

2021 PCCS Recommendations to DPS
Submitted to DPS Chair and Incoming Chair on October 3, 2021

- 1) PCCS strongly commends DPS efforts to support critically underrepresented minorities within the planetary science community, as reflected in the influx of funds to the URM travel fund (to reach a sustainable level) and formation of the partnership with NSBP. In particular, the PCCS applauds the development of the Joint DPS-NSBP speaker program as this will recognize and bring broader visibility to an excellent NSBP scientist.
 - PCCS recommends that DPS continue to seek partnerships with additional 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).
 - PCCS also looks forward to helping the partnership with NSBP succeed and grow.

- 2) PCCS applauds the DPS awardee selection pool for both recognizing highly impactful and deserving individuals and recognizing excellence across a diverse group of community members. DPS also commends the creation of the mid-career prize as it helps fill a career stage gap in DPS's annual recognition of deserving community contributors.
 - PCCS recommends that efforts to encourage diversity within the recognition of excellence should be a priority every year. As was discussed this year, PCCS recommends that the DPS Committee organize a small group to carefully discuss and evaluate present prize committee processes and procedures; this small group should include membership from relevant DPS subcommittees, including the PCCS and Professional Development.
 - Additionally, PCCS encourages DPS to consider instituting a prize recognizing a group or team, thus more openly acknowledging that science is a collaborative endeavor, not advanced solely by the "lone genius" (as recognized in e.g., [Elkins-Tanton, 2021](#), [Law, 2020](#), [Singh & Fleming, 2009](#)).

- 3) PCCS commends the new and continued efforts to include workforce and interpersonal dynamics within the DPS meeting's science program, as recognition that these are topics of high relevance to the DPS community. In particular, we appreciate the new offer of free registration for social/outside scientists, and that a workforce session continues to be included.
 - PCCS recommends that DPS continue with these efforts.
 - PCCS recommends that workforce-focused abstracts continue to be solicited each year, and this topic and related community-submitted abstracts be considered for an oral session along with technical science abstracts. PCCS also recommends that workforce/education abstracts continue to not be limited to just one per submitter.
 - PCCS notes that this is the second year with the DEIA plenary and session on Friday (the final DPS meeting day, traditionally with the lowest attendance). In future years, PCCS recommends that the DEIA plenary and/or session be rotated to other days of the week, so as to avoid setting a pattern that could be interpreted as DPS taking DEIA and other workforce topics less seriously than technical topics.
 - PCCS suggests that the meeting guide be updated annually, so as to reflect the latest lessons learned and current best practices. In particular, PCCS requests an opportunity to update the meeting planning guide so as to clarify the

contributions expected from the PCCS representative(s) on the meeting organizing committees.

- 4) PCCS commends the extensive efforts by the DPS meeting organizing committees to increase inclusivity and access during this year's virtual meeting.
 - PCCS recommends that DPS record lessons learned from virtual meetings, including the added value of closed captioning to attendee experience along with options for including captioning and feasibility of different types of participation in a meeting (i.e., while attendees are in-person or remote). Such a record, along with other organizations' lists of best practices for inclusive remote meetings, will be especially important as DPS looks towards future hybrid meetings.
 - PCCS also recommends that DPS convene an *ad-hoc* task force to develop, with AAS staff, a list of hybrid meeting goals and a plan for meeting structure. This group should include representatives from all relevant DPS subcommittees, including PCCS, Professional Development, and Environmental Affairs.

- 5) PCCS appreciates that PSJ Editorial Board and DPS/AAS leadership have discussed possibilities for collection of demographic information about DPS members and those utilizing DPS resources (including, but not necessarily limited to, DPS-associated journals and prizes), although challenges have been encountered and demographic information has not yet been collected.
 - PCCS continues to recommend* that DPS work towards collection of demographics information, potentially through partnership with AAS who currently collect at least race/ethnicity and some gender information within their membership profiles. Collection of such demographics enables checks for systemic bias in critical institutional processes with significant professional influences, such as prize nominations or selection, paper submissions, and reviewer efforts and results. It also allows for quantifying expected improvements in demographics as a result of policies e.g., dual-anonymous peer review in PSJ.

*PCCS's 5th recommendation from 2018: "We suggest that the AAS collect detailed demographic information on its members and use these data to understand the barriers for members of underrepresented groups. While the [AAS workforce surveys](#) do ask demographic information, they cannot easily be compared to award or author information in the way a member database could. See [complete recommendation](#)." As noted in PCCS's 4th recommendation from 2020: "PSJ could access (for specific individuals or in aggregate) demographic information from [such a] AAS database."

- 6) PCCS applauds the DPS Committee's deep and nuanced discussions on many sensitive topics over the past year, including whether to hold the 2021 DPS meeting in-person or fully virtual, what it means to be a DPS Officer (i.e., voting member of the committee) and whether to add any of the subcommittee Chairs as such, review of the DPS Bylaws, and development of a draft DPS Vision Statement. PCCS also appreciates the transparency of these discussions, including sharing a description of the processes along with results, with the DPS community.
 - PCCS recommends that DPS continue to employ inclusive and transparent processes, including careful consideration of impact of key decisions on all people within the DPS/planetary science community, within its deliberations and communications.
 - PCCS also strongly affirms our willingness to support these types of important discussions.