

SBAG Goals: Diversity and Workforce

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What does diversity mean?

- From the 2016 NASA Diversity and Inclusion Strategic Implementation Plan
 - “The Agency’s definitions for diversity and inclusion are intended to establish a shared understanding of the meaning of these terms. We have, therefore, sought to define these terms in the simplest, most straightforward manner possible. Diversity is the similarities and differences in the individual and organizational characteristics that shape our workplace. Inclusion is the means by which we optimize the benefits of the NASA workforce inherent in our diversity to create more inclusive work environments.”
 - “Creating a diverse and inclusive NASA work environment is critical to the successful accomplishment of NASA mission objectives. Staying competitive in today’s global marketplace and economy requires an organizational culture and work environment at all levels of the Agency where the best and brightest minds - employees with varying perspectives, education levels, skills, life experiences, and backgrounds - work together to achieve excellence and realize individual and organizational potential.”

A new goal?

- A diversity/workforce goal was not previously a part of the Goals document, but there was strong support to include one.
- Given that this topic is not SBAG-specific, the steering committee reached out to the other assessment groups (AGs) to see if they had/were thinking about a similar goal, and if they would be interested in working together.
 - A unified goal coming from all of the AGs would have more weight than a single or scattered ones
 - Leverage previous efforts if available

A new cross-AG goal?

- Reached out to colleagues in the body-specific AGs to gauge interest in a coordinated, cross-AG goal (CAPTEM and MAPSIT will be approached next); the idea was favorably received by all.
 - Each person contacted brought the idea back to their own steering committee
 - Representatives were named to explore and coordinate a cross-AG diversity/workforce goal:
 - SBAG: Carolyn Ernst
 - OPAG: Abi Rymer
 - VEXAG: Noam Izenberg
 - LEAG: Greg Schmidt
 - MEPAG: Justin Filiberto

What's next?

- The AG representatives will work with each other and with their respective groups to develop a cross-AG diversity-workplace goal
 - Ideally, this will result in a cross-AG goal. Should particular elements of such a goal be deemed important to some groups but not all, individual groups can pursue these elements independently as they see fit.
- We want to solicit opinions and thoughts from YOU!
 - Hope would be to have objectives to go beyond the general desire for more diversity. What actions might be performed or requested?
 - How expansive should an AG diversity goal be?

What's out there?

- OPAG (and now VEXAG) finding:

Racial minorities are underrepresented among STEM professionals, and the number of new college graduates who join the STEM workforce is decreasing with time in the recent decade. This is a major issue in planetary science as it suggests that opportunities to participate in planetary exploration are not equally opened to people with diverse backgrounds. The last Astrophysics Decadal Survey included a chapter on Astronomy in Society with a section on the Demographics in Astronomy and made recommendations for increasing diversity in Astronomy. The most recent Heliophysics Decadal Survey included an Appendix on Education and Workforce Issues. OPAG (VEXAG) encourages the planetary community to request that NASA and the NSF include a similar directive in the Statement of Tasks for the next Planetary Science Decadal Survey so that White Papers on the topic are explicitly solicited and the panels actively consider the issue. OPAG (VEXAG) supports the inclusion of workforce issues in the next Planetary Science Decadal Survey. Specifically, a survey of workforce diversity issues should be included in the Statement of Tasks.

Food for Thought

- NF AO had a diversity statement

<http://science.sciencemag.org/content/356/6337/475/tab-pdf>

<https://nspires.nasaprs.com/external/viewrepositorydocument/cmdocumentid=548004/solicitationId=%7bF65A5657-0E72-362E-2D4C-DE87A16A82B7%7d/viewSolicitationDocument=1%3E/NF4%20AO.pdf/NF4%20AO.pdf>

- 2018 NASA Strategic Plan

https://www.nasa.gov/sites/default/files/atoms/files/nasa_2018_strategic_plan.pdf

- NASA 2016 Diversity and Inclusion Strategic Implementation Plan

https://odeo.hq.nasa.gov/documents/FINAL_DI_Plan_8-15-16_TAGGED.pdf