

INSIGHT'S DIVERSITY AND INCLUSION WORKING GROUP

B. A. Fernando¹, I. J. Daubar², C. Newman³, J. C. E. Irving⁴, C. Johnson^{5,6}

¹Department of Earth and Planetary Sciences, Johns Hopkins University, Baltimore, Maryland, USA (bfernand9@jh.edu); ²Department of Earth, Environmental and Planetary Sciences, Brown University, Providence, Rhode Island, USA; ³Aeolis Research; ⁴School of Earth Sciences, University of Bristol, UK; ⁵Department of Earth, Ocean, and Atmospheric Sciences, University of British Columbia, Vancouver, Canada; ⁶Planetary Science Institute, Tucson, USA

Introduction: In 2020, the InSight Science Team formed a Diversity and Inclusion Working Group (D&I WG) to help make the mission as welcoming and inclusive an environment as possible [1]. This group was established at the same level as other Science Theme Groups, with representation on the mission leadership team.

In this talk, we will give an overview of the group's work to date and plans for the future.

Activities: The D&I WG's activities were almost all grass-roots lead, with team members and project leadership volunteering their own time to make them a success. Specific projects undertaken include:

- Creating a mission Code of Conduct, which was codified into the team Rules of the Road,
- Establishing a specific group for InSight's Early Career Researchers (ECRs), with the co-chairs of this group represented on the project leadership team as well [2],
- Working with project leadership to make meetings more inclusive by showcasing a broader range of team members' work and providing ringfenced and explicit opportunities for ECRs to ask questions first at meetings,
- Running regular 'spotlights' to highlight a diverse range of team members on NASA Mars and NASA InSight social media pages and websites [e.g. 3], and
- Creating and running a mission observer program (inspired by that of Europa Clipper) called 'InSightSeers', offering ECRs from outside the team a chance to experience mission life [4,5].

Evaluation and Lessons Learned: With the mission now over, the D&I working group are focussed on:

- Archiving material related to the D&I WG and InSightSeers program on the Planetary Data System (PDS),
- Working with mission teams past and present (e.g. DART and Dragonfly/Europa Clipper, Mars 2020)

to share best practice on topics related to D&I, and

- Undertaking a quantitative evaluation of the InSightSeers program from a pedagogical perspective [6].

Potential future activities: The group is also considering a project at present on how to increase the accessibility of the InSight data archive for non-specialists in the field; for example by possibly writing simple 'how-to' guides in collaboration with the PDS team.

References: [1] Marusiak et al, LPSC (2022), [2] Fernando et al, Nature Astronomy (2022), [3] <https://science.nasa.gov/mission/insight/> [4] Daubar et al, LPSC (2022), [5] Morris et al, LPSC (2023), [6] Fernando et al, LPSC (2024)