

**Professional Culture and Climate Subcommittee (PCCS)**  
**Recommendations to the DPS Committee**  
**October 14, 2017**

The DPS charge to the PCCS states its mission: 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.

Here we outline our recommendations to the DPS Committee based on our deliberations and discussions during the past year (Oct. 2016 – Oct. 2017).

1. Ensure that the DPS meetings feature a diverse group of plenary speakers
  - A large number of responses on the 2016 DPS meeting survey commented on a lack of diversity in the 2016 meeting plenary speakers
  - We appreciate the gender diversity in the slate of the 2017 DPS meeting, which features 12 science-focused invited speakers, 6 male and 6 female. This is a substantial improvement over the lack of diversity in the 2016 speakers. However, the featured science speakers still lack racial diversity.
  - In order to ensure that the featured speakers continue to be a diverse group, we recommend that the Science Organizing Committee (SOC) for each meeting is charged with considering racial and gender diversity, that the DPS Committee designate a Committee member or PCCS member to serve on the SOC to reinforce this charge, and that the DPS keeps records of the gender and racial identity of speakers in order to collect data that will elucidate trends over time.
2. Clarify the definition of harassment on DPS meeting signage and website
  - A significant number of responses to the 2016 DPS meeting survey displayed confusion as to the official definitions of “harassment”, “discrimination” and “retaliation”.
  - We suggest that the federal definitions of these three terms be added to DPS meeting signage and the website.
  - PCCS Co-Chair Christina Richey has already met with Joel Parriott of the AAS about signs for the 2017 DPS meeting.
3. Work with the AAS meetings team to ensure accessibility of the meeting location
  - Several responses to 2016 DPS survey discussed difficulties with meeting venues that had talk locations that were distant from each other, difficulty with stage steps, and difficulty reaching the questioners’ microphone.
  - The PCCS appreciates that we were consulted to help with 2017 DPS meeting accessibility page, but accessibility of the meeting location needs to be considered earlier in the process.

- It is necessary for someone to physically walk through the meeting space and annotate a map of the venue to clearly identify locations of stairs, other mobility issues, gender neutral restrooms, etc. and post this map promptly to the meeting website.
  - We suggest that the AAS meetings division assigns a team member to the role of accessibility coordinator. We would be happy to work with that individual. If this cannot be accomplished, we suggest that every DPS Local Organizing Committee (LOC) assigns a member of the LOC to be the accessibility coordinator and that they work with the PCCS from the time the venue is selected.
4. Ensure that the DPS meeting session chairs are trained on how to encourage a diverse and inclusive session
- The 2016 DPS meeting exit survey results contained several reports of inappropriate behavior by questioners.
  - A recent study showed that, at AAS conferences, women are under-represented as question-askers (<https://arxiv.org/abs/1403.3091>)
  - Women report noticing that women are more likely to get cut off at the microphone due to time than men (more likely to hear “OK, if it’s quick”)
  - The PCCS worked with the 2017 SOC Chair to include a diversity and inclusion component in the standard training for the session chairs. However, such training should be a part of *all* DPS meetings and should not depend on the receptiveness of a particular SOC chair.
  - Given the attention necessary to make a meeting inclusive and the fact that DPS meetings are organized by a new group each year, we suggest that the DPS Committee form a group to update the “best practices” document that Guy Consolmagno wrote many years ago for DPS meeting organizers. Of course, this document could include information beyond inclusivity suggestions, but the PCCS would like to be involved, at least in part, in its construction.
5. Continue to involve the PCCS in the development and analysis of the DPS meeting surveys.
- Many of our recommendations have resulted from our analysis of 2016 DPS survey results.
  - The PCCS is being consulted on the construction of the 2017 DPS, but a formal way to involve the PCCS in these discussions and analysis should be determined.
6. The DPS Committee should keep records and conduct regular tests of diversity in meetings, awards, publications, etc.
- Tests of the participation and advancement of women have shown them lagging behind men (<https://www.nature.com/articles/s41550-017-0148>, <https://arxiv.org/pdf/1409.3528.pdf>)
  - Women are underrepresented in DPS awards (<https://womeninplanetariscience.wordpress.com/2016/10/27/dps-epsc-2016-plenary-on-unconscious-bias-by-dr-patricia-knezek/>)

- The AGU has been studying diversity in its journal-related decisions, including the review process ([https://www.nature.com/polopoly\\_fs/1.21337!/menu/main/topColumns/topLeftColumn/pdf/541455a1.pdf](https://www.nature.com/polopoly_fs/1.21337!/menu/main/topColumns/topLeftColumn/pdf/541455a1.pdf)). The DPS should undertake a similar study.
  - It is likely that similar trends exist in membership, meeting attendance, talks/posters, publications, etc.
  - Many of these trends could be more clearly seen if DPS would track the demographics of its membership. AGU has long done this, and used it in the recent studies mentioned above.
  - A standing DPS subcommittee or individual should be tasked with the duty to correlate demographic information with the trends mentioned above, and to keep the data and present it regularly to the DPS committee and PCCS. Steps should be taken to ensure that the results of such projects are preserved, and that they are made public as appropriate.
  - The DPS should also track the demographic information of nominees/applicants as well as recipients for awards and other honors to elucidate any trends on the supply side.
7. The DPS Committee, Prize Committee, SOC Chair and other relevant DPS Subcommittees (such at the *Icarus* editor search committee) should undergo implicit bias training.
- Implicit Bias training can improve attitudes towards women in STEM (<https://link.springer.com/article/10.1007/s11218-014-9259-5>)
  - The White House OSTP statement on Implicit Bias ([https://obamawhitehouse.archives.gov/sites/default/files/microsites/ostp/bias\\_9-14-15\\_final.pdf](https://obamawhitehouse.archives.gov/sites/default/files/microsites/ostp/bias_9-14-15_final.pdf))
  - The PCCS is willing to help choose a group to do the training.