chose pictures of people in motion. Diversity isn't just how we look or our backgrounds, it's what we do and how we do it. That's important especially to appreciate the diversity of people who are disabled or who have 'limited mobility.'

Examples of tangible goals

Learn more about my team, specifically, how do team members see their personal identities, and what does this mean for who we are as a team?

Our organization is doing strategic planning - ensure that commitments to EDIA are reflected in that planning.

We have received funding for a new project - implement the inclusion plan for that project.

Send an early career member of our team to a targeted conference for an under-represented group in science with the aim to identify potential new local and regional partners.

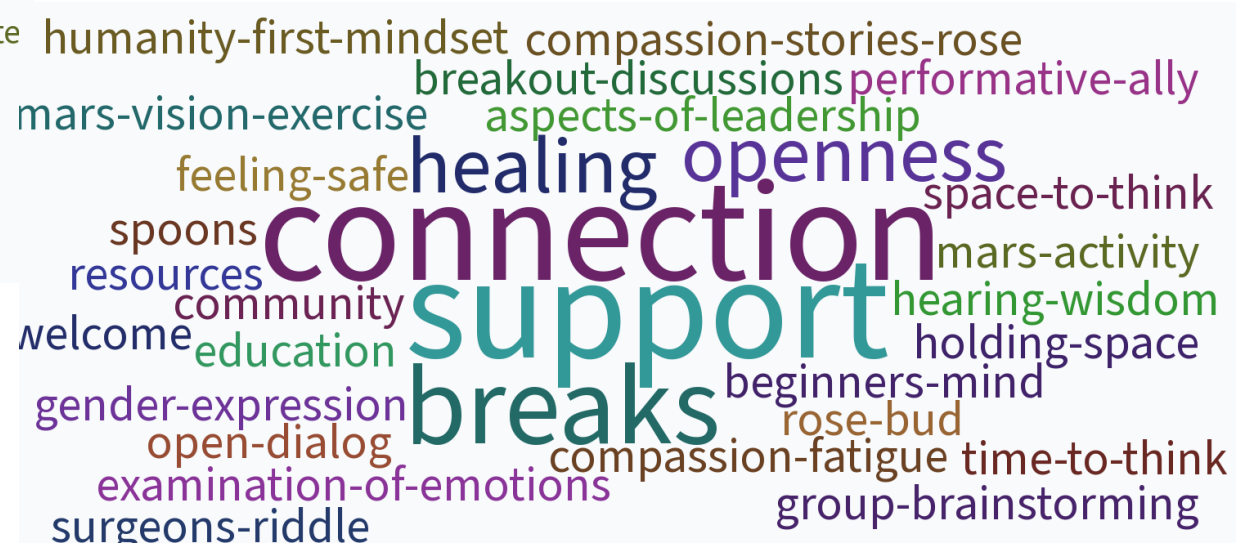
Impacts in Progress

Used a mentimeter word cloud so team could input any words they considered part of their identity. Most responded in <24 hours. It gives a much better picture of who we are.

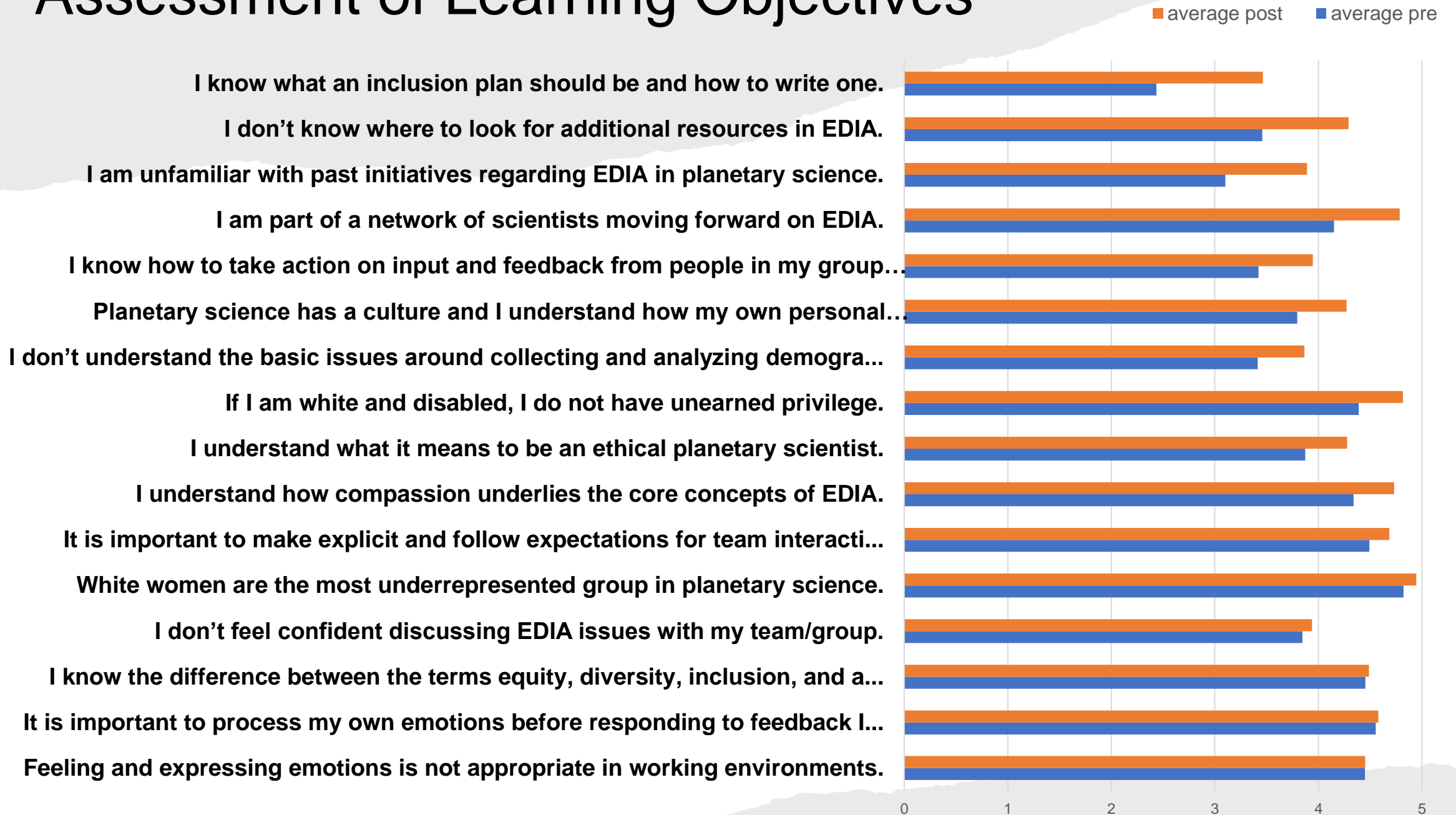
I am lucky that multiple people on the strategic planning committee share a commitment to EDIA. I'm confident that we'll get a high-level EDIA goal and measurable milestone included in the final plan.

We have identified a postdoc on our team will attend SACNAS with the goal to meet more folks from our region to partner with. Our accountability partner has also planned to attend SACNAS.

List 3 favorite things you learned or experienced in this workshop.



Assessment of Learning Objectives

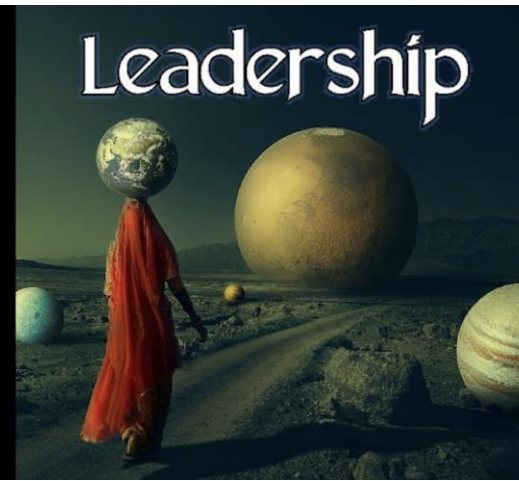


Future of our innovative workshop

- You too can attend our workshop!
- Last funded workshop October 2023
- Submitted TWSC early May 2023
- Will pick dates for next workshop as soon as funding is finalized
- Creating a community of practice
- Hire us to do a custom workshop for your team



Workshop on EDIA for Leaders in Planetary Science



<https://edialps.psi.edu>

Feedback: "As someone who has worked in the field of DEIA in sciences for more than a decade, this was one of the most valuable workshops I've had the pleasure of taking. I learned new things and new approaches to helping myself and others continue on the journey of helping create more justice-focused, inclusive and equitable communities."