

Let's Talk IDEA (Inclusion, Diversity, Equity, and Accessibility) in Planetary Science. C. R. Richey¹, ¹The Jet Propulsion Laboratory, 4800 Oak Grove Dr, MS 180-601, Pasadena, CA, 91109, christina.r.richey@jpl.nasa.gov

Introduction: IDEA (Inclusion, Diversity, Equity, and Accessibility) work has become a focal point for many scientific communities in recent years, including planetary science.

Demographic studies as a means to understand the diversity of a population, workplace climate surveys as a way to understand issues with inclusion and accessibility, and major national reports that shape policies that lead to equity will all be discussed within this presentation, and examples from recent reports will be used. One of the example studies that will be shown is the Committee on the Status of Women in Astronomy Survey on Workplace Climate, which sought to discover whether scientists in the astronomical and planetary science communities experienced a hostile work environment. Notable conclusions from this survey include that inappropriate comments, harassment, and assault lead to a number of scientists feeling unsafe in their workplaces, and pursuing fewer scholarly opportunities as a direct result of these experiences. These results were directly connected to diversity, with intersectionally-underrepresented populations typically reporting the most harassment [1,2].

This presentation will highlight not only the problems being seen within these field, but also the solutions being worked out to mitigate biases and harassment within the sciences. Examples from major planetary science IDEA initiatives, including the Working Group on Anonymizing Proposal Reviews for the Hubble Space Telescope (<https://outerspace.stsci.edu/display/APRWG>), and the NASA Minority Science Institute (MSI) Exchange (<https://msiexchange.nasa.gov>) will be highlighted. The IDEA Working Group of the Planetary Science Division AGs will also be highlighted, along with their efforts to support the creation of 27 White Papers in support of the Planetary Science and Astrobiology Decadal Survey 2023-2032 (<https://tinyurl.com/idea-whitepaper>). The presentation and follow-on discussions will include a discussion on allyship and leadership's responsibility to create safe environments. This presentation is meant for anyone looking to improve their work climate and create a safe, welcoming community for all scientists to achieve success.

References:

- [1] Klancy, K.B.H, et al. (2017) *JGR*, 112, 1610-1623, <https://doi.org/10.1002/2017JE005256>.
[2] Richey C. R. et al. (2019) *BAAS*, 51(4), <https://doi.org/10.3847/25c2cfcb.c985281e>.