

## Making Planetary Science More Inclusive: Accomplishments and Recommendations from the DPS

**Professional Culture and Climate Subcommittee (PCCS)** Shawn M. Brooks<sup>1</sup>(Shawn.M.Brooks@jpl.nasa.gov), James H. Roberts<sup>2</sup>, Jodi R. Berdis<sup>2</sup>, Ingrid J. Daubar<sup>3</sup>, Serina Diniega<sup>1</sup>, Michaela Leung<sup>4</sup>, Joseph R. Masiero<sup>5</sup>, Jennifer L. Piatek<sup>6</sup>, Julie A. Rathbun<sup>7</sup>, Edgard G. Rivera-Valentín<sup>8</sup>, Krista M. Soderlund<sup>9</sup>, Driss Takir<sup>10, 11</sup>

<sup>1</sup>Jet Propulsion Laboratory/Caltech, <sup>2</sup>Johns Hopkins Applied Physics Laboratory, <sup>3</sup>Brown University, <sup>4</sup>University of California, Riverside, <sup>5</sup>Caltech, <sup>6</sup>Central Connecticut State University, <sup>7</sup>Planetary Science Institute, <sup>8</sup>Lunar and Planetary Institute, <sup>9</sup>University of Texas at Austin, <sup>10</sup>Jacobs Technology Inc., <sup>11</sup>NASA Johnson Space Center

The American Astronomical Society's (AAS) Division for Planetary Sciences (DPS) Professional Culture and Climate Subcommittee (PCCS) was formed in 2016 with the charter "to consider and recommend actions that the DPS Committee can take to promote a broadly inclusive professional community characterized by respect, honesty, and trust, so that people of diverse backgrounds are – and perceive themselves to be – safe, welcome and enabled." The composition of the current twelve-member subcommittee spans multiple axes of diversity and includes a graduate student representative to provide perspectives and insights from the student population of the planetary science community. In addition to being subject to the AAS Code of Ethics and the AAS Anti-Harassment Policy, PCCS members adhere to our Code of Conduct ([https://dps.aas.org/sites/dps.aas.org/files/professiona-l-climate/CoC\\_PCCS\\_finalposted\\_2021.pdf](https://dps.aas.org/sites/dps.aas.org/files/professiona-l-climate/CoC_PCCS_finalposted_2021.pdf)), which codifies rules and guidelines for interactions among PCCS members and lays out policies for its enforcement.

One of the subcommittee's key activities is supporting the annual Fall Meeting of the DPS. Representatives from the PCCS serve on the local and scientific organizing committees. With the recent commitment to holding the Fall 2022 DPS meeting in a hybrid format, a virtual organizing committee, which also has PCCS representation, was formed to streamline the online experience for remote attendees. Each year, the PCCS coordinates a speaker to present on Inclusion, Diversity, Equity and Accessibility (IDEA) issues. The goal of this plenary presentation is to introduce and reinforce IDEA topics to all DPS meeting attendees. Previous speakers have focused on Accessibility at conferences and microaggressions, among other topics. Previous plenary talks organized by the PCCS are available on the PCCS webpage (<https://dps.aas.org/leadership/climate>). The PCCS has also encouraged the DPS meeting to have a session

of contributed talks that focus on IDEA issues. So that authors need not choose between presenting their science and giving a talk about IDEA, abstracts submitted to this session do not count toward the one-abstract limit imposed on first authors. The PCCS also analyzes the previous year's meeting survey results and presents that analysis to the DPS Committee, highlighting accessibility and inclusivity issues or improvements.

Another focus of the PCCS is the organization of community resources:

1. COVID-19 resources (<https://dps.aas.org/covid19-resources>)
2. Actionable steps to make our community more equitable (<https://dps.aas.org/inclusivity/actionable-steps>)
3. DPS PCCS reading list (<https://dps.aas.org/pccs-reading-list>)

As part of identifying the demographics and needs of the planetary science community, we spearheaded the writing, implementation, and analysis of a DPS Workforce Survey [1, 2]. This survey consisted of 2 parts: one that identified the needs and desires of the DPS membership [3] and one that surveyed the entire workforce and was used by the Planetary Science and Astrobiology Decadal Survey state of the profession writing group. Based on that work and continued learning about best practices and the range of demographic identities that could be tracked, PCCS serves as a resource to DPS and AAS in the development of future surveys.

Significant efforts are being implemented to support critically underrepresented minorities within the planetary science community. The PCCS played a key role in establishing a partnership between the DPS and the National Society of Black Physicists (NSBP). As part of the Joint DPS-NSBP speaker program, a

presenter from the annual meeting of the NSBP will be invited to speak at the following DPS Fall meeting and at an academic or research venue of their choosing, in order to enhance the visibility of underrepresented minority scientists and their research. In addition, a DPS-supported fund to support attendance at the annual DPS and NSBP meetings has been established (<https://dps.aas.org/Inclusivity/support-underrepresented-minority-communities-planetary-science>). It is anticipated that the partnership with the NSBP will serve as the blueprint for additional partnerships with other minority-serving STEM professional societies such as the Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), the National Association of Black Geologists and Geophysicists (NABGG), the American Indian Science and Engineering Society (AISES), and the newly formed Society of Indigenous Physicists (SIP).

The PCCS also makes yearly recommendations to the DPS committee, which are also available on the PCCS website (<https://dps.aas.org/leadership/climate>). In recent years, the recommendations have included ways to support critically underrepresented minorities within the planetary science community, making DPS prizes more inclusive, and encouraging the Planetary

Science Journal to collect demographic information from authors in order to understand barriers in place in our field. Past recommendations, along with further information on the PCCS, can be found at <https://dps.aas.org/leadership/climate>.

**Acknowledgments:** A portion of this research was carried out at the Jet Propulsion Laboratory, California Institute of Technology, under a contract with the National Aeronautics and Space Administration (80NM0018D0004). Government sponsorship acknowledged. Copyright: 2022. All rights reserved.

**References:** [1] Rathbun, J., E. Rivera-Valentín, A. Hendrix (2021). “The State of the Planetary Science Community: Results from the 2020 DPS Workforce and Members Survey.” AAS Division of Planetary Science meeting #53, id. 504.01. Bulletin of the American Astronomical Society, Vol. 53, No. 7 e-id 2021n7i504p01. [2] Rathbun, J. A., A. R. Hendrix, A. M. Porter, E. G. Rivera-Valentín (2021). “Results of the 2020 Planetary Science Workforce Survey, Funded by the DPS.” 52<sup>nd</sup> Lunar and Planetary Science Conference, virtual, 15-19 March, 2021. LPI Contribution No. 2548, id.2094. [3] Hendrix, A. and J. Rathbun, “Results of the 2020 Planetary Science Workforce Survey Conducted by the AAS-DPS”