

The DPS Professional Culture and Climate Subcommittee (PCCS)

2023 Committee Meeting
1 October 2023

Current chair: James Roberts (JHUAPL)
Cocoa-Chairs: Ingrid Daubar (Brown), Jen Piatek (CCSU)

Who is the PCCS?

- Our current membership includes:

Jodi Berdis (JHU/APL)

Shawn Brooks (JPL/Caltech)

Ingrid Daubar* (Brown Univ., JPL/Caltech)

Serina Diniega (JPL/Caltech)

Meredith Elrod (NASA GSFC)

Joseph Masiero (Caltech)

Jennifer Piatek* (Central Connecticut State U.)

Julie Rathbun (PSI)

James Roberts* (JHU/APL)

Krista Soderlund (Univ. Texas at Austin)

Driss Takir (NASA Johnson)

Ashley Walker† (Howard University)

Rolling off

† - student representative

* - current chairs

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URL: <https://dps.aas.org/leadership/climate>

PCCS Tasks through October '23

- Support efforts to continue building URM Travel grants
- Ongoing policy reviews (codes of conduct, bylaws, prize committee)
- Ongoing partnership with NSBP
 - Big revision of URM Travel Grant application
 - Dr. Naomi Rowe-Gurney (NASA GSFC) is this year's DPS-NSBP awardee. She will speak at DPS meeting, and at Georgia Tech Planetary & Astrobiology seminar series "The Ice Giants from the James Webb Space Telescope"
- Calendar of Religious Observances
- For DPS meeting
 - Coordinate EDIA plenary speaker for DPS meeting
 - "Arm in Arm: Allies in Adversity" Robert Salcido, Jr. of Pride Center San Antonio
 - Planning lunch with the speaker after the talk; prioritizing members of the LGBTQ+ community. In future years, request support to pay for limited number attendees as well.
 - DPS-NSBP speaker
 - Contribute towards LOC, VOC and SOC
 - Land and Water Acknowledgments



PCCS Planned Tasks for FY 24

- Support efforts to continue building URM Travel grants and collaborate to revise Hartmann grants
- Ongoing policy reviews (codes of conduct, bylaws, prize committee)
- Ongoing partnership with NSBP
- Establish DPS partnerships with other minority-serving organizations such as SACNAS and AISES, NSHP
- More thorough review of Exit Survey.
- We will be coordinating EDIA plenary for DPS 24

Preliminary* Assessment of the 2023 Exit Survey

- **DPS MXT Recommendation General-1:** All DPS meetings, regardless of structure, should maximize accessibility and inclusivity in the design of the meeting from inception
 - The earlier in the DPS meeting planning process that inclusivity and accessibility aspects are considered, the easier and more effective such aspects are likely to be.
- **DPS MXT Recommendation General-6:** All posters at DPS-hosted meetings should be presented via electronic formats as these provide improved general accessibility to both in-person and virtual attendees/presenters.
 - Having separate in-person and virtual poster sessions helped with the presenter focus.
 - BUT, caused separation between the in-person and virtual attendees
- **DPS MXT Recommendation Nearerterm-1:** DPS should organize at least one of each of these two meeting structures during the next four years 2023-2026, thus providing further information about either end-member of the spectrum of meeting structures that include in-person and virtual attendees: (1) in-person focused, (2) fully hybrid.
 - No one, single meeting structure would work for the whole DPS community
 - Some form of virtual participation must always be incorporated
 - Costs associated with full hybrid also impact accessibility
- **DEIA events at the 2022 DPS Fall meeting generally viewed favorably**
 - Oral and poster presentation
 - Distributed throughout the week, not banished to Friday afternoon.
- **Accessibility recommendations**
 - Minimize the number of platforms used for virtual content,
 - Closed captioning should be available for both virtual and in-person attendees
 - Attendees should use microphones so that virtual attendees can hear and participate

* Unrealized goal of PCCS to do more thorough analysis.

PCCS Recommendations for 2023 - #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
- DPS decision to support 14 is commended!
 - Including 4 non-student participants (rather than 2), with fund augmented by a one-time private donation.
- PCCS encourages finding a way to make this level of support sustainable

PCCS Recommendations for 2023 - #2

- **PCCS supports the DPS-MXT recommendation to build accessibility into the meeting from the inception.**
- PCCS notes that "accessibility" is a subset of access, and encourages the DPS to consider affordability, acceptability, accommodation, and availability in meeting planning

PCCS Recommendations for 2023 - #3

- PCCS commends the Statement of Care put out by the DPS, as recognition that the pandemic is not over (despite the fact that most governmental and private organizations have moved on), and appreciates the respect shown for the most vulnerable members of the community.
- **PCCS strongly encourages Statements of Care at future meetings tailored to the physical and mental health needs at the time.**
- PCCS encourages the DPS to aggressively enforce masking mandates.
- PCCS urges the DPS not to give in to inevitable complaints about masking by individual members of the community.

PCCS Recommendations for 2023 - #4

- **PCCS supports proposed initiatives to provide free one-day registration for local students and teachers; and to enable mentor matching.**
- PCCS encourages the DPS to offer opportunities for students and professionals to volunteer at the meeting, but not to require this in return for the registration
 - This practice exacerbates inequity for students who are already at a structural disadvantage.
- PCCS suggests a larger observers program along the lines of the Europa Clipper H2O (Here To Observe) or the Dragonfly “Dragonflyers” model.

PCCS Recommendations for 2023 - #5

- **PCCS encourages transparency and openness about the tradeoffs about meeting costs and affordability.**
- The PCCS commends the statement from the Chair about Registration rates, and encourages similar statements about other topics
 - A common belief that hybrid meetings are substantially more expensive
 - Paying for iPosters vs. managing uploading pdfs ourselves.
- PCCS recognizes that no decision of the DPS will satisfy the full membership.