

Cross-AG IDEA Working Group: reckoning with inclusion, diversity, equity and accessibility within NASA's Planetary Science Division Assessment/Analysis Groups and Planetary Science Advisory Committee. M. M. McAdam¹, J. Scully², T. Goudge³, M. Milazzo⁴, L. Gaddis⁵, J. Roberts⁶, A. Venkatesan⁷, C. Richey², M. McCanta⁸ and the IDEA Working Group, ¹NASA Ames Research Center, maggie.mcadam@nasa.gov, ²NASA's Jet Propulsion Laboratory, ³University of Texas-Austin, ⁴The Other Orb, LLC, ⁵Lunar and Planetary Institute, ⁶JHU Applied Physics Laboratory, ⁷University of San Francisco, ⁸University of Tennessee-Knoxville.

Introduction: The Inclusion, Diversity, Equity, and Accessibility (IDEA) Working Group is designed to develop and disseminate resources, findings and other recommendations associated with IDEA matters for the NASA assessment/analysis groups (AGs) and the Planetary Science community more widely. We report to the NASA Planetary Science Advisory Committee and AG meetings regularly.

Organization and membership: The IDEA Working Group is composed of self-nominated and presently unfunded planetary science community members who are associated with different AGs. The Working Group has two co-chairs who primarily support facilitation of meetings and discussions, conflict management and reporting to the Planetary Science Advisory Committee. Each of the eight assessment/analysis groups (Small Bodies, Mercury Exploration, Mapping and Planetary Spatial Infrastructure Team, Venus Exploration, Mars Exploration Program, Lunar Exploration, Outer Planets and Extraterrestrial materials) have two representatives in the IDEA Working Group who relay findings and recommendations to each AG. Additionally, the Working Group has representation from the American Astronomical Society (AAS) Division for Planetary Science (DPS) Professional Culture and Climate Subcommittee (PCCS).

The Working Group uses a shared leadership model and focuses on community support within the group. Our meetings are held on the second Wednesday of every month at 10 am pacific/1 pm eastern and run 60 – 90 minutes depending on the agenda that month. Membership is open to any interested parties, and new members to the group are always welcome. To join, please reach out to the current co-chair (Dr. Maggie McAdam, maggie.mcadam@nasa.gov).

Previous efforts and ongoing work. The IDEA Working Group community has accomplished a number of things since the founding of this group in 2019. The most significant of these was the discussion and development of 27 professional white papers for the Planetary Science and Astrobiology Decadal Survey 2023-2032 which were submitted in 2020 amidst an ongoing and extremely taxing global pandemic. These white papers included 242 total co-authors and ranged in topics from workplace conditions including harassment and mental health to co-created collaborations with Indigenous communities to ethical,

anticolonial policies in space exploration. For a full list of submitted white papers supported by the IDEA Working Group see: <https://tinyurl.com/idea-whitepapers>. For a full list of papers submitted to the Planetary Science and Astrobiology Decadal Survey 2023-2032, see: <https://baas.aas.org/vol-53-issue-4> Additionally, Working Group members facilitated development and adoption of best practices, informed selection processes and codes of conduct for some AGs, we congratulate their efforts and the AGs' adoption of such measures.

As we maintain our ongoing commitment to inclusion, diversity, equity and accessibility in planetary science, we are working to develop standard procedures and to identify best practices as well as checks and balances in hiring/selection within AGs that are rooted in equity and justice. Additionally, we advocate for standardized accessibility improvements of AGs and other non-NASA meetings (e.g., captions, ASL interpreters among others). Lastly, we are working with the Lunar and Planetary Institute to populate a website where we will host these resources, recommendations, contact information etc.

Future plans: As we continue to grow and develop as a community of IDEA focused representatives within the Planetary science community, our goal is to build a strong foundation for IDEA efforts in planetary science by listening to and coordinating IDEA efforts across the AGs. Additionally, we plan to evaluate NASA's IDEA efforts in planetary science and to provide accountability to NASA with respect to those efforts. For example, we will seek updates and information about NASA activities like the recent Request for Information on Advancing Racial Equity and Support for Underserved Communities in NASA Programs. After sending a letter of introduction and recommendation to HQ in 2019, we are still advocating for Planetary Science Workforce demographics surveys and annual mission workplace climate surveys which are designed to assess the current state of the profession and identify inequity and justice issues within mission communities, respectively. Similarly, we were very pleased to note an emphasis of IDEA activities in the Decadal Survey and we eagerly await the recommendations from the steering committee and panels. We hope to support and provide evaluation of those efforts as well.

Finally, we emphasize the COVID-19 global pandemic has upended funding and career trajectories for many planetary scientists and astrobiologists. The academic enterprise is experiencing major staffing issues and labor shortages in faculty, staff and beyond. We need immediate target action from leadership otherwise we are facing a generational setback in learning and IDEA outcomes after just two years of disruption.

Needed Support: To continue to provide resources and findings for the AGs and PAC, the IDEA Working Group needs ongoing support from the community. As noted in one of the recent recommendations from the Small Bodies Assessment Group, “SBAG supports the development and hosting of a website (similar to the SBAG and other AG websites) for the cross-AG IDEA Working Group to provide Inclusivity, Diversity, Equity, and Accessibility resources to the community. This website could provide easy access to resources such as best practices of equitable and inclusive procedures for hiring/selections and codes of conduct for conferences, teams, etc., which will benefit the community.” In addition to this support, recognizing the need for this type of community work needs to be codified in financial support. The members of this group are currently generously donating their time to these efforts. We need financial support to do this work. Funds related to grants or stand-alone funds for these efforts are urgently needed.