Making Planetary Science more inclusive: an introduction to the work of the American Astronomical Society’s Division of Planetary Sciences Professional Culture and Climate Subcommittee (PCCS)

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Introduction
The PCCS was established in 2016 “to work towards making the community of planetary scientists an environment in which professional merit is the only criterion that determines each person’s success”. The group’s work builds from efforts of several AAS committees that have and continue to pursue the broad issues surrounding diversity and inclusion, such as the Committee on the Status of Women in Astronomy (1979), the Committee on the Status of Minorities in Astronomy (1997), the Committee for Sexual Orientation and Gender Minorities in Astronomy (2012), and the Working Group on Accessibility and Disability (2016).

The Professional Culture and Climate Subcommittee (PCCS), during their telecon
From Left to right and top to bottom: Julie Rathbun, Shawn Brooks, Catherine Neish, Edgard Rivera-Valentin, Cristina Thomas, Rebecca Schindhelm, Serina Diniega, Kathleen Mandt, Sarah Hörst, Jennifer Piatek, Alejandro Soto, Matthew Tiscareno.

What is the PCCS?
The PCCS is charged with promoting “community values and cultural norms” through mechanisms that enable inclusion guided by the diversity challenges within each community and ongoing inclusion efforts. Several of our recommendations have led to improvements including having a plenary lecture during the annual meeting on diversity and inclusion issues, facilitating networking events for underrepresented groups, working with session chairs to promote diversity and inclusion, and implicit bias training for the DPS committee and prize committee.

The importance of Diversity, Inclusion, and Planet in Equine Science
Research demonstrates that diverse groups are more capable of solving complex problems.
• Groups with diverse membership find more innovative and creative solutions and can outperform “high performing”, homogeneous groups [1-4]
• In scientific publications, diverse author groups receive higher citation rates and publish in higher quality journals [5]
• Industry studies show that companies with a more diverse and inclusive workforce return higher profits and demonstrate increased innovation [6-8]

Despite these advantages, significant barriers exist to achieving a diverse workplace:

What is the PCCS doing in 2019?
• Helping to review the EPSC/DPS Code of Conduct and meeting guide
• Developing reading guide for diversity and inclusion resources
• Drafting recommendation to DPS, Planetary Science journals on justification for and process of dual-anonymous reviews
• Conducting demographic studies with available data
• Investigating guidelines for implementing a useful and anonymous demographics survey of the Planetary Science community by the AAS

What can you do to help?
• Attend Bystander Intervention or Implicit Bias Training
• Fill out demographic information requested by professional organizations and the NASA NSPIRES system
• Fill out post-meeting surveys and include good and bad comments
• Pay attention to other axes of underrepresentation in planetary exploration: besides gender, consider race, disability, sexuality, etc.
• Learn about issues affecting URMs (under represented minorities) in our community – check out our References!
• Note who is included and who isn’t in your research groups and conference programs/program committees; actively seek out collaborations with URMs and MSIs (minority serving institutes)
• Get involved! Join and participate in professional organization leadership, committees, etc.
• Contact us with ideas and/or concerns (rathbun@psi.edu)

Why care?
• Diverse groups find more innovative, creative, and responsive solutions to complex problems. Promoting inclusion will achieve the best science!
• For every $1 a white man makes in academia, a white woman makes $0.80, a man of color makes $0.72, and a woman of color makes $0.67 (McChesney, 2018). Such barriers discourage URMs from participating, acknowledgment of these types of issues is part of the battle.