

## Reports and White Papers

- [Consensus Report on Recommendations from the 2022 Advancing IDEA in Planetary Science Conference](#)  
Lead Authors: Rivera-Valentín, Edgard and Lynch, Kennda, published in 2022. This conference was to identify community-led actionable and tangible recommendations to advance IDEA (Inclusion, Diversity, Equity, and Accessibility) principles within the planetary science and astrobiology community.
- [DEIA White Papers Submitted to the Planetary Science and Astrobiology Decadal Survey 2023–2032](#)  
By Milazzo, M., Richey, C., Rathbun, J., Rivera-Valentin, E., Diniega, S., Piatek, J., Schmidt, B., Vander Kaaden, K., Daubar, I., ... Grace, A., published in 2021. Whitepaper #446 submitted to the Planetary Science and Astrobiology Decadal Survey 2023-2032. Topics: other: Equity, Diversity, and Inclusion; state of the profession.
- [Consensus Study Report on Advancing Diversity, Equity, Inclusion, and Accessibility in the Leadership of Competed Space Missions](#)  
NASA requested the National Academies undertake a study to evaluate ways NASA can address the lack of diversity in space mission leadership. This 2022 report outlines near and long-term actions NASA can take to make opportunities for leadership and involvement in competed space missions more accessible, inclusive, and equitable.
- [Advancing Anti-Racism, Diversity, Equity, and Inclusion in STEM Organizations: A Consensus Study](#)  
In this National Academies study, an interdisciplinary committee reviewed the literature on bias and racism in STEMM workplaces, approaches to increase racial and ethnic DEI in STEM organizations, and offers best policies and practices for DEI and anti-racism initiatives, as well as outlines goals for relevant, future research and for organizational strategic planning provided recommendations for actionable antiracist mechanisms to advance diversity, equity, and inclusion.
- [Making STEM More Inclusive of People with Disabilities](#)  
At a summit hosted by the National Academies — the first of a series of events in June that examined how ableism in STEM can keep people with disabilities from engaging and thriving in these fields — speakers explored how to advance STEM by creating more inclusive environments.

## Policies and Guidance

- [NASA Strategic Plan for Diversity, Equity, Inclusion, & Accessibility](#)  
NASA's DEIA Strategic Plan for Fiscal Years (FYs) 2022–26 reaffirms NASA's commitment not only to advancing scientific knowledge but also to caring for its workforce and contractors. The Plan focuses on four strategic goals: (1) workforce diversity; (2) workforce equity and inclusion (employee experience); (3) accessibility and accommodation; and (4) DEIA integration into the NASA mission.

- [Inclusion, Diversity, Equity, and Accessibility at SMD](#)  
This website highlights NASA Science Mission Directorate (SMD) IDEA Strategy and Internal Structures, Cross-Cutting IDEA Working Group and Internal Divisions, and SMD's IDEA Activities to date.
- [Inclusion Plan Resources](#)  
Inclusion is a core NASA value. Some NASA Research Opportunities in Space and Earth Sciences (ROSES) programs are piloting the addition of a required Inclusion Plan. This site provides resources to support writing, revision, and implementation of Inclusion Plans.
- [Diversity and Inclusion at NASA](#)  
NASA's public website with links to policy statements, references and resources.
- [Office for Diversity, Literacy and Outreach Services Glossary of Terms](#)  
This site by the American Library Association has a useful glossary of common IDEA terms. The intent is to provide guidance and open discussion in the spirit of creating a more equitable, diverse, and inclusive society.
- [Sexual Orientation, Gender Identity, and Expression \(SOGIE\) Handbook](#)  
This guide by One Circle Foundation was designed to expand understanding and knowledge of terminology, definitions, and affirming approach and practices. The guide supports those working with, responding to and creating safety for all youth along the SOGIE spectra.
- [A Primer on Diversity](#)  
Part of the ADVANCEGeo Partnership, this website provides an overview of diversity, characteristics of diversity, and more.
- [Creating Inclusive Workplace Climates](#)  
This website by the ADVANCEGeo Partnership provides introductory information on topics such as power dynamics, intersectionality, workplace climate, privilege and allyship, and more.
- [Beyond Definitions: Operationalizing Diversity, Equity, Inclusion, and Accessibility](#)  
This article by Shaner, Shebby, and Joyce describes the Planetary Resources and Content Heroes (ReaCH) efforts to craft a shared understanding of definitions for diversity, equity, inclusion, and accessibility.
- [Introduction to \*Braving Diversity\*](#)  
This handout created for LPI's internal Braving Diversity seminars includes a variety of resources on IDEA topics.
- ~~[NASA Style Guide](#)  
By Stephen Garber, published 2018. The purpose of style guidelines is to achieve consistency in prose style and usage so that readers can become absorbed in the content and avoid being distracted by curiosities in form. The document includes guidance on gender-specific language and more.~~

- [AAS Journals Name-Change Policy](#)  
IOP Publishing recognises that people change their name for a variety of reasons (including but not limited to gender identity, marriage, divorce, or a change in religion), and they support authors' rights to update their previously published work accordingly.
- ~~[Elsevier Name-Change Policy](#)~~  
~~By Jonathan Davis, published 2021, this site describes this publisher's trans-inclusive name change policy.~~

## Conferences and Seminars

- [2024 Advancing IDEA in Planetary Science Conference](#):  
This conference aims to boost the community's momentum in incorporating Inclusion, Diversity, Equity, and Accessibility (IDEA) principles in the workforce. Conference presentations and recordings are freely available online for those speakers who provided permission to share them.
- [LPSC 2024 oral session on "New Contributions, Initiatives, and Opportunities to Advance DEIA and Workforce Development"](#)  
This was an oral session at the 2024 Lunar and Planetary Science Conference; the webpage includes links to the 6 abstracts given as oral presentations.
- [LPSC 2024 poster session on "Advancing Toward Diversity, Equity, Inclusion, and Accessibility \(DEIA\)"](#)  
This was a poster session at the 2024 Lunar and Planetary Science Conference; the webpage includes links to the 10 abstracts given as poster presentations.
- [LPSC 2023 session on "A Diverse and Inclusive Planetary Community: Who We Are and Can Be"](#)  
This was an oral session at the 2023 Lunar and Planetary Science Conference; the webpage includes links to the 12 abstracts given as oral presentations.
- [LPSC 2022 special session on "Advancing Inclusion, Diversity, Equity, and Accessibility in the Planetary Workforce"](#)  
This was a special session at the 2022 Lunar and Planetary Science Conference; the webpage includes links to the 12 abstracts given as oral presentations.
- [LPSC 2021 session on "A Diverse and Inclusive Workforce: Who We Are and Can Be"](#)  
This was a poster session at the 2021 Lunar and Planetary Science Conference; the webpage provides links to the 14 abstracts presented as posters.
- [Advancing IDEA in Planetary Science Virtual Conference](#):  
This conference, coordinated and facilitated by the Lunar and Planetary Institute in 2022, was to identify community-led actionable and tangible recommendations to advance IDEA (Inclusion, Diversity, Equity, and Accessibility) principles within the planetary science and astrobiology community.

- [The Lunar and Planetary Institute's Independent Inclusion, Diversity, Equity, and Accessibility Advisory Committee](#)  
This 2022 abstract by Vander Kaaden et al describes the LPI IDEA Advisory Committee.

## NASA-Funded Programs

- [Here to Observe \(H2O\)](#)  
This program is designed to spark and maintain an interest in STEM careers for underrepresented students through programs funded by NASA's Planetary Science Division.
- [Mentorship and Opportunities in STEM with Academic Institutions for Community Success \(MOSAICS\)](#)  
This initiative is to develop sustainable partnerships among institutions historically under-resourced by NASA and NASA Centers or Facilities. These partnerships are expected to focus on paid research and engineering student positions at participating institutions with the goal of transitioning science and engineering students from undergraduate studies into graduate schools and/or employment by NASA or related institutions.

## Recommended Reading

- [Equity in Science: Representation, Culture, and the Dynamics of Change in Graduate Education](#)  
By Julie R. Posset, published in 2020: In Equity in Science, the author makes the case that understanding how field-specific cultures develop is a crucial step for bringing about real change.
- [AAS DPS Professional Culture and Climate Subcommittee \(PCCS\) Reading List](#)  
By the American Astronomical Society's Division of Planetary Science (DPS). The DPS is committed to improving our culture through understanding barriers faced by underrepresented members of our community; they assembled a recommended reading list.

## Affinity Groups

Groups or networks of people linked by common interests or a common purpose.

- [500 Women Scientists](#)  
500 Women Scientists works to build communities and foster real change that comes from small groups, not large crowds.
- [Asian Americans and Pacific Islanders in Geosciences \(AAPiG\)](#)  
Asian Americans and Pacific Islanders in Geosciences (AAPiG) is a grassroots

member-driven organization committed to building a community that supports AAPIs within geosciences.

- [Astronomy in Color](#)

We are members of the astronomy community committed to increasing diversity by recognizing, confronting, and removing the barriers to racial equity and inclusion.

- [Black in Astro](#)

Founded in 2020 by @That\_Astro\_Chic to celebrate and amplify the Black experience in space-related fields.

- [Disabled for Accessibility in Space \(DAIS\)](#)

DAIS is a platform to lift up disabled voices in planetary and space science fields through networking, community support, and advocacy. We are inclusive of all people associated with and/or working in space-related fields who identify as disabled, neurodivergent, or having a chronic illness or condition.

- [GeoLatinas](#)

Our mission is to embrace, empower, and inspire Latinas to pursue and thrive in Earth and Planetary Sciences careers.

- [InterEngineering](#)

A network aiming to connect, inform and empower lesbian, gay, bisexual, and transgender engineers and their straight allies.

- [Planetary Scientists of Color \(PSoC\)](#)

A private Facebook networking group of planetary scientists of color designed to support, network, and address issues that concern scientists of color in planetary science and related fields.

- [Queers in Planetary Sciences \(QuiPS\)](#)

A group for queer planetary science folks to network, vent, discuss, share our experiences, and support each other. For more information or to request to be added to the private Facebook group, email [joinquips@gmail.com](mailto:joinquips@gmail.com).

- [Women in Planetary Science \(WiPS\)](#)

This website and the overarching organization include a variety of resources and studies for and about women in planetary science.

## Community-Based Projects

Funded projects and programs designed to support and increase visibility of groups.

- [500 Queer Scientists](#)

A visibility campaign for LGBTQ+ people and their allies working in STEM and STEM-supporting jobs.

- [LGBTQSTEM](#)

This project showcases LGBTQ+ people in STEM fields, showing the diversity of people that can be found in roles across STEM disciplines and hopefully providing some role models for people who are either at a junior stage in their careers or who are only currently considering the possibility of going into a STEM field.

- [Pride in STEM](#)  
Pride in STEM is a charity run by an independent group of LGBTQIA+ scientists and engineers worldwide.
- [URGE \(Unlearning Racism in GeoScience\)](#)  
This program is designed to deepen the Geoscience community's knowledge of the effects of racism on the participation and retention of People of Color in the discipline and to implement and assess anti-racist policies and resources within Geoscience workplaces.
- [VanguardSTEM](#)  
An online platform and community that centers the experiences of women of color, girls of color, and nonbinary people of color in STEM who are dedicated to forefronting the expertise, sharing the stories, identifying the struggles, and celebrating the accomplishments of other women and nonbinary people of color.
- [Women in Astronomy](#)  
A blog maintained by the AAS Committee on the Status of Women in Astronomy to disseminate information relevant to astronomers who identify as women and share the perspectives of astronomers from varied backgrounds.
- [Women of Color in STEM Conference](#)  
Designed to help women improve their education and careers in science, technology, engineering and math fields. The conference offers career networking opportunities and hosts award ceremonies.

## Professional Organizations

Professional societies or organizations, often with membership dues.

- [GEM \(The National GEM Consortium\)](#)  
The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science.
- [National Association of Black Geoscientists \(NABG\)](#)  
This nonprofit was organized to inform students of career opportunities, encourage them to take advantage of programs, give financial support, aid minority students searching for employment, allow minority geologists and geophysicists to establish professional relationships, and more.
- [National Society of Black Physicists \(NSBP\)](#)  
The organization seeks to develop and support efforts to increase opportunities for African Americans in physics and to increase the numbers and visibility of their scientific work.
- [oSTEM](#)  
Out in Science, Technology, Engineering, and Mathematics (oSTEM) empowers LGBTQ+ people in STEM to succeed personally, academically, and professionally by

cultivating environments and communities that nurture innovation, leadership, and advocacy.

- [PrideInSTEM](#)  
Pride in STEM is a charity run by an independent group of LGBTQIA+ scientists & engineers from around the world.
- [Society for the Advancement of Chicanos/Hispanics and Native Americans in Science \(SACNAS\)](#)  
Through our people, programs, and partnerships, SACNAS has taken a radical approach to lead with culture and identity to achieve true diversity in STEM.
- [Women of Color in STEM Conference](#)  
Designed to help women improve their education and careers in science, technology, engineering, and math fields. The conference offers career networking opportunities and hosts award ceremonies.

## Committees and Working Groups

- [AAS DPS Professional Culture and Climate Subcommittee \(PCCS\)](#)  
This subcommittee aims to understand barriers faced by underrepresented communities in planetary science and communicate them to the Division of Planetary Science leadership and the broader community.
- [AGU Diversity and Inclusion Advisory Committee](#)  
The committee is charged with facilitating the steps AGU staff and members should take across all AGU programs to achieve the goals and objectives outlined in the [AGU Diversity and Inclusion Strategic Plan](#).
- [Committee for Sexual-Orientation & Gender Minorities in Astronomy \(SGMA\)](#)  
The AAS Committee for Sexual-Orientation and Gender Minorities in Astronomy (SGMA) works to promote equality for sexual-orientation and gender minorities (SGMs) within our profession, including those identifying as lesbian, gay, bisexual, transgender, intersex, questioning or queer, or asexual.
- [Cross-AG IDEA Working Group](#)  
The Inclusion, Diversity, Equity, and Accessibility (IDEA) Working Group is designed to develop and disseminate resources, findings and other recommendations associated with IDEA matters for the NASA assessment/analysis groups (AGs) and the planetary science community more widely.
- ~~[LPI's IDEA Advisory Committee](#)~~  
~~The goal of the LPI IDEA Advisory Committee is to provide guidance to the LPI on its institutional practices in order to foster an inclusive, diverse, equitable, and accessible environment at LPI organized activities, such as meetings, conferences, public and planetary community engagement activities including community engagement forums.~~
- [SMD Anti-Racism Action Group \(ARAG\) and SMD IDEA Working Group](#)  
NASA Science Mission Directorate's cross-cutting IDEA Working Group is comprised of

internal staff from all of our science divisions and serves as our central body for regularly communicating IDEA-related challenges, actions and solutions. For questions about SMD's IDEA initiatives or internal working group, please reach out to [hq-smd-idea@mail.nasa.gov](mailto:hq-smd-idea@mail.nasa.gov).

- [SSERVI's Equity, Diversity and Inclusion Focus Group](#)

SSERVI fosters collaborations within and among competitively selected domestic teams, the broader exploration science community, and multiple international partners to support NASA's goals in lunar and planetary science and human exploration of the Solar System.

- [USRA DEI Committee](#)

~~USRA seeks to reflect the increasingly diverse workforce in the space-related sciences by promoting awareness, understanding, and appreciation of diversity throughout the organization and beyond.~~