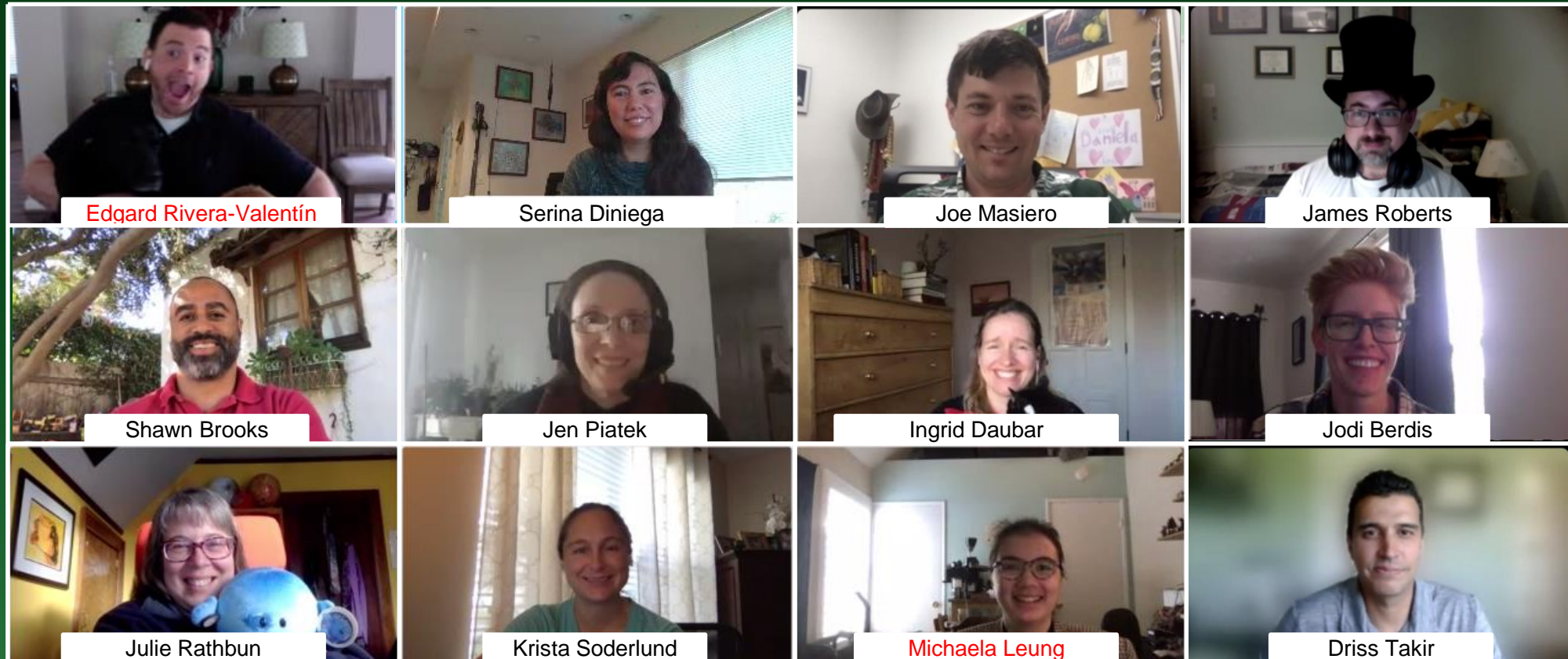


# Recommendations from the DPS Professional Culture and Climate Subcommittee (PCCS)

Incoming chair: ???; Outgoing chair: Shawn Brooks (JPL)



# What do we do?

*Our aim is to understand barriers faced by the underrepresented members of our planetary science community and communicate them to the DPS leadership and the broader community.*

- Submit recommendations to DPS with regards to DEIA concerns and practices
  - Review anonymous post-DPS meeting survey results
  - General consideration of DPS activities and community
- Contribute to many DPS efforts – bringing the DEIA lens and input from our diverse membership
  - Facilitate DPS partnerships with minority-serving STEM professional organizations
  - Help with drafting of various DPS statements (in response to, *e.g.*, Black Lives Matter protests, loss of the Arecibo Observatory, community impact of the war in Ukraine ...)
  - Serve on the organizing committees for the annual Fall DPS meeting
- Coordinate the DEIA plenary presentation at the DPS meeting
- Contribute to various conferences' workforce sessions and discussions

# PCCS Recommendations for 2022/2023 - #1

- **PCCS applauds the DPS Committee's efforts over the past year in supporting underrepresented minorities in the planetary science community, as reflected in the funding the URM travel fund and the establishment of the DPS-NSBP partnership, and encourages sustained efforts in this regard.**
  - The PCCS would also encourage the DPS Committee to commit to putting the URM travel on a path sustainability.
  - 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 seek partnerships with additional minority-serving STEM professional societies (*e.g.*, the Society for Advancement of Chicanos/Hispanics and Native Americans in Science, the National Association of Black Geologists and Geophysicists, the American Indian Science and Engineering Society, and the newly formed Society of Indigenous Physicists).

# PCCS Recommendations for 2022/2023 - #2

- The PCCS notes that oversight led to the fall meeting this year being scheduled during the Jewish High Holy Days, with Yom Kippur on the Wednesday, which was recognized too late to easily reschedule. The final day of the 2024 DPS Meeting in Boise, ID (October 6-11) also conflicts with Yom Kippur. **The PCCS recommends that the DPS meeting guide be updated to bring this to the attention of future chairs and avoid such conflicts.**
  - PCCS recommends that DPS not schedule events during major holidays of any of the world's major religions, and recommends maintenance and consultation of a calendar of such events for several years in the future.
  - Should a list of resources be provided in support of the 2024 DPS Meeting, this list should be vetted prior to its publication.

# PCCS Recommendations for 2022/2023 - #3

- The PCCS continues to recommend that DPS work towards collection of **demographics information**, potentially through partnership with AAS who currently collect at least some demographic information. This is a recommendation that has been echoed in the reports of multiple studies commissioned by NASA, such as the planetary science decadal survey.
  - 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*.
  - The 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 ,although challenges have been encountered and demographic information has not yet been collected.
  - The PCCS would like to have results from the annual DPS Meeting survey returned in a format that can be cross-correlated.

# PCCS Recommendations for 2022/2023 - #4

- The PCCS recommends that the DPS Committee **continue to work towards ensuring that the DPS awardee selection process is fair, transparent, and inclusive** while recognizing the best work being done by our community.
  - The PCCS recommends that efforts to encourage diversity within the recognition of excellence should be a priority every year. As was discussed in past years, 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.
  - The PCCS recommends that the DPS prize committee publish the evaluation criteria used by the prize committee for award selections to improve transparency in the process and enable stronger nomination packages to be submitted by nominators.
  - Additionally, the PCCS encourages DPS to consider a prize recognizing a group or team to openly acknowledging that science is a collaborative endeavor, not advanced solely by the “lone genius” (*e.g.*, Elkins- Tanton, 2021, Law, 2020, Singh & Fleming, 2009).

# PCCS Recommendations for 2022/2023 - #5

- **The PCCS commends the extensive efforts by the DPS meeting organizing committees to increase inclusivity and access during this year's hybrid meeting.** This includes a strong virtual component, continued use of Slack, and covid safety precautions such as mask and vaccine requirements.
  - PCCS recommends that DPS record lessons learned from virtual and hybrid 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 Recommendations for 2022/2023 - #6

- **The 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.**
  - The 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. The PCCS also recommends that workforce/education abstracts continue to not be limited to just one per submitter.
  - The PCCS suggests that the meeting guide be updated annually, so as to reflect the latest lessons learned and current best practices. In particular, the 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.

# PCCS Leadership Transition

- Last, but most definitely not least, the PCCS would like to nominate current co-chair

***James Roberts***

to serve as the PCCS chair.