



SPACE WORKFORCE 2030

EXECUTIVE LEADERSHIP PLEDGE

PLEDGE TO ADVANCE DEI IN THE SPACE INDUSTRY

A pledge to collectively take action to achieve the following results 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.*
- *Sponsor K-12 programs that collectively reach over 5,000,000 underrepresented students annually.*



More information
at swf2030.org

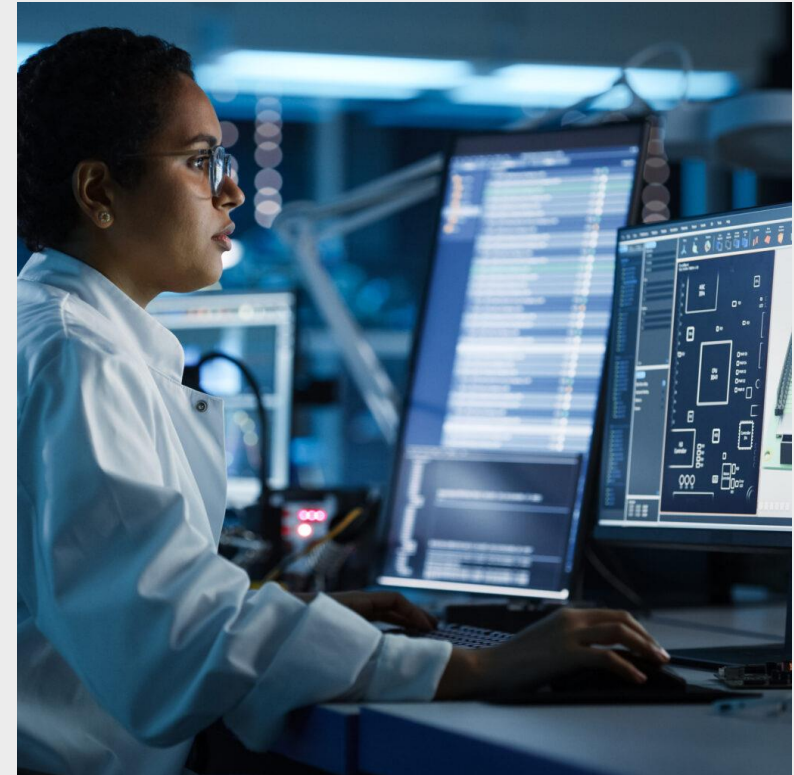
WHY SPACE AND WHY NOW?

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:

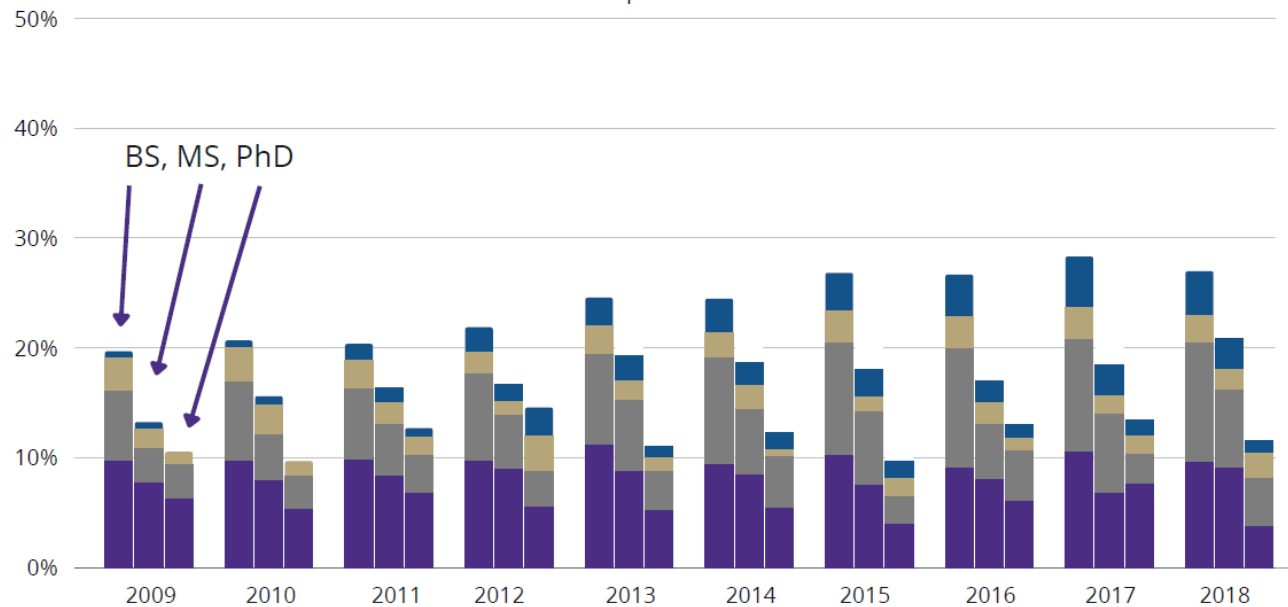
- Just 57 of the 534 people who have gone to space as a part of the U.S. space program have been women.
- There have been only 14 African-American astronauts.
- Just 28% of aerospace and defense industry executives are female.
- Only 9% of aerospace and defense industry executives are Black or Hispanic.



THE UNIVERSITY PIPELINE IS STRUGGLING

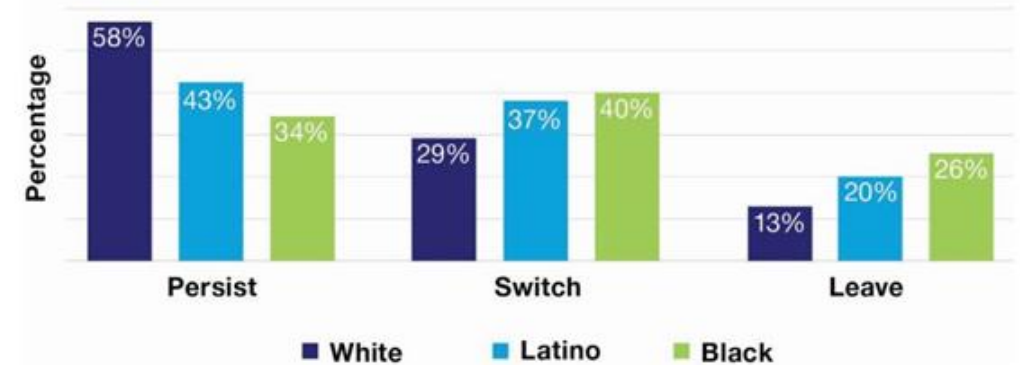
URM students by race/ethnicity in aerospace programs

Asian Hispanic Black Other



Source: National Science Foundation

STEM Major Metrics



WHERE TO FROM HERE?

Achievements

- Worked with the White House Office of Science and Technology Policy to develop a SWF2030 internship program that will rollout this academic year (announced by VP Harris at Sept. National Space Council mtg)
- Facilitating the stand up of a university partnership program that will support the academic pipeline of talent industry needs
- Launched social media accounts and swf2030.org
 - @swf2030 on Twitter
 - @spaceworkforce on Instagram
 - /swf2030 on LinkedIn

Our Commitment

- Hold ourselves accountable through annual reporting of aggregated workforce data
- Highlight achievements annually at Space Symposium to promote shared success
- Meet regularly to strengthen DEI, recruitment and STEM outreach efforts
- **Seek like-minded organizations to join this effort**

JOIN US!

- Scan the QR code to the right to learn more about joining the existing group if you are a member of the space industry
- We are at varying stages of developing:
 - Associate memberships for related organizations
 - University partnerships
 - Intern programs and partnerships



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