DIVERSITY & INCLUSIVENESS @ ESA

Ersilia VAUDO SCARPETTA
Chief Diversity Officer, European Space Agency

Pushing Frontiers: Human Spaceflight and Disability – 31 March 2021
Diversity @ESA comes in many forms…

**Geography**

**Generation**

**Gender**

**Backgrounds**

**Disabilities**

**Sexual Orientation, Gender Identity & Expression**
Making the most of all abilities, in space and on Earth

- Signed **The Valuable 500** Commitment Statement for disability inclusion
- Common actions and exchange on best practices on disability matters
- Recruitment of YGTs with disabilities
- 6-month internship programmes offered to students with disabilities
- Harmonised assessment on accessibility in all ESA’s sites
Disabilities: Building a Space Community

30 November, 2 & 4 December 2020

*first ESA / IAU / ESO / SKAO “Space and Astronomy Research Accessibility” (SARA 2020) online workshop*

2021 (date tbd), ESAC, Spain

*ESA / IAU / ESO / SKAO Follow-up workshop*
SARA 2020 online workshop

30 November, 2 & 4 December 2020

*first ESA / IAU / ESO / SKAO*

“Space and Astronomy Research Accessibility” (SARA 2020) online workshop

Analysed the **links** between space and astronomy, inclusion and disability

Discussed adoption of accessible technology for astronomical research (**sonification of data**)

Opened by ESA Director of Science **Günther Hasinger**
Disabilities: The Parastronaut Feasibility Project

February 2021
Launch of the Parastronaut Feasibility Project

ESA is looking for an individual who is psychologically, cognitively, technically and professionally qualified to be an astronaut, but has a physical limitation that would normally prevent him or her from being selected due to the requirements imposed by the use of current space hardware.
THE EUROPEAN SPACE AGENCY

JOIN US
ESA wins IAF Excellence in “3G” Diversity Award 2020
Thank you