



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

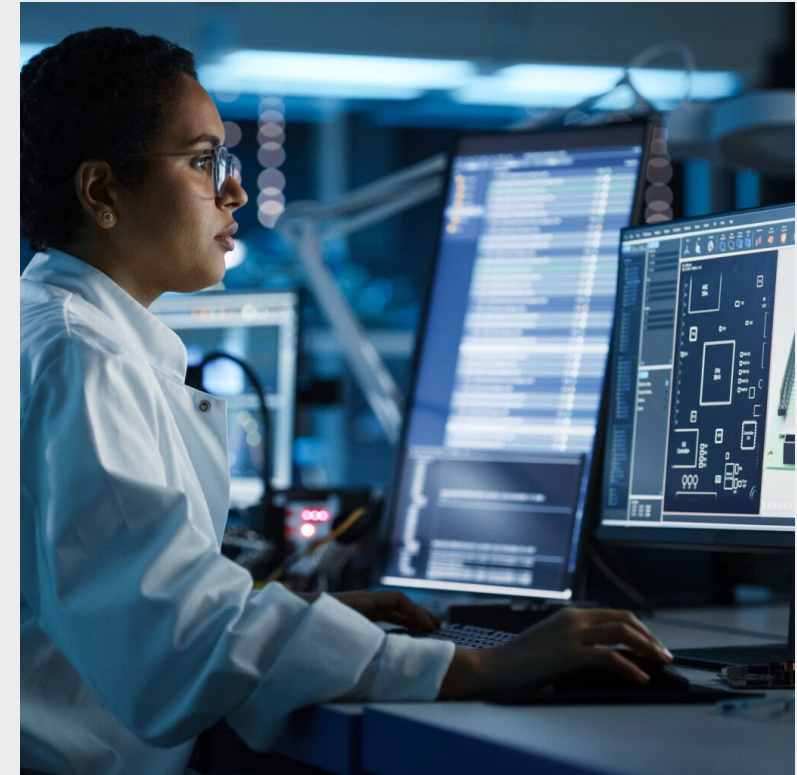
WHY SPACE AND WHY NOW?

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:

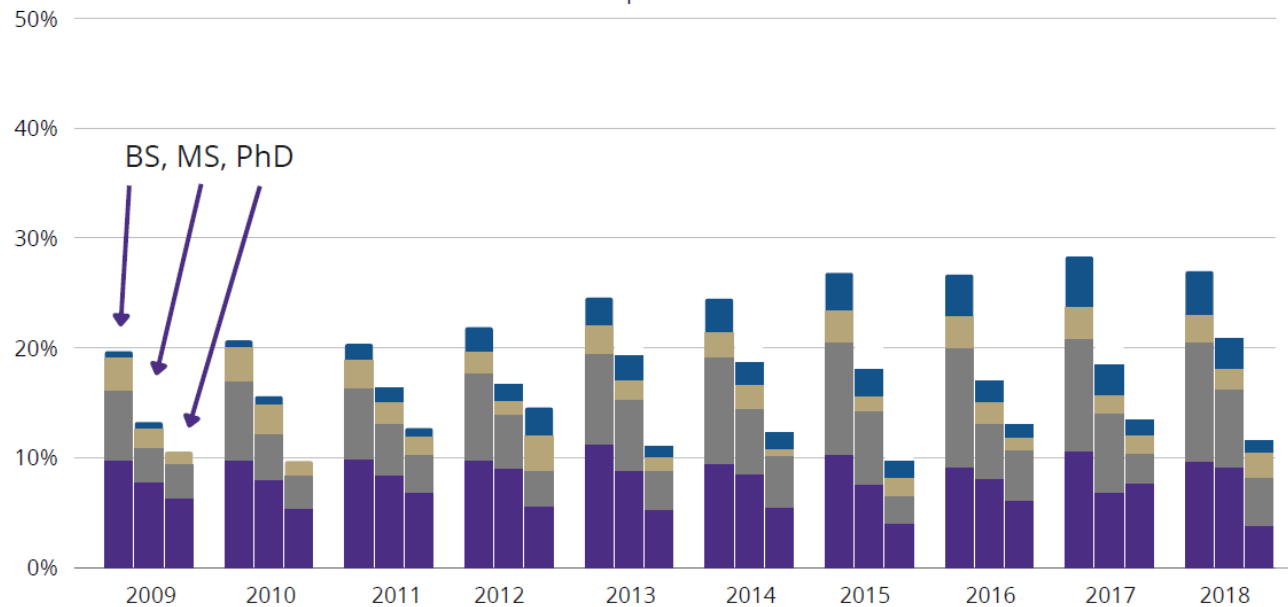
- > Just 57 of the 534 people who have gone to space as a part of the U.S. space program have been women.
- > There have been only 14 African-American astronauts.
- > Just 28% of aerospace and defense industry executives are female.
- > Only 9% of aerospace and defense industry executives are Black or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



THE UNIVERSITY PIPELINE IS STRUGGLING

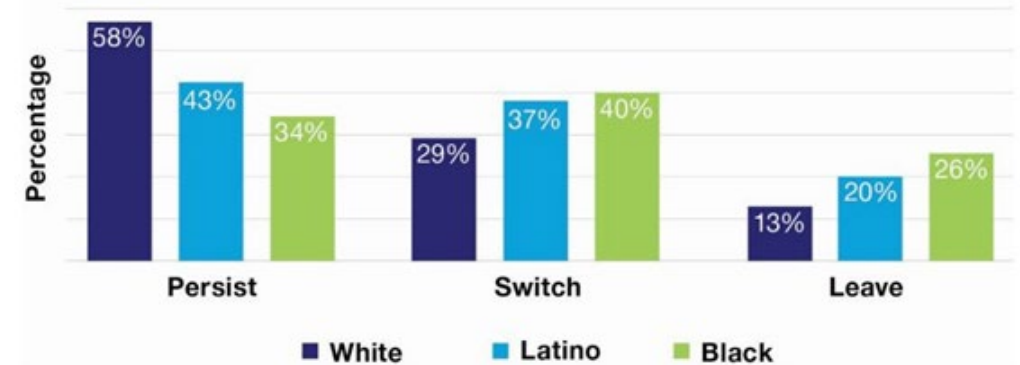
URM students by race/ethnicity in aerospace programs

Asian Hispanic Black Other



Source: National Science Foundation

STEM Major Metrics



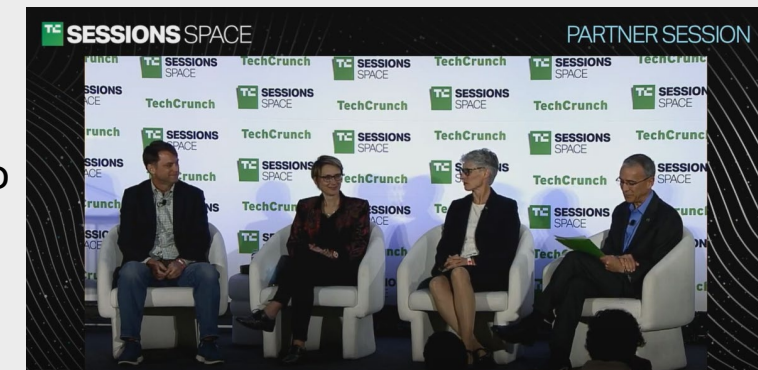
WHERE TO FROM HERE?

ACHIEVEMENTS

- > Worked with the White House Office of Science and Technology Policy to develop National Space Intern program rolling out this summer (announced by VP Harris at Sept. National Space Council mtg)
- > Launched social media accounts and swf2030.org
- > Convened all SWF2030 signatories for 2 working level meetings in our first year
- > Held Panel at TC Sessions: Space in early Dec to increase visibility for the pledge in the start-up community
- > Garnered national-level media attention, including a national broadcast story on CNBC

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
- > Presenting our first annual report and Year 1 numbers at Space Symposium in late April



JOIN US!

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**
 - 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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**SPACE
WORKFORCE
2030**



THANK YOU