Panel Statement of Task

The Panel on State of the Profession and Societal Impacts will **gather information on the health and demographics** of the astronomy and astrophysics community and make **actionable suggestions** to the Astro2020 committee on the topics of **demographics, diversity and inclusion, workplace climate, workforce development, education, public outreach, and relevant areas of astronomy and public policy**. The Panel's suggestions will be incorporated into a program for all of astronomy and astrophysics by the Committee on Astro2020.

Membership

Gurtina Besla (Arizona)

Patricia Boyd (NASA)

Kate Daniel (Bryn Mawr)

Margaret Hanson (Cincinnati)

Martha Haynes (Cornell)

Jedidah Isler (Dartmouth)

Rachel Ivie (AIP)

Kathryn Johnston (Columbia)

Casey Miller (RIT)

Jesus Pando (DePaul)

Julie Posselt (USC)

Enrico Ramirez-Ruiz (UCSC)

Jane Rigby (NASA)

Willie Rockward (Morgan St)
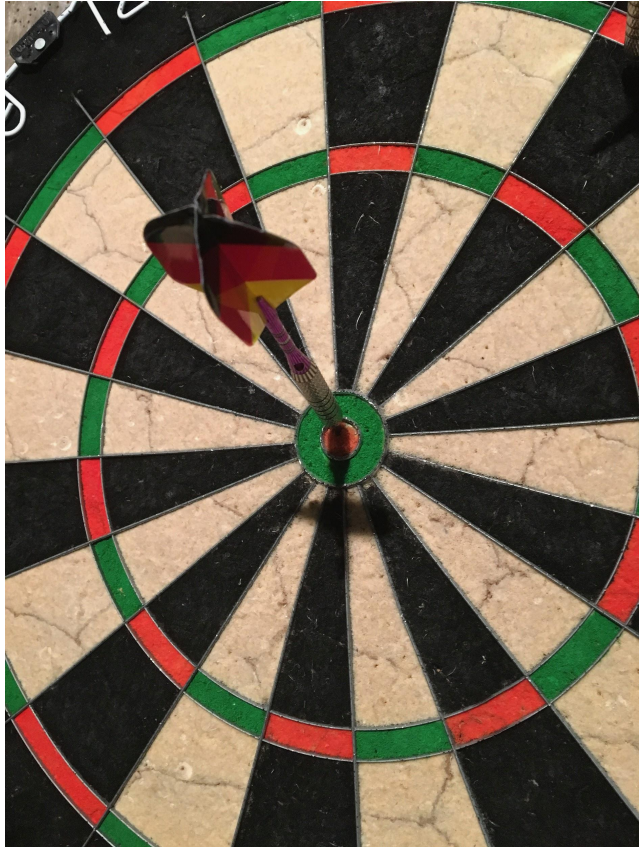
Keivan Stassun (Vanderbilt)

We were concerned with the full scope of resources that enables scientific excellence, including the profession that does the science, their knowledge and skills, and equity in systems in which that work is carried out; which matters much for their productivity and wellbeing.

Way to think of the process going forward

Unique role & opportunity:
Advisory board to the profession & the agencies that support it

These parties need distinctive things from you.
-Inspiration
-Guidance
-Policy priorities

Know what we're aiming for:

Values: Commitments that motivate individual and collective behavior; values are great indicators of what a culture stands for.

Aspirations: Lofty ambitions that are linked to values, and which are unlikely to be met within a decade

Goals: Measurable, actionable aims *-rooted in values-* to change structures of the profession.

Recommendations: Concrete actions that we advise be taken in service of meeting goals, to keep us pointed toward collective values and aspirations.

The Policy Process

The Importance of White Papers

YOU ARE HERE

You need to help identify barriers and salient issues as well as the values of the profession

Create a problem statement whenever possible.

Identify programs that are effective.

Identify community partnerships

Data is constantly our mirror.

Identify the lack of data.

Your voice is essential and in particular when it is not representative of the status quo.

https://www.cdc.gov/policy/polaris/policyprocess/index.html

The Policy Process

WE ARE HERE

You have clearly defined your problem and created a problem statement. Now it's time to consider the policies that could address it.

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You conducted a policy analysis, choose your preferred policy option, and now want to put it into action.

The Policy Process

Stakeholders are central.

Data is constantly our mirror.

If it can't be enacted or implemented, it needs refining.