

Challenges and opportunities for enhancing Diversity at ESA

OECD Policy Forum on “Strength Through Diversity”
Paris, 6 June 2019

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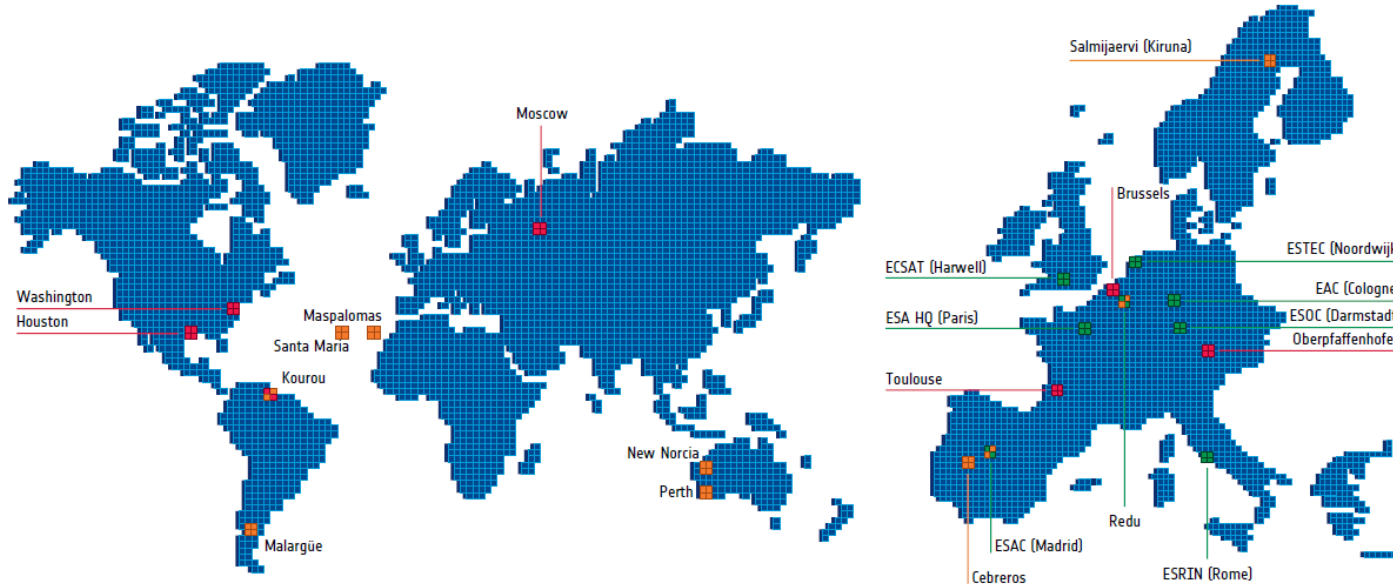
The European Space Agency



- **22 Member States**
- **Slovenia** as Associate Member
- **Canada** takes part in some projects under a cooperation agreement
- Cooperation Agreements with **Bulgaria, Croatia, Cyprus, Latvia, Lithuania, Malta, and Slovakia**



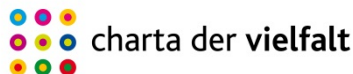
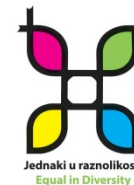
ESA's locations



- ESA sites
- Offices
- ESA Ground Station
- ESA Ground Station + Offices
- ESA sites + ESA Ground Station



EU Platform of Diversity Charters



Diversity @ESA comes in many forms...



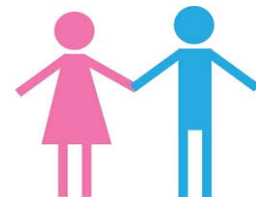
GEOGRAPHY

GENERATION



BACKGROUND

GENDER



DIFFERENT
ABILITIES



SEXUAL
ORIENTATION,
GENDER
IDENTITY &
EXPRESSION



*“creating a modern, inclusive working environment where **people value diversity in teams, take others' perspectives into account and feel comfortable being themselves**”*

DG Policy Statement
September 2017



D&I @ESA: Engaging with partners



- Ad-hoc **EIROforum WG on D&I**
- **MS D&I Network**
- Collaboration with **OECD** > ESA/OECD Joint event on Gender and Stereotypes (March 2018)
- Partners with ✓ **UNOOSA/Space4Women** ✓ **Women's Forum for the Economy & Society** ✓ **IAU**
- Dialogue with **space industry**
- **Partnerships Industry/Universities/Organisations**



ESA promoting women and girls in science



11th February 2019

International Day of Women and
Girls in Science

**First Joint Statement
signed by EIROforum
Director Generals**



EIROforum.org @EIROforum · Feb 11

#InternationalDayofWomenandGirlsinScience Joint Statement by the #EIROforum DG's commitment to ensuring that Women & Girls get equal opportunities in STEM fields. @CERN, @embl, @ESO, @esa, @FusionInCloseUp, @ILLGrenoble, @EuropeanXFEL, @esrfsynchrotron



Joint Statement for International Day of Women and Girls in Science |...

EIROforum Director Generals release a joint statement expressing their commitment to ensuring that Women and Girls are afforded equal oppor...

eiroforum.org

ESA supporting LGBT people in STEM

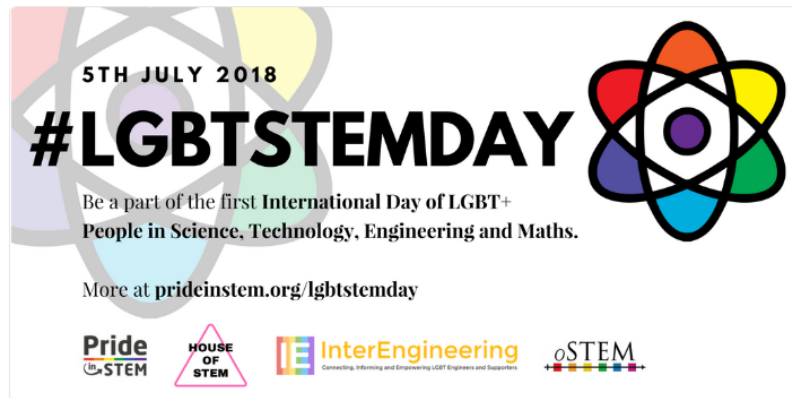


ESA Diversity Retweeted



ESA @esa · Jun 26

ESA is proud to support #diversity in science and diversity in the workplace, and we look forward to celebrating the first international day of LGBTQ+ people in STEM on 5 July 2018 #LGBTSTEMDay @ESADiversity prideinstem.org/lgbtstemday



9 65 152



ESA Diversity @ESADiversity · Jan 14

Great interest and participation today at #ESTEC for the first Workshop on "Exploring #diversity in #STEM" organised by #ESA with the support of @PrideinSTEM — Thanks to @DrCarpinetti @Davidatwp @DrAshleyNova @SaturnSheila @ellietheelement



5th July 2018

14th January 2019

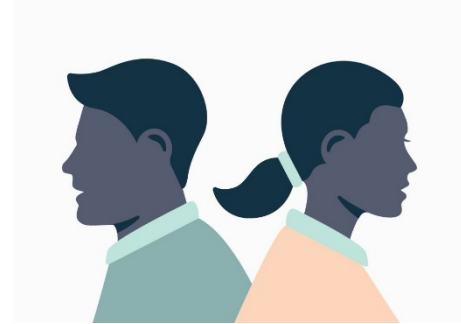


The challenges ahead



Boundary conditions on diversity

- Geography
- Geography vs establishments
- Programmes vs corporate
- Experience



- The **major challenge** for the 10 years ahead is to **enhance the Agency's attractiveness** towards a diverse pool of talents
 - Need to leverage on **synergies and common actions with MS**
- The challenge is however larger...

Elements for reflection

The Global Gender Gap Index 2018

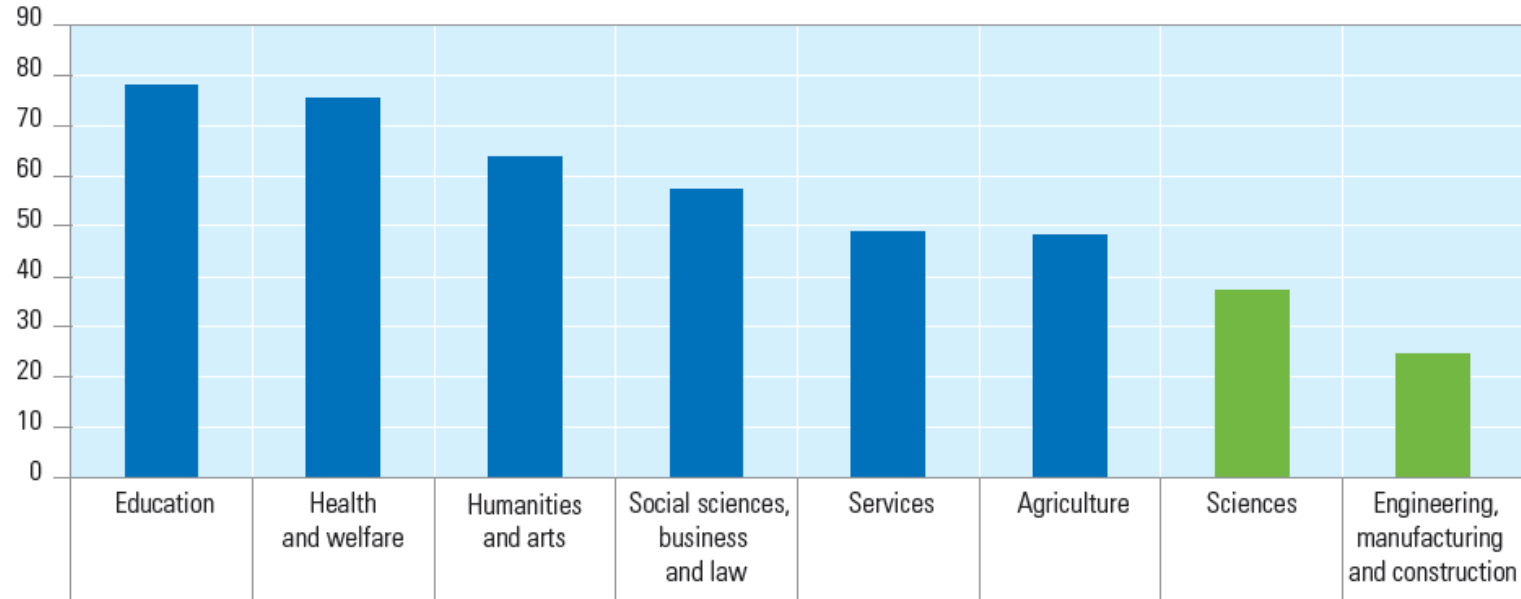


rank	AVG	score
1. Iceland		0.878
2. Norway		0.830
3. Finland		0.823
4. Rwanda		0.822
5. Sweden		0.816
6. Nicaragua		0.814
7. Slovenia		0.805
8. Ireland		0.794
9. New Zealand		0.791
10. Philippines		0.790



Doctors are from Venus, Engineers from Mars

Proportion (%) of new entrants into tertiary education that are female

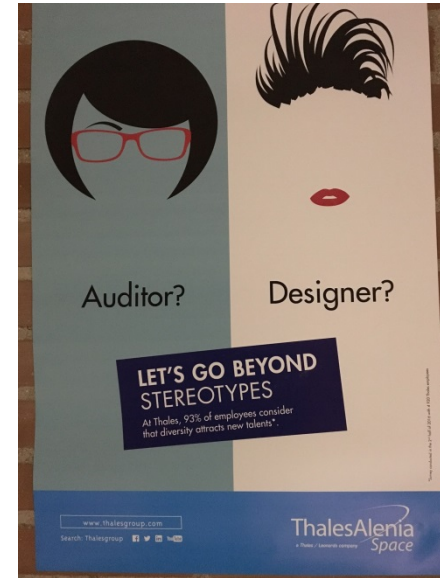
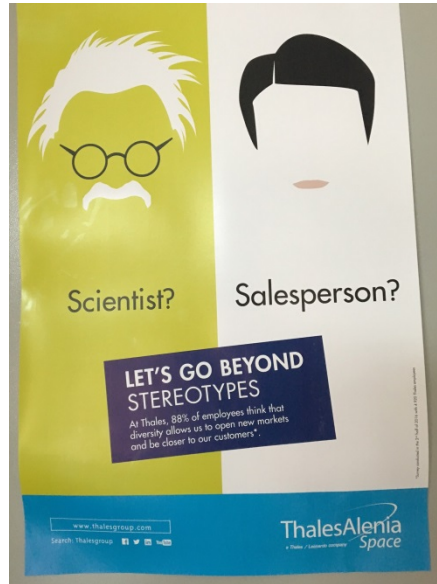
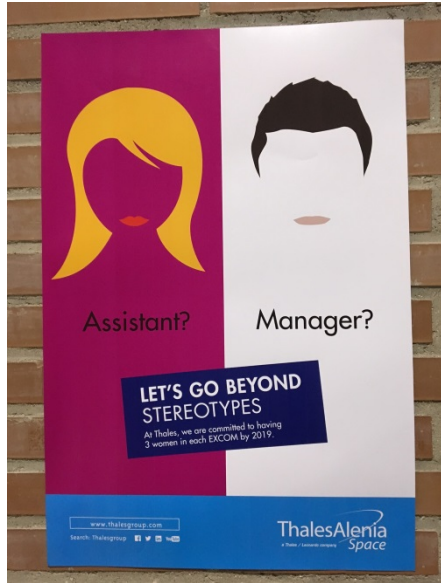


Source: OECD

LEGO celebrates the Women of NASA!



Space sector fighting stereotypes

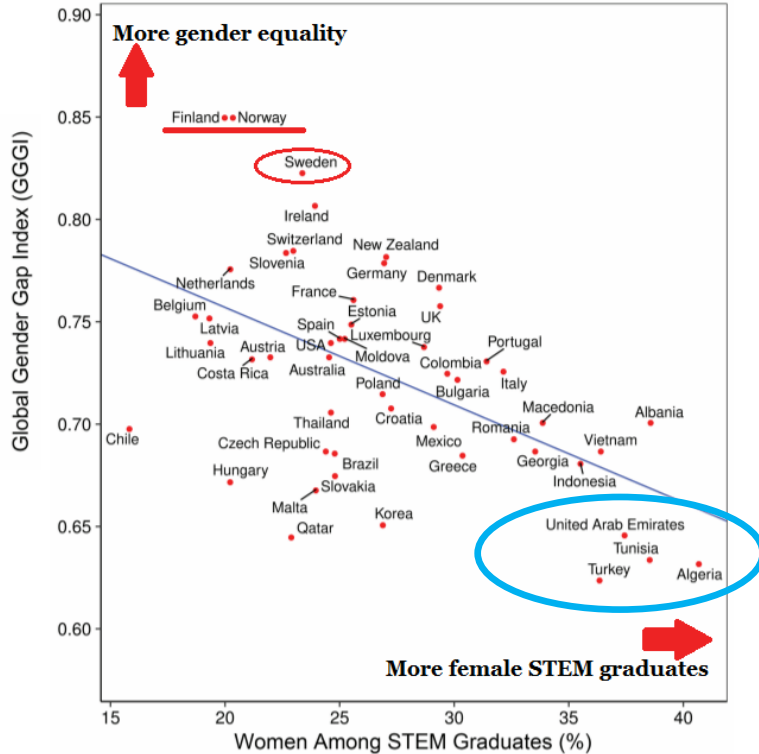


ESA and Mattel's "Dream Gap" Project



The Gender Equality Paradox in STEM education

The more gender equality,
the fewer women in STEM?



Source: Psychological Science

The Gender Equality Paradox in STEM education

Norway

Finland

Sweden

- High gender equality
- Low % women in STEM

UAE

Turkey

Algeria

Tunisia

- Low gender equality
- High % women in STEM

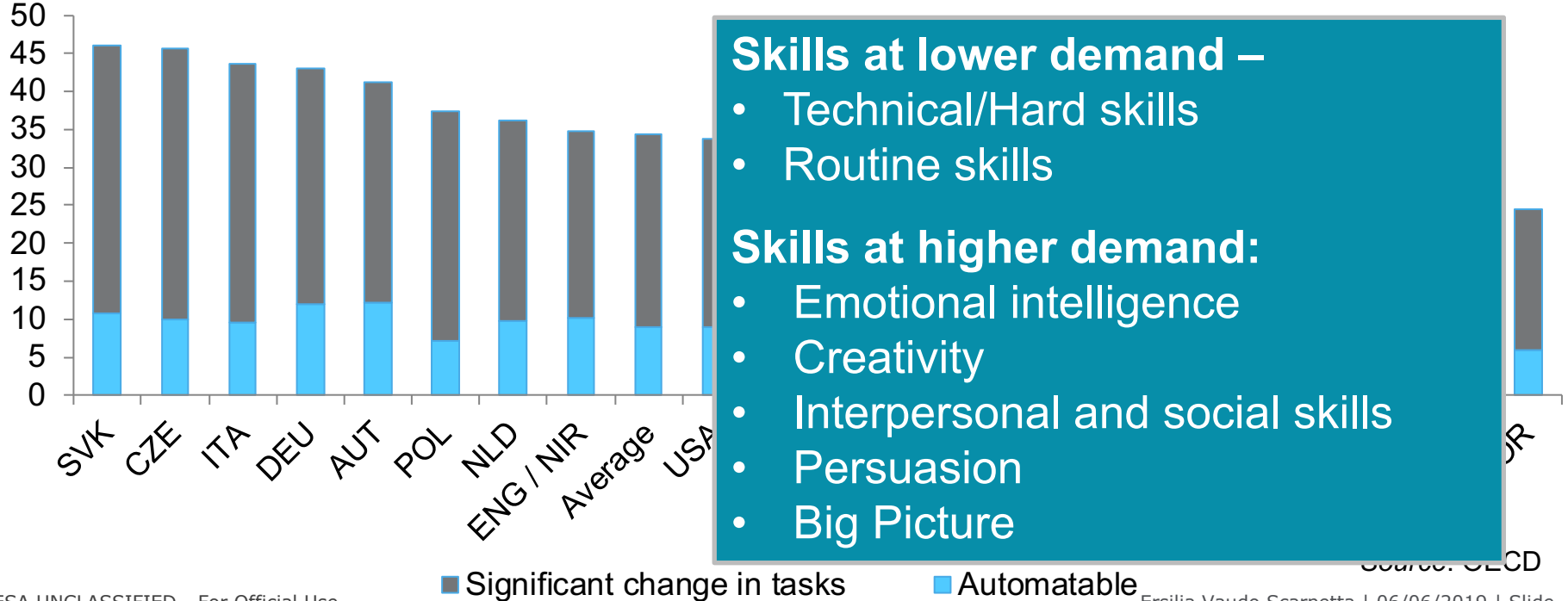
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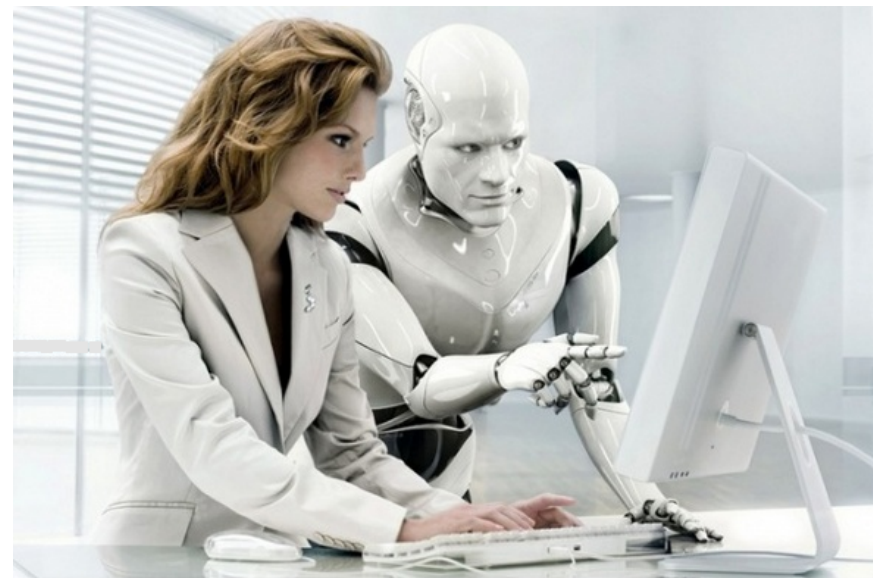
Source: Psychological Science

Jobs with high and medium potential for automation

Percentage of jobs with 70% and between 50% and 70% of suitable tasks



*Hmmm...
Are we suggesting
that it will be easier
for a robot to replace
men' skills at work? 😊*



Preparing for the Future of Work in the space sector

- implement **effective measures** to attract a talented and diverse human capital
- anticipate the set of skills and competences that the space sector will be needing in the future – **reflection with Industry and Member States**
- initiate a **reflection – with Academy? With OECD?** – on **how the teaching of STEM subjects should evolve** to prepare for the future of work in aerospace

Future of Work: Quid of future of STEM? Towards more inclusiveness?



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Ersilia Vaudo Scarpetta | 06/06/2019 | Slide 24



European Space Agency

A blue silhouette of a bird in flight, representing the Twitter logo.

@ESADiversity