

PCCS 2019 recommendations

1. The DPS has made many changes in recent years that improve inclusivity at the annual DPS meeting and provide DPS leadership with tools for improved practices. We recommend these continue. These changes include:
 - a. Plenary speaker at DPS on EDI issues
 - b. Members of PCCS serving on DPS meeting LOC and SOC committees.
 - c. Share DPS meeting survey results with PCCS to get advice on EDI and accessibility issues
 - d. Yearly implicit bias (or other EDI) training for DPS committee and prize committee.
 - e. Including gender pronoun information on name badges during DPS meetings (asking for the information during registration and also having stickers available during the meeting).
 - f. Making Bystander Intervention Training and Proposal Writing Workshops available at DPS meetings
2. The DPS leadership has begun several tasks that will increase accessibility and remove barriers to members of underrepresented groups. We recommend that these tasks be supported to finish their work.
 - a. A group has been formed to write more explicit guidelines for DPS prizes. We appreciate this step in the right direction of making the prize criteria more explicit and encourage the DPS committee to get the guidelines posted on the website as soon as possible. Furthermore, the DPS should determine whether this change is having any positive impacts on the prizes (whether it is helping the demographics of the winners to more closely match the demographics of the field). To accomplish this, we recommend that the DPS committee collect demographic information on the winners of the DPS prizes (see recommendation #4).
 - b. The incoming DPS chair (Amanda Hendrix) has taken on the responsibility to rewrite a guide to hosting a DPS meeting. We recommend that she include the PCCS to advise on EDI and accessibility issues that should be included in such a document, such as
 - i. Information for the SOC on how to create diverse sessions and include diverse groups in presentations
 - ii. Information on training session chairs on how to encourage a diverse and inclusive session
 - iii. Information for the LOC and the AAS on how to consider and evaluate accessibility of meeting venues, and how to most effectively share accessibility-relevant information with members and attendees.
3. We recommend that the DPS take the lead on encouraging the next planetary decadal survey to consider the state of the Planetary Science profession. As the

leading Planetary Science professional organization, the DPS should write a white-paper outlining the current state of our profession. The PCCS would be happy to contribute to a section on EDI issues or submit a separate white paper.

4. We recommend that the DPS committee collect demographic information on the DPS prize nominees and share with the DPS membership at the annual members meeting. We suggest stating something for each award like: "The average number of nominees over the last 4 years is X, with Y women, and Z members of underrepresented minority groups." This would add transparency to the prize awarding process. Some members of our community (including members of the PCCS) have heard anecdotally that members of underrepresented groups are not being nominated. Sharing statistics would shed light on any issues and enable members to better understand the prize process.