



National Aeronautics and
Space Administration

Lessons Learned from ROSES 21-22 Inclusion Plans

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ALIGNING THE COMMUNITY WITH NASA VALUES



To achieve the greatest mission success, NASA embraces hiring, developing, and growing a diverse and inclusive workforce in a positive and safe work environment where individuals can be authentic.



Science Vision 2020-2024

Excellence Through Inclusive, Diverse Teams

- Strategy 4.1 Increase the diversity of thought and backgrounds represented across the entire SMD portfolio through a more inclusive and accessible environment.
- In alignment with the NASA core value of Inclusion and SMD Science Plan, we seek to foster a community where everyone feels welcome, included and valued.
- SMD's goals are to develop a workforce and scientific community that reflects the **diversity of the country** and to instill a culture of **inclusion** across its entire portfolio.

Who is here with us? (2 minutes)

- Turn to the person next to you
 - introduce yourself (name, pronouns *if you'd like), where you came to AAS from, something you have been nerding out on lately.
 - introduce yourself with your name, pronouns and share one thing you hope to get out of this session

Timeline for Inclusion Plans in ROSES in APD

ATP (Sep/Oct 21)

- 4 IP Panels x 8 reviewers (30 randomly selected per panel)
- Science reviewers also reviewed them

2023

Jan/
Feb

TCAN

28 Inclusion Plans
5 IP Panels

Mar/
April

APRA + SAT

180 Inclusion Plans
15 Panels

May

**Precursor
Science**

48 Inclusion Plans
4 panels

May

Roman

90 Inclusion Plans
8 Panels

June

LISA Preparatory

36 Inclusion Plans
3 Panels

- Mixed (science reviews + IDEA practitioners) panel & 1 separate & independent IP panel for cross-comparison.

- Mixed separate panels post science review
- Scientists invited in FISHBOWL mode

- Mixed separate panels pre-science
- Optional scientist participation w/ AC or EKE post-review

Key aspects of Inclusion Plans as a proposal element

An Inclusion Plan is **not the same as public engagement efforts nor is it the same as NSF's Broader Impacts statement**. An Inclusion Plan that describes such efforts alone will be considered inadequate for the purposes of this assessment. **If funding is needed to implement the Inclusion Plan, it should be included and justified in the budget.**

The assessment of the Inclusion Plan **was not a part of the adjectival rating for the proposal and did not inform the selection of proposals**. Funding was not released until a satisfactory Inclusion Plan and was approved by the selection official.

Diversity



included

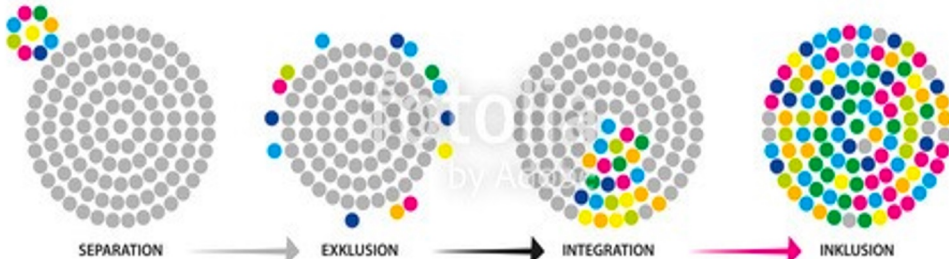


engaged

16

QUOTABLE QUOTES

- *Diversity without inclusion will exacerbate divisions.*
- *Diversity is a necessary but not sufficient step.*
- *Diversity is easy but inclusion and equity are hard*



IDEA was a conscious / intentional choice within SMD to highlight the importance of Inclusion.

Your Experience with Inclusion? (2 mins)

- By show of hands
 - I have written or spoken about diversity in STEM
 - I have written or spoken specifically about inclusion in STEM
- Turn to the person next to you, take turns, each person is invited to share one action that is centered on inclusion (rather than diversity).

Guiding Principles and End Goals

- IDEA is NOT separable from the scientific or technical work we do.
- IDEA is not an add-on activity
- We seek to infuse IDEA in all of the work we do.
- Inclusion is defined by NASA as the full participation, belonging, and contribution of groups and individuals within an organization or endeavor (distinct from diversity)

A future where the scientific & technical community is always learning about IDEA & increasing its capacity to take actions and taking actions to advance IDEA in its work.

We seek to build a community that is inclusive and diverse and is working towards equitable outcomes and is accessible to all.

ROSES-21+22 IPs 3 key types of assessment criteria

**Actions to provide & maintain a
Positive & Inclusive Environment
for the Investigation Team**

**Training & Development of a
Diverse & Inclusive Team**

Metrics for measuring progress

ROSES-21+22 IPs solicitation language

Does the Inclusion Plan provide adequate processes and goals for creating a positive and inclusive working environment for the investigation team?

Does the Inclusion Plan include ways in which this positive and inclusive working environment will be maintained? For instance, are the Plan's metrics of success and associated assessment plans adequate for gauging progress towards creating and sustaining the inclusive environment?

Does the Inclusion Plan demonstrate awareness of systemic barriers and ideas for removing these to create inclusive working environments?

Does the Inclusion Plan adequately describe the contribution of the proposed investigation to the training and development of a diverse and inclusive team?

Does the Inclusion Plan provide an adequate plan for achieving the identified contribution? Is the Plan likely to be successful in realizing the identified contribution?

Do the efforts in the Inclusion Plan have clearly stated goals, actions to achieve those goals, and metrics for measuring progress during the award period?

Resources

- IP assessments: Proposals received an IP assessment with their proposal reviews. Assessments not to be treated as gospel / simply as a guide for revisions*

*Process change for APD ROSES-23

- Other community resources (e.g. NWNH Decadal, DOE PIER, US-ELTP Inclusion Initiative, etc.)
- Use your institution's resources to tailor your IP actions / goals.
- Use your team members & colleagues.

SMD assembled resources (Jan 2023):

<https://science.nasa.gov/researchers/inclusion>

n For Researchers

Inclusion Plan Resources

[General](#) | [IDEA definitions](#) | [Challenges](#) | [Best practices](#) | [Assessments](#) | [Team dynamics and safety](#) | [Policies, laws, and executive orders](#) | [Workshops](#) | [Training](#) | [Professional societies](#) | [FAQ](#)

Inclusion is a core NASA value as described in the NASA [policy statement](#) on Diversity, Equity, Inclusion, and Accessibility (DEIA). Additionally, Strategy 4.1 of "*Science 2020-2024: A Vision for Scientific Excellence*" states that NASA should "increase the diversity of thought and backgrounds represented across the entire SMD portfolio through a more inclusive environment." In keeping with this core value, some NASA Research Opportunities in Space and Earth Sciences (ROSES) programs are piloting the addition of a required Inclusion Plan.

Case Studies of Adequate/Inadequate IPs

Adequate or Inadequate:

The whole proposed team will advance NASA's core values of diversity, equity, inclusion, and accessibility (DEIA) when training the students and postdocs. To do so, we will ensure that all research group members treat one another with mutual respect through co-developed mentoring agreements and regular climate check-ins. We will regularly solicit feedback from students on CO-I's advising style and our relationship in order to provide the students with an opportunity to discuss any DEIA or other issues that may arise during their studies. We will encourage the students and postdocs to participate in DEIA initiatives in the department and will provide any necessary support for the students and postdocs to conduct this additional work.

How often is regular? What will the climate check-ins take the form of? How can NASA make sure these are not token words but are actions that could be measured / implemented?

What actions are being taken to build a psychologically safe environment for the students? How will progress be measured?

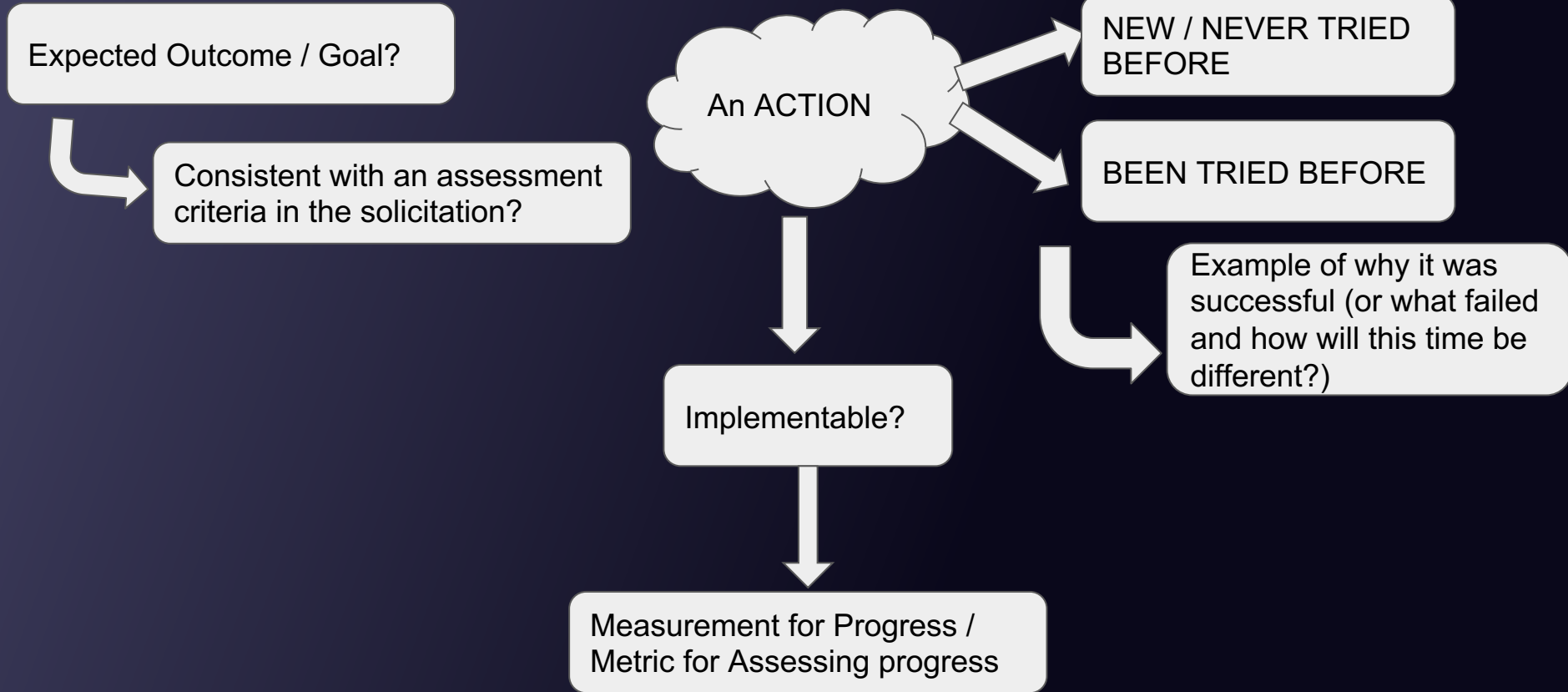
How will this be done exactly? Do students get rewarded for participating or is this additional time commitment they must make?

What kind of support? Is there funding set aside? Are other resources being made available to the students?

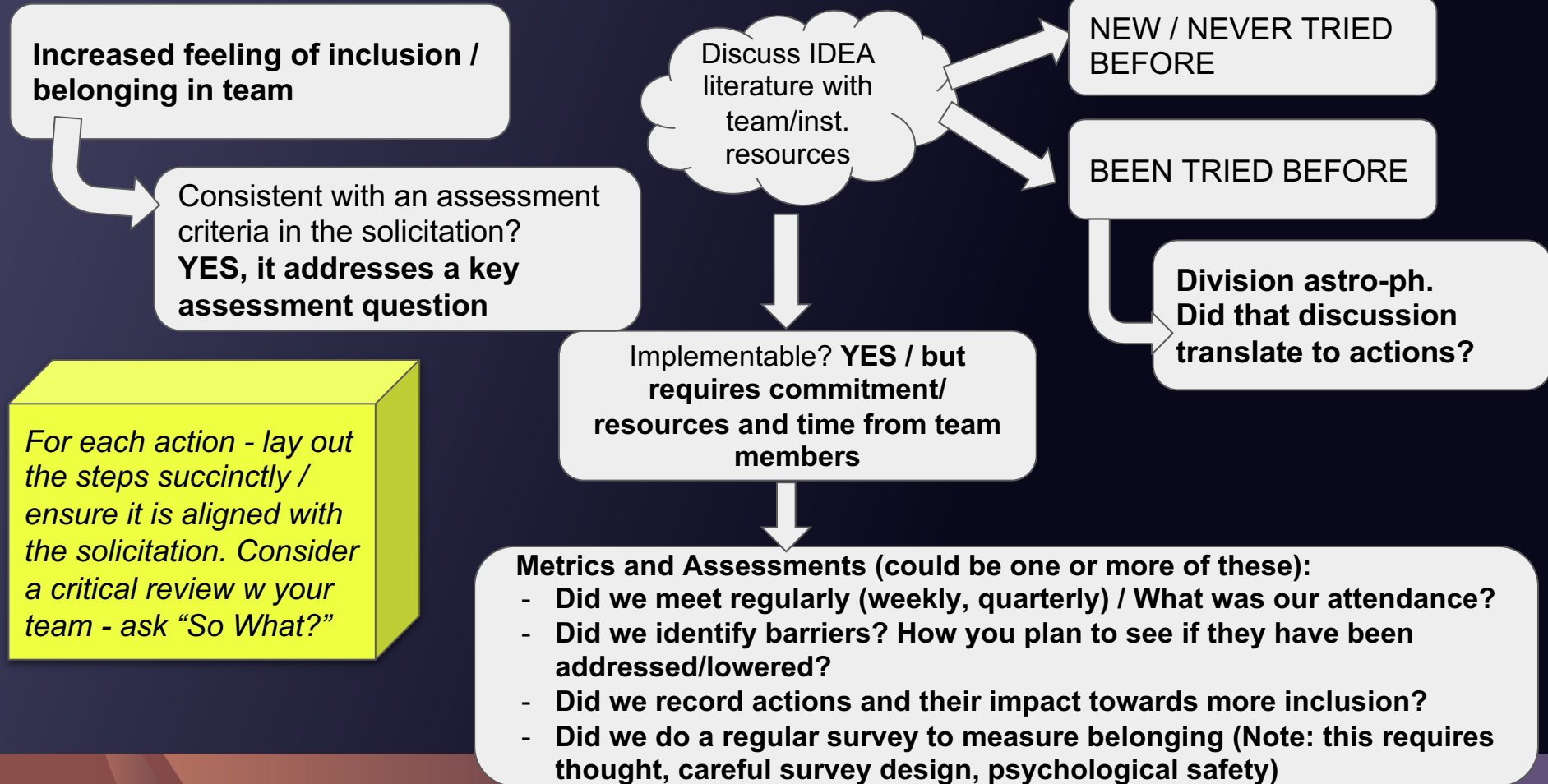
Useful Tips After Reviewing 500+ IPs

- Remove flowery language & broad generalizations about IDEA
- Remove language resembling Broadening Participation requirement for NSF.
 - For example, engagement with educational institutions, **outreach activities**, and/or focusing on attracting students from diverse backgrounds does not by themselves respond to the solicitation language request
- Be open to failure. There is no such thing as a perfect Inclusion Plan.
 - Aim to change actions and behaviors towards creating a more inclusive environment and working towards a better IDEA environment in your proposed work. It is OK if you are not successful as long as you and the team are learning from actions, evaluating and adapting towards a more inclusive environment. It is OK to focus on a small **actionable/measurable** IDEA activity
- Focus on inclusion (not to be confused with diversity).
- Iterate your plan with your team asking the question, “So What?” for your planned actions and critically review the plan in light of the three assessment criteria.

A Flowchart for Actions → Goals / Metrics



A Flowchart for Actions → Goals / Metrics



Your Questions...

Your Experience

- By show of hands who feels;
 - Increased confidence about writing an Inclusion Plan
 - Has one new idea that could be applied to your own work environment

Prep for ADP Webinar (tell your colleagues!)

- Tue, Jan 16th 3-4pm EST (will be recorded)

Office Hours on Inclusion Plans (Prerequisite: Must have seen the webinar before coming)

- Mon, Jan 22nd, 3-4pm EST
- Wed, Jan 24th, 2-3pm EST

Proposals are due Jan 30th

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