

National Aeronautics and
Space Administration



EXPLORE SCIENCE

**Presentation to the NASA Planetary Science
Advisory Committee (PAC):**

**Science Mission Directorate (SMD) Inclusion,
Diversity, Equity, and Accessibility (IDEA) Activities**

March 1, 2023



Inclusion, Diversity, Equity, and Accessibility
NASA Science Mission Directorate

SMD's IDEA Vision

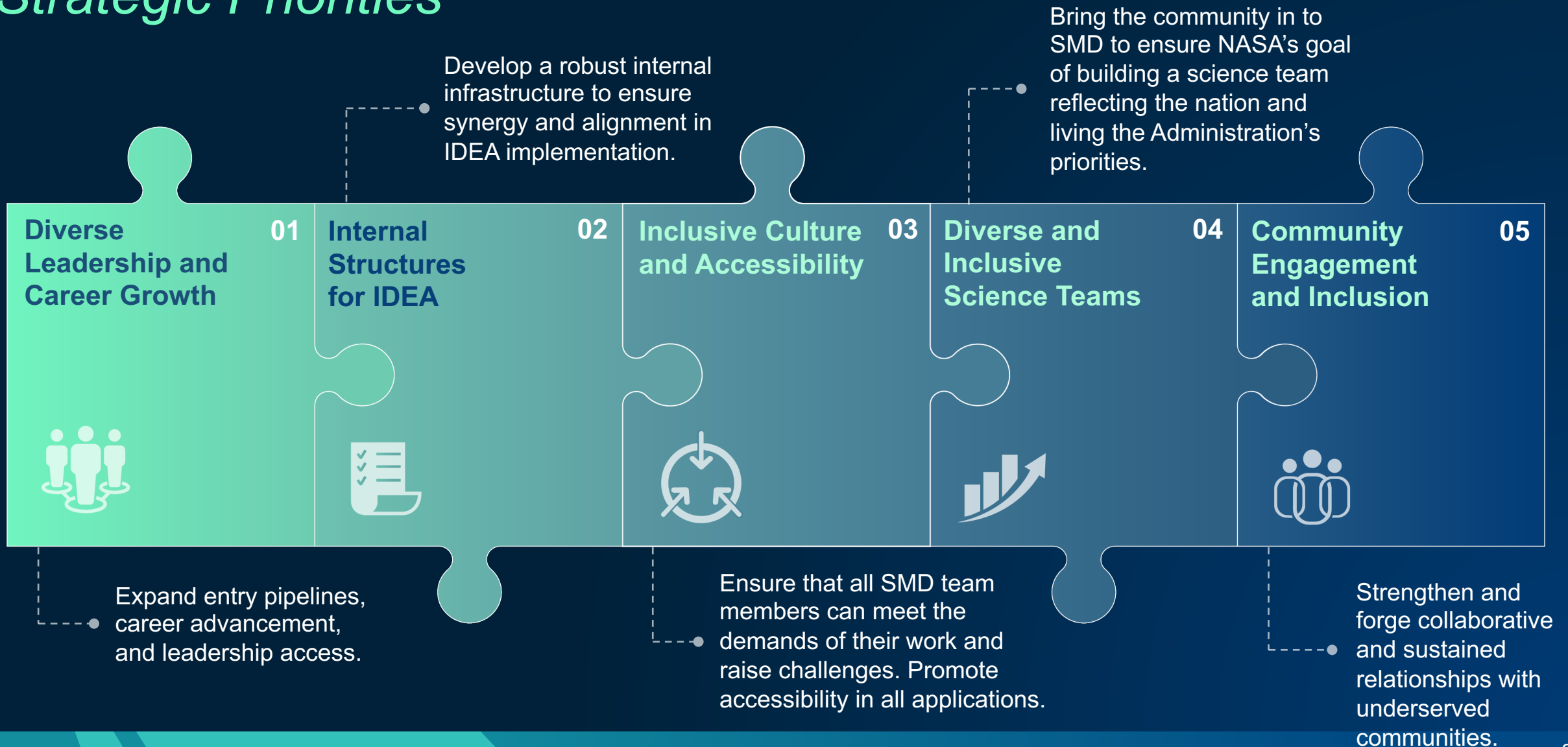
SMD is committed to actualizing an environment that embodies NASA's core value of inclusion, where Inclusion, Diversity, Equity, and Accessibility are embedded throughout our work.

We recognize the barriers and obstacles that historically marginalized groups face and are dedicated to relieving these inequities for lasting change. We strive to ensure that all science supported by NASA is comprised of teams that reflect the nation.

Read more at:
science.nasa.gov/about-us/idea



Inclusion, Diversity, Equity, Accessibility (IDEA) *Strategic Priorities*



SMD IDEA Working Group Structure



- The IDEA WG serves as SMD's focal point for regularly communicating IDEA-related challenges, actions and solutions.

Diverse Leadership & Career Growth: Advancing diversity of SMD's leadership team, thereby leading to more and better innovation and increased social equitable impacts.

Inclusive Culture & Accessibility: Increasing psychological safety, which is especially critical for marginalized groups and their work performance, and accessibility options, both promote a culture where all feel a sense of belonging and feel invited/empowered to speak up.

Diverse & Inclusive Science Teams: Creating a shared internal understanding of areas of greatest need for increasing diversity allows for specific strategies to broaden participation externally and internally among historically excluded populations.

Community Engagement & Inclusion: Increase meaningful programs and outreach events to engage with underserved communities and historically excluded racial groups to encompass diversity of background, experiences, and thinking.

SMD IDEA Division Coordination

- Goal:
 - Ensure directorate-wide awareness of division-level efforts
 - Increase coordination and sharing of best practices
 - Achieve comprehensive representation of efforts in agency reporting data calls (Equity Action Plan (EAP), Office of Diversity and Equal Opportunity (ODEO), etc.)
 - Highlight division approaches and strategies for information-sharing
- Example of a Planetary Science Division (PSD) IDEA activity:
 - Developing partnerships with historically excluded communities via the Here to Observe (H₂O) program pilot including:
 - Clipper scientists and engineers with University of Puerto Rico (Minority Serving Institution (MSI))
 - Dragonfly scientists and engineers with Virginia State University (Historically Black College and University (HBCU))

SMD Internal and External IDEA Efforts



SMD IDEA Working Group 2022 Highlights

- Highlights of 2022 accomplishments:
 - Culture Climate Survey Phase 1 and OMB approval of Phase 2 to include contractors
 - Picture a Scientist watch party and leadership panel, and follow-on Division discussions on gender inequities in the sciences
 - Mentorship Pilot Program
 - Realignment and merging of subgroups to IDEA strategic priorities for sustainability
 - Growth of IDEA WG membership to 75 current members (up 83% from 41 in Jan 2021)
 - Completed ODEO assessments demonstrating SMD IDEA alignment to the NASA Agency DEIA plan
 - Monthly Conversations and Anonymous Feedback tool engagement
 - Increased usage of IDEA Central SharePoint site (11,506 site visits thus far!)
 - Support of the SMD Bridge Program and Inclusion Plan Best Practices workshops
 - Analysis and presentation of SMD Workforce Demographics Assessment
 - Launch of external facing SMD IDEA website



Questions?

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