

SBAG Goal Update: Diversity and Workforce

Carolyn Ernst

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Cross-AG coordination

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

First telecon was held in mid March

AG diversity goal should include focused, concrete plans

- Things the AGs themselves have control over and could do to promote diversity with the group
- Things the AGs could support / advocate for to promote diversity in broader communities they represent

Things under AG control

Official guidelines that promote diversity

- The Steering Committee members should be as diverse as the community, in terms of topical interest (asteroids, comets, meteoroids, TNOs, KBOs, observational, experimental, computational, sample handling, etc.), demographics, experience, type of employer (commercial, small business, academia, government), and other parameters.
- Pay attention to diversity when setting up AG agenda
- Include a short diversity/workforce presentation of some kind at the beginning of every AG meeting?
- Other?

Early career support

- All 5 AGs have some sort of early-career travel support
- 3/5 (SBAG, VEXAG, LEAG) have an early-career position on the steering committee
- How to increase early-career involvement in the AGs?

Outreach?

- Should AGs have a role in EPO/reaching out to high school/undergraduate students?
- Should AGs have a broader role in outreach within the planetary community?

Things the AGs might support

Diversity in the Decadal Survey

- We thought about a white paper for the decadal survey, although DPS is coordinating a workforce/diversity white paper
- SBAG finding similar to OPAG/VEXAG that supported inclusion of diversity/demographics and a survey of workforce diversity issues 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.
- SBAG finding to encourage diverse and inclusive Decadal Survey Steering Group and Panels
 - E.g., “NASA recognizes and supports the benefits of having diverse and inclusive scientific, engineering, and technology communities and fully expects that such values will be reflected in the composition of all proposal teams as well as peer review panels (science, engineering, and technology), science definition teams, and mission and instrument teams.”

Findings, SATs, etc.

- Engage with NASA to talk about results from demographic information collected from grant proposals
- Keep professional organizations/conferences accountable for invited speakers, award recipients, etc.
- Explore / encourage NASA to explore strategies tried by others to promote diversity in the community
 - Proposal reviews
 - Conference questions
- Advocate for anti-harassment policies for professional organizations and conferences
- Promote unconscious bias and bystander intervention training
- Support surveys of work-life balance, demographics