**NASA**

USAID/NASA DEVELOP Program Equal Futures Commitment

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**Commitment description:**

NASA is committed to tracking gender for our NASA DEVELOP Program within the Science Mission Directorate Earth Sciences Division. The NASA DEVELOP Program fosters an interdisciplinary research environment for participants to work on applied science research projects with a variety of partners under the guidance of NASA and partner science advisors. This adaptation to track gender will allow NASA to ensure inclusion of female participants through these programs.

**What is the current status of this commitment?**

NASA Applied Sciences’ DEVELOP National Program provides research opportunities that bridge the gap between Earth science and local communities. With 14 active locations nationally in FY 2016, DEVELOP engaged over 350 participants during three 10-week terms each year. DEVELOP initiated collection of information regarding the numbers of men and women who participate in the program and implemented a targeted plan to increase outreach to women since 2013.

The NASA DEVELOP Program has several nodes located across the country. Within this document acronyms are used to identify those locations, and those acronyms are spelled out below. Since not all locations have participants within each classification level (e.g., college students) data will be left absent in the charts.

ARC – NASA Ames Research Center (Moffett Field, California)

AZ – Maricopa County Department of Public Health and Arizona State University (Tempe, Arizona)

FC – United States Geological Survey at Colorado State University (Fort Collins Colorado)

GSFC – NASA Goddard Space Flight Center (Greenbelt, Maryland)

ID – BLM at Idaho State University, GIS TReC (Pocatello, ID)

IRI– International Research Institute at Columbia University (Palisades, New York)

JPL – NASA Jet Propulsion Laboratory (Pasadena, California)

LaRC – NASA Langley Research Center, (Hampton, Virginia)

MCHD – NASA Mobile County Health Department (Mobile, Alabama)

MSFC – NASA Marshall Space Flight Center (Huntsville, Alabama)

NCEI – NOAA National Centers for Environmental Information (Asheville, North Carolina)

SSC – Stennis Space Center (Stennis, Mississippi)

UGA – University of Georgia (Athens, Georgia)

Wise – Wise County and City of Norton Clerk of Court’s Office (Wise, Virginia)

**Progress Report for FY & CY 2016**

Over the FY & CY 2016, DEVELOP actively engaged in promoting gender equality in the applied sciences field. This resulted in the achievement of numerous milestones.

 **FY & CY 2016 Milestone Progress Date**

**Milestone Title**

1. Engage with professional women in science/GIS organizations (e.g. Women@NASA and Women@JPL).

1a. Engage with two science professional women’s organizations*. Spring 2016*

**Status:** Partially met – continued participation in Langley Women’s Informal Network (WIN).

1b. Request at least two speakers / guest lecturers. *Fall 2016*

**Status:** Met – two guest lectures at the University of Georgia

1. Lecture at the University of Georgia’s College of Environment and Design (Hosted by UGA Science Advisor Dr. Rosanna Rivero) October 13, 2016: "How NASA DEVELOP’s Geospatial Research is informing The Nature Conservancy’s urban conservation planning in Atlanta" by DEVELOP project partners Sara Gottlieb and Myriam Dormer.
2. University of Georgia GIS Day (Hosted by University of Georgia Library) November 16, 2016: "30 Years of GIS at the Center for Geospatial Research" by Dr. Marguerite Madden. Dr. Madden presented on her experience with geospatial research and opportunities to pursue a career in this field.
3. Conduct activities in support of Women’s History month and International Women’s Day.

2a. Video highlighting women in leadership at DEVELOP. *Spring 2016*

**Status**: Achieved the creation of a video highlighting women in a variety of positions at DEVELOP. The video is available on DEVELOP website and YouTube page ([link](https://www.youtube.com/watch?v=NOx7Zs8dTOQ)).

3. Increase outreach to female science student groups at universities (e.g. SWIG, SWE, etc.).

3a. Reach out to student groups at three universities. *Fall 2016*

**Status**: Not achieved – outreach events were not targeted specifically to female groups.

1. Continue tracking women in leadership roles at DEVELOP.

4a. Track National Program Office Positions, Center Lead, Assistant Center Lead, and Project Lead positions by gender. *Summer 2016*

**Status:** Achieved tracking goals, see charts for total females in leadership roles by term.

1. Maintain target of 50% female participation. *Summer 2016*

**Status:** Met and surpassed target female participation in DEVELOP.

Total Applicants for FY 2016: 511 females and 500 males.

1. **FY 2016 total of 54% female participants**
2. Fall 2015 total of 53%
3. Spring 2016 total of 52%
4. Summer 2016 total of 58%

**What are the immediate next steps to be taken in CY 2017?**

* Increase targeted outreach to female student science organizations at educational institutions.
* Expand the recognition and support of women in the sciences through engagement with science professional women’s organizations and social media posts featuring female scientists ‘achievements on DEVELOP accounts.
* Maintain tracking of leadership roles and participation by women in DEVELOP.
* Establish long-term relationships with women’s groups, potentially Women@NASA, in order to conduct coordinated activities for women’s history month, and consistently promote support for women in STEM.

**Milestones Planning CY 2017**

**Milestone Title Target Date**

1. Continue to engage with professional women in STEM organizations and focus on creating long-term relationships.

1a. Engage with three science professional women’s organizations and seek authorship of a blog or articles featuring women in STEM and at NASA to promote on DEVELOP social media platforms. *Summer 2017*

1b. Host two or more speakers / guest lectures. *Fall 2017*

1. Conduct activities in support of Women’s History month and International Women’s Day.

2a. Highlight women in Earth science on DEVELOP social media platforms with a weekly feature during women’s history month. *Spring 2017*

2b. Plan targeted outreach events on International Women’s Day. *Spring 2017*

1. Increase outreach to female science student groups at universities (e.g. SWIG, SWE, etc.).

3a. Conduct two targeted recruiting events at universities. *Fall 2017*

3b. Host a presentation or a panel for a female science student group. *Summer 2017*

1. Continue tracking female participation and women in leadership roles at DEVELOP.

4a. Track National Program Office Positions, Center Lead, Assistant Center Lead, and Project Lead positions by gender. *Fall 2017*

4b. Maintain target of 50% female participation. *Fall 2017*