

Offering a more inclusive, dare I say,  
feminine approach for going to space

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UNOOSA - Space for Women Expert  
Meeting



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# WHO I AM



**Dr. Mindy Howard  
Founder and CEO**

- ▶ Native New Yorker- BSc. And MSc in USA
- ▶ Ph. D. in Industrial Engineering speciality in Human Factors in TU Eindhoven
- ▶ NASA “Highly Qualified Astronaut Candidate”
- ▶ Worked in oil industry and corporate life for 23 years across 35 countries
- ▶ Trained in 10 different commercial astronaut programs
- ▶ Commercial Astronaut Trainer and Coach for 10 years- IST
- ▶ Author “Blast Off! Train like an astronaut for success on earth
- ▶ Tedx Speaker



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# TRADITIONAL ASTRONAUT IMAGE



## Attributes of an astronaut:

- ▶ Strong
- ▶ Intelligent
- ▶ Have no fear
- ▶ Self-reliant
- ▶ Skilled in operating airplanes
- ▶ Not showing weakness
- ▶ Highly Competitive



# NEW ASTRONAUT ROLE MODELS FOR GIRLS



## New attributes for astronauts:

- ▶ Admitting self vulnerability and fear
- ▶ Inclusive- leave no one behind
- ▶ Care for others in team (nurturing)
- ▶ Cooperative model, there is no “I” in team
- ▶ Sociable, not “lone wolf” types
- ▶ For long term space missions, more important to have high emotional intelligence



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# Systematic changes needed to promote more diversity and inclusiveness

- ▶ Astronaut selection & criteria
- ▶ Astronaut training
- ▶ HR systems (recruitment, pay, inclusiveness measurement etc.)
- ▶ Culture change
- ▶ Communications



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# NEW PARADIGM FOR ASTRONAUT TRAINING

- ▶ Discovering and make known the strengths and weaknesses of individual astronauts and team
- ▶ Help individuals overcome their weaknesses by self improvement, redesign, or help by another member in team
- ▶ More effort on team training, team nurturing, and building ideal teams from a diverse group of individuals



# IT'S ABOUT FINDING THE BALANCE



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# How does this promote gender equality and quality education for women (SDG 4 & 5)?

## Quality Education for girls SDG 4

- ▶ Quality education= gender sensitive education
- ▶ Quality education = appreciation of cultural diversity
- ▶ Quality education =inclusive learning environments for all

## Gender Equality- SDG 5

- ▶ Valuing female traits as being highly desirable in astronaut selection
- ▶ “Leave No One Behind” instead of “Survival of the fittest”
- ▶ Teaching boys and men that they need to become more empathetic in order to get ahead

4 QUALITY EDUCATION



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5 GENDER EQUALITY





# CONTACT

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