

PCCS 2020 recommendations to DPS Committee

1. The PCCS applauds the DPS leadership for taking the lead on creating and funding a community-wide workforce survey and a white paper on that survey for the Decadal Survey. We encourage the leaders of the survey to write down lessons learned from that experience, that can be used to improve the next workforce survey. In particular, we recommend that any future survey be reviewed by a group of scientists with diverse backgrounds and including someone with a strong IDEA (Inclusivity, Diversity, equity, and accessibility) lens before the survey is distributed. The PCCS could be one source of relevant expertise and diversity for these reviews.
2. The PCCS applauds the DPS leadership for creating a new partnership between the DPS and the National Society of Black Physicists (NSBP), which includes funds to be used to encourage members of underrepresented racial and ethnic minority groups to enter (or remain in) planetary science. This partnership is particularly important in light of the results of the DPS' members survey in which "Support Diversity in the community" was the 4th highest ranked response to "Which of these do you think should be top priorities of the DPS over the next five years?" (which had 15 possible responses).
 - a. We recommend that DPS leadership expand this partnership to other relevant professional societies with significant outreach to URM communities, including (but not necessarily limited to) SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science) and AISES (American Indian Science and Engineering Society).
 - b. We recommend that the DPS, with their partners, and in consultation with the PCCS define a contact person within each groups' hierarchy for communication about the partnership. With these contact persons, the DPS and partner organization should formally define the nature of the partnership and aims of each side.
3. The PCCS understands that DPS prizes get few nominations and that the DPS would like to receive substantially more nominations and to encourage community members to nominate a diverse group of scientists. To this end, we recommend that the DPS create a working group to define ways to update the nomination process so as to encourage more nominations, particularly from members of traditionally underrepresented groups. This working group should be given information on the numbers of nominations for the last few years and should consider diverse ideas and include best practices suggested in the social science literature, such as creating templates for nominations and providing guidance for less experienced nominators. The membership of such a working group should include representation from the PCCS.
4. As communicated in May 2020: "The PCCS recommends that the PSJ start collecting demographic information (of authors and reviewers) as soon as feasible and that the PCCS be involved in the development of that demographic collection system. The

PCCS would like to hear about any progress that has been made in the 5 months since we shared this recommendation with the DPS committee."

- a. We note that the information should be collected via self-identification by authors and reviewers.
 - b. If it is too difficult for the PSJ to collect this information, we recommend the DPS reconsider our 5th recommendation from 2018, which would also accomplish this goal:
"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 (https://aas.org/files/aas_members_workforce_survey.pdf), they cannot easily be compared to award or author information in the way a member database could. See complete recommendation at <http://womeninastronomy.blogspot.com/2018/10/a-personal-recommendation-for-aas-to.html>."
PSJ could access (for specific individuals or in aggregate) demographic information from the AAS database.
5. We recommend that the chair(s) of all DPS subcommittees be invited to all DPS committee meetings. This enables the work of the subcommittees to be better integrated into all DPS efforts, and more efficiently informs subcommittees about DPS business and context around decisions/situations.
 6. The PCCS applauds the DPS leadership for dramatically updating and improving the DPS meeting guide. We recommend that this document be updated regularly, and suggest yearly so as to incorporate lessons learned from each DPS meeting. Some present additions to the document that we recommend:
 - a. In sections 3 and 4, change "Include 1-2 PCCS members." To "Include at least one, preferably both of the volunteers that will be provided by the PCCS. These volunteers will help not only with the same tasks as the rest of the SOC, they will also work with the PCCS to advise the OC on DEIA issues."
 - b. In section 4, add a statement suggesting that the SOC include some people who have served on recent SOCs, in order to assist with "institutional memory".
 - c. In section 4a, add a note for the OCs to consider the impact of last-minute changes to meeting website information/policies (and as possible, try to minimize such changes).