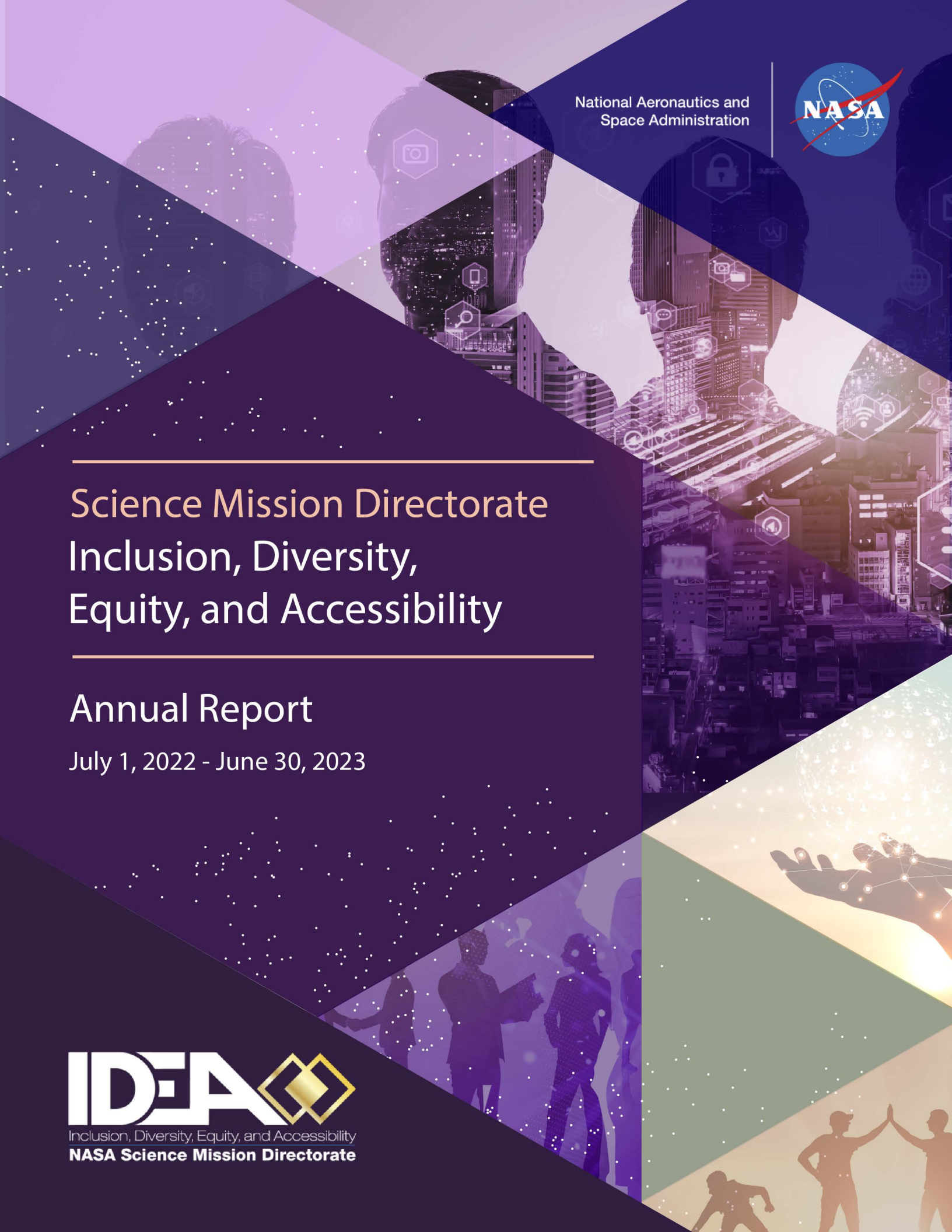
National Aeronautics and Space Administration



Science Mission Directorate
Inclusion, Diversity, Equity, and Accessibility

Annual Report

July 1, 2022 - June 30, 2023

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

Message from IDEA Co-Chairs

This report is SMD's second Inclusion, Diversity, Equity, and Accessibility (IDEA) Annual Report and highlights milestones that have been achieved toward our IDEA strategic priorities. SMD's IDEA strategy, developed in 2021–2022, is aligned with the broader NASA DEIA Strategic plan, Science Strategy,[1] and centers around furthering NASA's core value of Inclusion. The accomplishments described in this report were largely organized and implemented through SMD's cross-cutting IDEA Working Group, a collective of SMD staff members who bring their valuable expertise and energy to this important mission.

This annual report discusses some of the lessons learned over the last year and milestones that have been accomplished toward each strategic priority. Under each strategic priority, we share highlights of work completed by the cross-cutting working group, as well as the many essential contributions toward IDEA goals that have been made by other divisions and offices within SMD and by collaborators within and outside of NASA. Each SMD organization has contributed to the progress represented in this report. We celebrate all these accomplishments while acknowledging there is still work to be done.

We extend our deepest gratitude to our IDEA Working Group members, SMD and NASA colleagues who have supported and championed these efforts. We also express our appreciation to the SMD Leadership team for their continuous commitment to the NASA core value of Inclusion and their involvement in driving meaningful change. We are grateful to members of the community who are dedicated to working with NASA to increase inclusion in our ways of working and being.

As we navigate the future, we remain steadfast in our dedication to fostering an environment where all individuals feel valued, respected, and able to bring their whole selves to work. We will continue to work to ensure that NASA is comprised of teams that reflect the nation.

Eric Holmes and Juana Sosa

IDEA Working Group Co-Chairs
2022–2023

Annual Report Objective

SMD has continued to implement steps toward IDEA goals over the past year. This annual report describes IDEA accomplishments from July 2022–June 2023. This report highlights key areas of impact on IDEA priorities and planned actions in the year ahead.

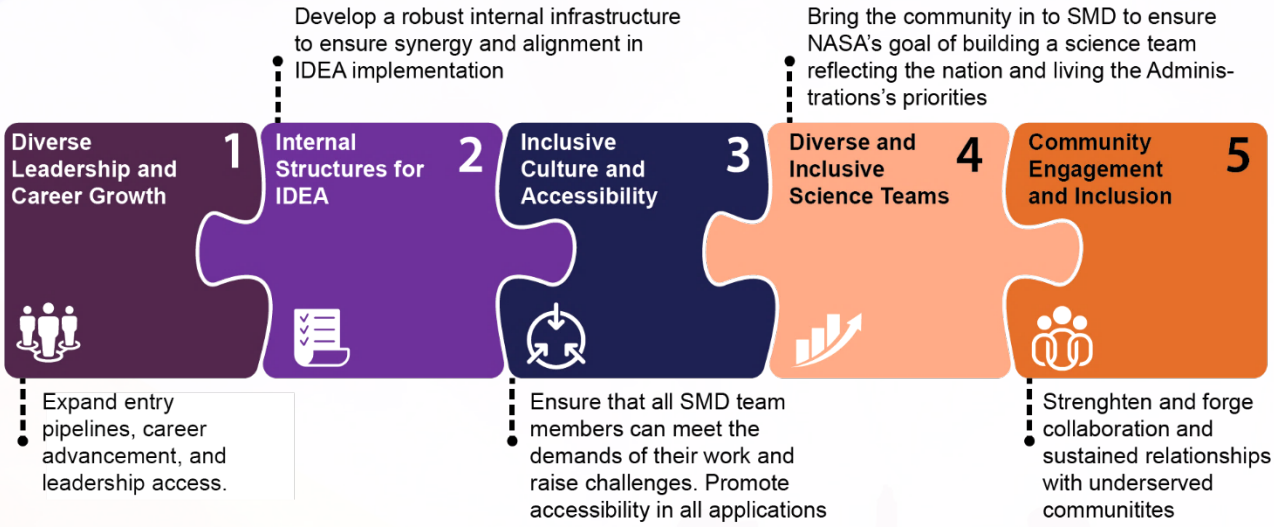
[1] Throughout this report IDEA and DEIA acronyms are used. SMD uses IDEA to reflect our approach to addressing inclusion at the onset of our activities. DEIA is used when discussing formal programs and plans that utilize this acronym.

SMD's IDEA Strategy

SMD developed and launched its IDEA-focused strategy in February 2022. Although the IDEA strategy is distinguishable from the broader agency's Diversity, Equity, Inclusion & Accessibility (DEIA) plan, it is congruent with the larger plan's goals.

Developed with the awareness that full IDEA maturation requires 3–5 years,[2,3] the 2022–2023 strategy selects priority areas based on SMD's existing efforts and progress. The plan's strategic goals are always present, reflecting SMD's commitment to hold itself accountable first.

The diagram below shows SMD's Strategic Priorities with their associated goal statement. The IDEA strategy is action-oriented and agile, able to evolve to meet SMD's needs. Priorities have been refined since last year with language adjustments that provide clear direction and alignment to desired outcomes.



Implementation Stage

SMD has been in the implementation stage of the IDEA strategy for over a year and is focused on advancing outcomes, ensuring that efforts are having desired impacts and achieving intended results. The IDEA Working Group (WG) membership has grown by 20%, demonstrating the ongoing commitment of the SMD workforce to contribute to IDEA goals. Increasing membership is a positive indicator that staff see value and impact from participating.

Acknowledging current norms and practices incongruent with IDEA goals

Still, there are many practices and norms remaining within SMD and NASA that are incongruent with IDEA goals and actively working against our ability to authentically progress forward. We will not progress forward if we don't turn a critical eye toward harmful established practices, discard those that contribute to unnecessary overwork and competition and replace them with more supportive structures. It is important for decision makers across SMD to look inward and

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[2] More information on DEIA Maturity is available in the White House's Government-Wide Strategic Plan to Advance Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce Strategic-Plan-to-Advance-Diversity-Equity-Inclusion-and-Accessibility-in-the-Federal-Workforce-11.23.21.pdf (whitehouse.gov).

[3] More information on the time required for long-term change for strategic objectives https://www.gavinpublishers.com/article/view/managing-knowledge-during-strategic-change-in-businesses-and-higher-learning-institutions-a-focus-on-strategic-knowledge-management--model-based-on-risk-monitoring-and-control.

examine the cultural norms that perpetuate the status quo. We recognize that significant continued work is needed for SMD/NASA to increase awareness of, identify, and transform these practices and norms.

Approach

Fundamentally IDEA efforts are culture changes, which require multiple years to implement, integrate, stabilize, and institutionalize.[4,5] The activities evolve as culture changes occur, new needs are identified, and feedback and assessments are garnered. Identifying annual milestones enables incremental progress toward the primary outcomes of each strategic priority.

This strategy is a living, agile framework with strategic priorities and actionable steps that are constantly evolving.

Lessons Learned

Over the course of the past year, SMD has learned lessons about our approach to IDEA. The following takeaways have supported our continued success in making progress on IDEA goals:

Evolving the cross-cutting working group structure to improve sustainability and alignment to strategic priorities	The initially developed WG structure evolved over the past year to better align with the SMD IDEA Strategy. The new structure allows for greater sustainability over time through focused teams that have clear objectives and team leadership.
Strengthening relationships with SMD Leadership	The WG used quarterly discussions to increase participation and involvement with the SMD Leadership team, who provide input and feedback on progress toward SMD's IDEA goals. In addition, each strategic priority subgroup now has a designated IDEA executive advisor, a member of SMD Leadership who provides support and advice to help remove barriers to progress and amplify goals.
Increasing coordination with SMD division IDEA efforts	The WG developed an approach for increasing awareness of IDEA-related efforts occurring across SMD's divisions by designating division POCs to submit quarterly information. This is an area of continued learning and growth for SMD as the directorate works to increase effective communication on all IDEA-related work occurring across divisions.

[4] The Value of DEI Data: https://www.carriermanagement.com/features/2023/06/01/248966.htm#:~:text=The%20Value%20of%20DEI%20Data&text=It%20can%20take%20three%20to,a%20perceived%20lack%20of%20progress.

[5] Wu, J., Richard, O. C., Zhang, X., & Macaulay, C. (2019). Top Management Team Surface-Level Diversity, Strategic Change, and Long-Term Firm Performance: A Mediated Model Investigation. Journal of Leadership & Organizational Studies, 26(3), 304–318. https://doi.org/10.1177/1548051819848997.

Strategic Priority 1 calls for SMD to expand internal entry pipelines, career advancement, and leadership access within SMD.

Strategic Priority 1 Primary Outcome:
Advancing diversity of SMD's leadership team, thereby leading to more and better innovation, and increased socially equitable impacts.

Strategic Priority 1 Progress Indicators:

- Participation in career development programs (shadowing, mentoring) particularly among underrepresented groups.
- Expanded diversity represented in leadership roles (examined year-over-year).

Strategic Priority 1 2022–2023 Initiatives/Activities

2022–2023 Action	Impact/Outcome
SMD piloted an internal mentor program to encourage career development and relationship building among staff	Thirty-six staff participated in the program pilot that took place July–December 2022. Staff reported participation in the pilot was supportive and constructive in providing feedback and allowed for new experiences and equal opportunities for both mentees and mentors.
SMD's Job Shadowing program	Twenty-three staff participated in Job Shadowing in 2022–2023, which began as a pilot last year. Six informational sessions about job shadowing and mentoring were conducted with 61 staff members. Both shadowing and mentoring will continue to be open for internal SMD participation over the coming year.

Strategic Priority 1 2023–24 Planned Initiatives/Activities

2023–2024 Planned Action	Impact/Outcome
Continue the job shadowing and mentoring opportunities for SMD staff	Continuing the job shadowing pilot and offering ongoing mentoring will provide staff members a more formal program for career growth and professional development through mentorship.
Expand job shadowing to include the GSFC Science and Exploration Directorate	Expanding job shadowing with GSFC provides additional opportunities for SMD staff to grow, gain exposure to other areas of NASA, and make connections.

Strategic Priority 2 calls for SMD to develop a robust internal infrastructure to ensure synergy and alignment in IDEA implementation.

Strategic Priority 2 Primary Outcome:

Demonstrating commitment and awareness at a leadership level supports implementation and ensures alignment and adoption across SMD.

Strategic Priority 2 Progress Indicators:

- Consistent coordination and dialogue between SMD leadership and working group leads and members.
- Awareness of IDEA efforts across divisions and effective collaboration with division teams.
- Communication metrics of internal resources and tools (such as SharePoint, Teams).

Strategic Priority 2 2022–2023 Initiatives/Activities

2022–2023 Action	Impact/Outcome
Increased communication and participation with SMD leadership	The IDEA WG presented three quarterly updates to the SMD leadership team over the course of the year, creating opportunities for feedback on progress and approach. Each subgroup was assigned an IDEA Executive Advisor to support the group at a leadership level, provide guidance, and assist the group's continuation towards goals.
Expansion of internal IDEA Central SharePoint resource hub	The internal IDEA Central SharePoint resource hub provides centralized internal information on SMD's ongoing IDEA-related work, and resources for staff. IDEA Central averaged 409 monthly views, an increase from 203 in the previous year, with a total of 7,366 annual views, an increase from 6,308. Added a division-efforts page to increase communication of IDEA work occurring across SMD divisions and added resources, and events on the IDEA calendar.
Conducted 10 internal IDEA monthly conversations addressing foundational learning concepts	Monthly conversations had an average participation of 57 staff members. Feedback from staff indicated 90% of staff found monthly conversations valuable and indicated a score of 4.3/5 on likelihood of using information learned in sessions in daily work.
Responded to reporting requests to ensure awareness of SMD IDEA activities across NASA	Provided information on SMD's activity and progress toward IDEA strategic priorities to OMB and ODEO data calls.

2022–2023 Action	Impact/Outcome
Briefings to SMD and NASA organizations on SMD's IDEA program	The IDEA Working Group conducted several briefings to internal and external groups on SMD's IDEA approach and progress. Examples: • 3/1: Planetary Advisory Committee (PAC) • 3/29: Committee on Astrobiology and Planetary Science (CAPS) a discipline committee of the National Academies' Space Studies Board • 5/4: Heliophysics DRIVE (Diversify, Realize, Integrate, Venture, Educate) kick-off • 5/23: NASA Engineering and Safety Center (NESC)

Additional training offerings and webinars:

Event	SMD Staff Participation	Impact/Outcome
New Inclusion Quotient Training workshops with Dr. Bruce Stewart	94	Received a score of 4.7/5 on the question "I will be able to apply on the job what I learned during this course/program" and 92% of participants indicated sessions were valuable.
Internal Panel on Gender Inequality and Sexual Harassment	130	Internal panel discussion with female leaders to share their insights on the film and create a safe dialogue on how NASA can better support gender equity.
FEVS 2022 Climate Survey Webinar	76	SMD staff were informed of the results of the 2022 Climate Survey, providing awareness of perspectives of SMD's internal environment.
Science Career Opportunities Planning and Exploration (SCOPE) Workshop	253	Workshop had an average of 85 participants per day. Participants heard key leaders at NASA discuss roles and responsibilities, ideal attributes, suggested training or experiences, and lessons learned. Participants got a detailed overview of key STEM roles outlined in the NASA Career Path Tool, were introduced to what key positions entail, and learned how to navigate their careers accordingly.

Division training and resources provided:

2022–2023 Action	Impact/Outcome
ESD Speak Up! Email newsletter series on inclusive language	Explained non-inclusive words/phrases and provides alternatives to build a common use of language among SMD that supports inclusion.
PSD Bystander Intervention Trainings	PSD organized Bystander Intervention Training 101 led by USGS and Bystander Intervention Training 201 led by Dr. Moses Milazzo.

Strategic Priority 2 2023–2024 Planned Initiatives/Activities

2023–2024 Planned Action	Impact/Outcome
Continue monthly learning conversations to increase broad awareness of IDEA concepts across SMD	Staff will continue to develop foundational knowledge of core IDEA concepts. Staff have a forum to learn and ask questions to build a shared understanding of topics.
Continue to respond to reporting and analytical requests to ensure awareness of SMD IDEA activities across NASA	SMD will provide input via the enterprise data platform on SMD actions in alignment with the NASA DEIA Strategic Plan, in addition to other reporting requests from OMB and various stakeholders.
Maintain IDEA Central resource hub	SMD will continue to provide timely and relevant resources for the workforce on IDEA-related concepts through IDEA Central. The site will continue to promote events, announcements, updates, how-to guides, articles, training recordings, program information, and other learning content.
Continue to evaluate the efficiency of the working group infrastructure	Enable the cross-cutting IDEA WG to function effectively, efficiently, and achieve desired outcomes.
Increase SMD collaboration and broaden analytical support of SMD's IDEA Strategy	Continue to provide analytical support to SMD to progress workforce demographic and other measures. Increase collaboration with other SMD organizations to leverage data across the directorate toward IDEA goals.
Continue SMD's IDEA Learning Curriculum, including required training for managers	SMD managers will continue to develop IDEA skills and awareness to apply to daily work. Staff members have a forum for having "deeper dive" discussions and considering applications.

Strategic Priority 3 calls for SMD to ensure that all team members can meet the demands of their work and raise challenges and promote accessibility in all applications.

Strategic Priority 3 Primary Outcome:

Increasing psychological safety, which is especially critical for marginalized groups and their work performance,[6] and accessibility options, both promote a culture where all feel a sense of belonging[7] and feel invited and empowered to speak up.

Strategic Priority 3 Progress Indicators:

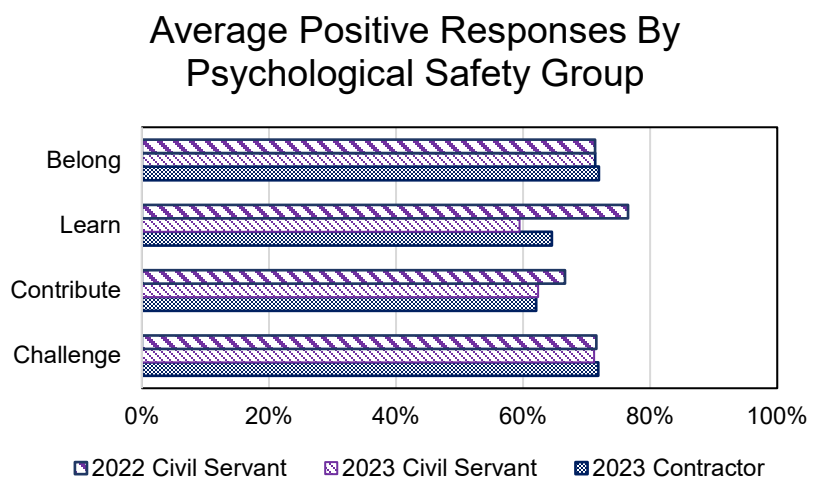
- SMD workforce feels greater psychological safety to contribute viewpoints and challenge perspectives in the work environment.
- SMD workforce continues to participate in forums that enable sharing ideas and discussing difficult topics.
- SMD workforce is better equipped to consider and contribute to accessibility in our work environment.

Strategic Priority 3 2022–2023 Initiatives/Activities

2022–2023 Action	Impact/Outcome
Anonymous Feedback Box for SMD staff	SMD received 34 anonymous comments over the course of the year, making 47 total since the box was launched in December of 2021. SMD developed a page on IDEA Central, an internal SharePoint site, to communicate about comments submitted and actions/responses taken thus far to the workforce.
Climate Survey	SMD deployed its second annual Climate Survey 1/23/23–2/10/23 to measure psychological safety across SMD and to explore whether opinions are consistent across cohort demographics, which reflects inclusion. Psychological safety is divided into progressive stages of belonging, learning, contributing, and challenging. The first SMD climate survey was administered 1/23/22–2/13/22 to civil servants only because of Paperwork Reduction Act requirements. On 7/12/22, OMB approved the survey to be administered to the entire SMD community (civil servants and contractors) in this and future years. The response rate for civil servants increased from 66% to 74%. Contractors had a response rate of approximately 24% with this first survey open to them.

[6] Singh, B., Winkel, D. E., & Selvarajan, T. T. (2013). Managing diversity at work: Does psychological safety hold the key to racial differences in employee performance? *Journal of Occupational and Organizational Psychology, 86*(2), 242–263. https://doi.org/10.1111/joop.12015

[7] Key Findings – The Power of Belonging https://coqual.org/wp-content/uploads/2020/09/CoqualPowerOfBelongingKeyFindings090720.pdf

2022–2023 Action	Impact/Outcome
	
Workload and Work/Life Balance Focus Groups	Following the 2022 Federal Employee Viewpoint Survey (FEVS), SMD identified several items of interest regarding workload and work/life balance and conducted focus groups with a cross section of the workforce to understand these matters more fully, with a particular focus on FEVS questions #5 (My Workload is Reasonable) and #36 (Senior Leaders Support Work/Life Programs), filtered for SMD, NASA HQ, and NASA as a whole. Conducted 19 focus groups (including one pilot session) with 92 total employees (SMD executives, GS-14/15 supervisors, non-supervisors, and contractors) between January and April 2023. Focus group participants at all levels report a great sense of pride and alignment to mission in their roles. Participants cited the effectiveness of motivational email messages during the height of the pandemic and shift to remote work. Along with these bright spots, focus groups identified several growth areas to embrace and improve work-life balance in SMD's work environment.

Strategic Priority 3 2023–2024 Planned Initiatives/Activities

2023–2024 Planned Action	Impact/Outcome
Organize internal small group dialogue sessions for SMD staff	Enable SMD staff to create a forum where colleagues can share feelings and perspectives, allowing all to identify and acknowledge a range of opinions, build empathy, and speak openly and honestly, thereby creating safe spaces for difficult conversations.

2023–2024 Planned Action	Impact/Outcome
Implement priority actions in response to Climate Survey/FEVS findings and workload and work-life balance focus groups	SMD leadership is reviewing recommendations based on Climate Survey findings and FEVS results to determine priority actions and next steps. SMD leadership identified immediate and longer-term actions in response to the workload and work/life balance focus groups that are being addressed. Immediate actions are underway.
Continue Anonymous Comment Box review and response	SMD will continue to review anonymous comments submitted via the feedback box and will consider, route, and response accordingly.

Strategic Priority 4 calls for SMD to bring the community in to SMD to achieve NASA's goal of building teams that reflect the nation and live the administration's priorities.

Strategic Priority 4 Primary Outcome:
Creating a shared internal understanding of areas of greatest need for increasing diversity and inclusion allows for specific strategies to broaden participation externally and internally among historically excluded populations.[8]

Strategic Priority 4 Progress Indicators:

- Increased (%) of diverse representation on review panels.[9]
- Increased (%) of diverse representation on proposal teams.[10]
- Increased viewership numbers for digital media describing the varied proposal writing and panel review opportunities.[11]
- Increased buy-in from SMD division representatives on the requirement for proposals to have Inclusion Plans and the approach for evaluating Inclusion Plans.[12]
- Increased number of proposal reviews that utilize Dual-Anonymous Peer Review (DAPR).
- Increased use of DAPR across other NASA mission directorates outside of SMD.

[8] Advancing Diversity, Equity, Inclusion, and Accessibility in the Leadership of Competed Space Missions (2022): This report presents, among other things, the importance of inclusive strategies in the creation and management of safe and inclusive teams. https://nap.nationalacademies.org/read/26385/chapter/1
[9] Diverse representation includes but is not limited to gender, race and national origin, career stage, and institution type.
[10] Diverse representation includes but is not limited to gender, race and national origin, career stage, and institution type. Mission teams were also considered, but the data to determine diversity characteristics is not readily available.
[11] Includes number of views, number of unique viewers, viewer location, i.e., type of institution (if available)
[12] As the Inclusion Plan approach evolves, i.e., rating scales, review process, etc., this indicator will be updated to reflect the ultimate success measure—increasing the number of Inclusion Plans that are executed successfully.

Strategic Priority 4 2022–2023 Initiatives/Activities

2022–2023 Action	Impact/Outcome
HQ support at Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS) national meeting	Members of SMD attended the Society for the Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS) 2022 Annual Meeting and supported agency engagement work.
Created a resource page for researchers for developing an Inclusion Plan and incorporating inclusion into projects	SMD developed a webpage of resources for NASA proposers to utilize when developing an inclusion plan. https://science.nasa.gov/researchers/inclusion
Organized an Inclusion Plan Best Practices workshop	SMD organized an Inclusion Plan Best Practices workshop on 11/1/22–11/2/22, with over 400 community participants. Recordings and session presentations are available from the workshop website: Inclusion Plan Best Practices Workshop (usra.edu)
Expansion of inclusion plans in numerous solicitations across SMD disciplines	Most SMD divisions have released solicitations that require Inclusion Plans as a part of the proposal process. In ROSES 2022, 13 solicitations included inclusion plans; thus far, 11 solicitations have included inclusion plans mid-way through the 2023 program year.
Briefings on inclusion and psychological safety to mission teams	SMD provided briefings to several mission teams on ways to increase inclusion and psychological safety: • 2/7: Europa Clipper Mission Team • 5/3: Outer Planets Analysis Group (OPAG)

Division projects aimed at increasing diversity and inclusion in mission teams:

2022–2023 Action	Impact/Outcome
ESD Tribal Engagement with Airborne Campaigns	Two different airborne mission are taking steps to involve the tribal communities that may be impacted by their studies. The IMPACTS mission has recently reached out to the Red Lake Band of Chippewa Indigenous people after one of their flights came close to tribal lands. The GEMx campaign will be reaching out to tribal communities in Southern Arizona before their campaign begins, to inform them of the upcoming flights, let them know how the data can be used, and give them an option to have no data collected over their lands.
ESD Field Campaign Safety	Approximately 20 staff from ESD have joined a working group to establish a baseline of the safety and conduct that we expect to occur during field campaigns.

2022–2023 Action	Impact/Outcome
PSD Apollo Next Generation Sample Analysis (ANGSA-22)	Made language adjustments to current program element to encourage meaningful participation from minority-serving institutions and ensure safe and successful team dynamics through a required code of conduct.

Strategic Priority 4 2023–2024 Planned Initiatives/Activities

2023–2024 Planned Action	Impact/Outcome
Develop a template Code of Conduct guidance document for mission teams	SMD is providing guidance and considerations for mission teams to develop codes of conduct to support building a safe and inclusive culture on their team.
Develop De-Escalation Techniques training series for Program Staff and review panel members	SMD will facilitate training for mission program staff and review panel members on anti-bias, bystander intervention, and de-escalation techniques to create greater inclusion during the review panel process.
Greater SMD and NASA representation at SACNAS 2023	SMD will provide an increased presence at the annual meeting and 50th anniversary of the Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS). SMD is contributing to several sessions, a central NASA presence at a 30'x30' booth, and the Hyperwall.

Strategic Priority 5 calls for SMD to strengthen and forge collaborative and sustained relationships with underserved communities.

Strategic Priority 5 Primary Outcome:
Increase meaningful programs and outreach events to engage with underserved communities and historically excluded groups to encompass diversity of background, experiences, and thought.

Strategic Priority 5 Progress Indicators:

- Increased senior leadership touchpoints with non-traditional, non-R1 institutions[13] (i.e., email, additional meetings, event attendance).
- Increased SMD participation in outreach events, affinity group conferences, and engagement with underrepresented groups.
- Increased collaboration/coordination within SMD and between HQ/Center engagement strategies/events.

[13] https://msiexchange.nasa.gov/carnegie-classifications

Strategic Priority 5 2022–2023 Initiatives/Activities

2022–2023 Action	Impact/Outcome
Created a list of engagements to identify opportunities to enhance SMD engagement	SMD developed an aggregated list of engagements to increase awareness of current involvement to help identify opportunities to increase participation.
Connected with and attended Employee Resource Group (ERG) meetings	The WG coordinated with various Employee Resource Groups at NASA HQ to support ERG efforts and learn areas where support and collaboration may be possible.

SMD projects aimed at strengthening relationships with historically excluded communities:

2022–2023 Action	Impact/Outcome
SMD Bridge Program Workshop	In October 2022, 400+ remote participants attended the week-long, virtual event. Deliberate break-out work sessions specifically focused on needs of communities not traditionally included, to co-create the program (HBCUs, HSIs, Tribal communities, Community Colleges, Primarily Undergraduate Institutions, Early Career Perspectives, Mentoring, and Program Evaluation). All workshop materials and presentations are publicly available at: https://www.hou.usra.edu/meetings/smdfall2022/
Bridge Program Workshop Organizing Committee Report	The Bridge Program Workshop Organizing Committee Report captures the themes of the workshop and perspectives of various stakeholder groups. It is undergoing final review, to be made public. Perspectives and themes in the workshop and report shaped the first call for Bridge partnership proposals (shorter proposals, no fixed due dates, facilitating faculty as well as student development, mentoring component, and increasing research capacity at URIs).
Release of *Bridge Program Seed Funding* solicitation in ROSES 2023	SMD released a solicitation for pathfinding research and partnering of under-resourced institutions (including Minority-Serving Institutions (MSIs)) with NASA Centers.
Bridge Program workshops, office hours, webinars	The Bridge Program hosted office hours and a webinar to facilitate communication and create active outreach to the community.
Release of *Research Initiation Awards (RIA)* solicitation	This solicitation seeks proposals from individuals employed by URIs who have never received SMD funding to develop an SMD-relevant research program, especially ones that involve undergraduates.

2022–2023 Action	Impact/Outcome
SMD Website Modernization	• Incorporating accessibility into the new consolidated site and developing a separate modernized site in Spanish, https://ciencia.nasa.gov, that will contain original material in Spanish. • SMD's virtual conference platform is accessible including alt text for graphics/images, captioned videos, and accessible documents.
Digital Media	• Highlighted diverse talent in live broadcasts and NASA livestreams. • Included ASL interpreters in SMD live events. • Facilitated accessibility conversations during SMD Social collaboration calls. • Composed ALT text for all images posted on @NASAScienceAA Twitter. • Edited and posted SRT/Caption files with all SMD web content.
NASA en Español	• In last 6 months, 91 articles were posted in Spanish. • Produced and published an audio episode of Curious Universe (Universo Curioso) in Spanish that reached Spanish-speaking listeners within the U.S., Latin America, and Spain. • Routinely published content pieces that celebrate Hispanic employees at NASA and their accomplishments. • Produced a Spanish version of NASA's Goddard Glossary Instagram reels. • Translated NASA SMD's Earth Day poster and published on social media. • All content on the YouTube channel includes closed captions and Spanish alt text and image descriptions on ciencia.nasa.gov and social media posts.
Citizen Science Program	• 34 projects targeted volunteers who work with professional STEM professionals to support equity by reducing barriers to access using common platforms (several are translated into multiple languages). • Created a guidance document on how citizen science can more proactively support IDEA. • Held seminars and workshops for project leads where experts provided tailored advice on IDEA. • Worked with EPSCoR leads to create funding opportunities for citizen science for underrepresented regions and offered travel assistance, as needed.
SMD Exhibit at External Events/ Engagements	• Provided large-scale exhibits at 6 events that predominately engage historically excluded communities, one-fifth of its 30 annual supported large-scale events.

2022–2023 Action	Impact/Outcome

SMD staff participation in external engagements	• Many SMD staff attended community events in support of historically excluded groups. Some of the external engagement events various SMD staff attended in 2022–2023 include:
	  ○ The National Society of Black Engineers (NSBE) Convention (Boulder, CO)
	  ○ STEM Event at Oxon Hill High School (Oxon Hill, MD)
	  ○ Washington Commanders Back-to-School Fair (FedEx Field, Landover, MD)
	  ○ STEM Day Extravaganza (Baltimore, MD)—African Americans
	  ○ Woman of Color in STEM Virtual Career Fair
	  ○ American Indian Science and Engineering Society (AISES) conference (October 2022)
	  ○ Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS) conference (October 2022)
	  ○ National Society of Black Physicists (NSBP) conference (November 2022)

Strategic Priority 5 2023–2024 Planned Initiatives/Activities

2023–2024 Planned Action	Impact/Outcome
Provide opportunities for students and faculty from underrepresented groups to visit NASA	SMD will continue to consider ways to increase opportunities for individuals from historically excluded and underrepresented backgrounds to participate at NASA by establishing closer ties with MSIs and Centers (e.g., SMD Bridge Program, Transform to Open Science (TOPS) outreach).
Identify new engagement opportunities and comparing them against gaps in awareness list	The WG is determining opportunities to increase engagement and support more inclusive outreach/attendance by SMD staff at external events.
Bridge Program Partnerships	Next year, SMD will release a Bridge Program Partnership solicitation that will seek proposals for up to 5 years of funding in three or four cost categories. Several other actions will be developed and continued through the Bridge Program, including regular office hours to engage with potential proposers and selected teams, networking events to build community and encourage collaboration between Bridge teams, and faculty and student professional development opportunities.

2023–2024 Planned Action	Impact/Outcome
Bridge Program professional development and mentor training	The Bridge Program will pilot opportunities for Bridge participants at URIs and at NASA, on a range of professional development topics and mentor training.
Bridge Program Networking Opportunities	The Bridge Program will recruit NASA scientists and engineers across the Agency to be potential Bridge partners, so that NASA takes the lead in creating and incubating new partnerships, to enhance the capabilities of under-resourced institutions and build networks between NASA researchers and URI faculty and students.

Report Conclusion

In two years, SMD has developed an IDEA strategy and implemented numerous steps toward each goal. As we move forward, we will build on the accomplishments of this year, sustaining initiatives and executing actions to advance the outcomes of our strategy. SMD understands that true culture change takes time and requires continuous feedback and realignment. Our approach has established a clear foundation and is beginning to make progress toward each strategic priority. We appreciate our colleagues whose commitment is contributing to greater inclusion at NASA.

SMD will continue to look inward at our internal practices and norms that must be addressed, reflecting on and changing the ongoing ways of working that perpetuate inequity or non-inclusive behaviors. We are committed to relieving these inequities to make enduring cultural change.

If you have questions about any of the information provided in this report, SMD's IDEA initiatives, or the internal working group, please reach out to hq-smd-idea@mail.nasa.gov

IDEA Working Group Members 2022-2023

The below individuals contributed to SMD's IDEA Working Group during this report period.

- Karen Flynn, Senior Champion
- Eric Holmes, Working Group Co-Chair
- Juana Sosa, Working Group Co-Chair
- Tresa Mitchell, Former Working Group Co-Chair

Diverse Leadership and Career Growth	
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*Underlines denote a previous member, who left the group during 2022–2023.
**Italics* denotes new members, who joined the group during 2022–2023

Gratitude to SMD, NASA, and Community Contributors

While not all individuals and organizations are recognized by name in this consolidated document, we acknowledge the many collaborators who are essential to any progress made. We recognize the external science community members and organizations who have historically been excluded by NASA and acknowledge that their support, participation, and involvement is instrumental to our ability to move forward and create change.

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