

Space Workforce 2030 : Advancing DEI Panel

Panel Description:

- > From launching private citizens and building the commercial economy in low-Earth orbit to placing habitats on the moon, today's space initiatives require a robust systems engineering workforce
- > Diversity—of race, gender, experience, and perspective—enable the innovation required to make this reality
- > Our panelists will share lessons learned, best practices and practical suggestions for meeting the Space Workforce 2030 pledge in support of advancing DEI goals

Panel Members:

- > Michael Hollis, Jr., Vice President, Civil Programs, Stellar Solutions
- > Gen (ret) Larry James, Deputy Director, NASA Jet Propulsion Laboratory
- > Dr. Lydia Kaiser, ECDF-Professor for Digital Engineering, University of Technology Berlin
- > Rosalind Lewis, General Manager, Space Systems Group Special Projects Division, The Aerospace Corporation





SPACE WORKFORCE 2030

EXECUTIVE LEADERSHIP PLEDGE

PLEDGE TO ADVANCE DEI IN THE SPACE INDUSTRY BY 2030

- > Significantly increase the number of women and employees from underrepresented groups in our collective technical workforce.
- > Significantly increase the number of women and employees from underrepresented groups who hold senior leadership positions in our collective technical workforce.
- > Work with universities to increase the percentages of women and students from underrepresented groups receiving aerospace engineering degrees, to levels commensurate with overall engineering programs.
- > Significantly increase the number of diverse interns with the goal of hiring at least 3000 interns by summer 2030.
- > Sponsor K-12 programs that collectively reach over 5,000,000 underrepresented students annually.



*More information
at swf2030.org*



ENSURING ACCOUNTABILITY AND CONTINUED PROGRESS

- > Aggregate technical workforce and senior technical leadership data to report publicly each year.
- > Highlight group-level achievements to promote shared success.
- > Exchange best practices for diversity recruitment, science, technology, engineering and mathematics (STEM) education outreach and representation at leadership levels.
- > Seek like-minded leaders and organizations to join this effort



WHY SPACE AND WHY NOW?

Space is a high-paying, high-growth industry:

- > Morgan Stanley estimates that the global space industry could generate revenue of more than \$1 trillion or more in 2040, up from \$350 billion in 2020.
- > Average U.S. private-sector space salary in 2021 was **\$125,214**. This is more than double average annual salary for all U.S. private-sector jobs and **27.3% more** than the average salary for STEM occupations.
- > **151,797 individuals** working in U.S. private sector space companies in 2021 – a **18.6% increase** compared to 2016.

The current state of diversity in the space industry is abysmal:

- > Just 57 of the 534 people who have gone to space as a part of the U.S. space program have been women.
- > There have been only 14 African-American astronauts.
- > Just 28% of aerospace and defense industry executives are female.
- > Only 9% of aerospace and defense industry executives are Black or Hispanic.



SWF2030 CENTERS OF EXCELLENCE

Our approach focuses on seeking excitement (through awareness), scale (at large numbers) and impact (sustainable to future employment).

INSPIRE

- > Partners with K-12 STEM programs to reach 5 million underrepresented students annually.
 - Provide STEM resources, engage with our communities and leverage social media

PREPARE

- > Provides and supports internships/fellowships to support transitioning undergraduate and graduate students into professionals in the space industry.
 - National Space Intern program
 - Aerospace Department Chairs Association partnership

EMPLOY

- > Develops and shares best practices that increase the number of women and people of color in the collective technical workforce and senior technical leadership.
 - Gathers insight, shares ideas and creates actions



SPACE WORKFORCE 2030

YEAR ONE

TRACKING OUR PROGRESS
TO INSPIRE, PREPARE
AND EMPLOY

APRIL 2023

Read the
Annual
Report

swf2030.org



OUR FIRST YEAR AND WHERE TO GO FROM HERE

KEY ACHIEVEMENTS

- > Worked with White House Office of Science and Technology Policy to develop **National Space Intern (NSI) program** announced by VP Harris at the September National Space Council meeting
 - > We began welcoming our first cohort of over 200 NSIs a few weeks ago!
- > Made **progress in almost all SWF2030 survey categories** in our first year (data on next slide)
- > Launched social media accounts and **SWF2030.org**
- > Convened all SWF2030 signatories for two **working level meetings** in our first year
- > Held panel at **Tech Crunch** to increase visibility for the pledge in the start-up community
- > Hosted a successful **Girl Scout Badge in a Day** event prior to Space Symposium
- > Accomplished our pledge commitment to sponsor K-12 programs to reach **5 million underrepresented students** in our inaugural year
- > Gathered close to **40 best practices** from our signatories in the areas of recruitment, representation and retention.
- > Presented our **first annual report and year one numbers at Space Symposium** in April

LOOKING AHEAD

- > Pursuing partnership opportunities with national level organizations in K-12 STEM outreach
- > Working with academia and university partners to set up a template for establishing Aero Engineering minors/majors
- > And more!

