Next Generation’s Recommendations and Call to Action for Gender Equality and Diversity in the Space Sector

Presented by Yulia Akisheva on behalf of the Diversity and Gender Equality Project Group of Space Generation Advisory Council 64th Session UN COPUOS, 2021
Presentation Agenda

Next Generation’s Recommendations and Call to Action for Gender Equality and Diversity in the Space Sector

Diversity and Gender Equality Project Group (PG)
- long-term projects;
- research;
- events;
- communication;
- partnerships.

Top five recommendations and a call to action.
“the space sector isn’t a steady cruise for all, for many [minorities] it is a bumpy ride...”
Project Group’s Objectives

DIVERSITY AND GENDER EQUALITY

- Raise awareness and break stereotypes within and outside of SGAC;
- Tackle concrete concerns raised by minorities in the space sector;
- Provide concrete recommendations for implementation in industry and academia, and setting an example through SGAC;
- Inspire and provide avenues for young people from all horizons (gender, background, nationality, age, status...) to join the space sector;
- Enrich the aerospace industry by advocating for gender equality, diversity and inclusion;
- Create a lessons-learned and practice platform on inclusive outreach and education;
- Set up a global network of people and entities taking action for diversity and gender equality, extending out to and including SGAC partners.
SGAC Principles and SDGs

1. Working Together
2. Representing the Space Generation
3. Acting with Respect and Integrity
4. Embracing Diversity
5. Making a Positive Impact
6. Being Open and Transparent
7. Growing Together
8. Enjoying What We Do
9. Being Proactive
10. Fostering Improvements

4. Quality Education
5. Gender Equality
8. Decent Work and Economic Growth
10. Reduced Inequalities
Project Group’s Activities

- Long-term projects within SGAC
- Research activities
- Events
- Communication and outreach
- Partnerships with space organizations
Long-term Projects

**Support diversity in future generations of astronauts**
How can we raise the number of women and minority representatives in both the public and private astronaut corps?

**Support the first women on Mars**
What research and experiments can be done to better prepare the space society for the first human mission to Mars?

**Collaborate with teachers, educators and parents**
How can we reach out to a younger audience to promote STEM careers regardless of gender and background?
Research

Statistics and information
Within and outside of SGAC through surveys and research

Reports and recommendations
Conclusions based on information retrieved, inputs to create new PG long-term projects

Best practices and strategies
To foster and embrace diversity and promote gender equality from the aerospace industry and beyond
Events

SG[France]2020
Our Giant Leap

Women of the Aerospace Sector

September 26th 2020

45 SGAC members
15 experts

71 recommendations:

- Implicit Bias & Discrimination
- Mentorship Strategies
- Fill in Gaps in Female-oriented Space Research

One step for women.
#OurGiantLeap for Human kind!
Communication

Educational and participative videos
Material on tips to make your working environment more women-friendly.

*Ex: “Facts of being a woman in the aerospace sector” available on SGAC YouTube Channel*

Webinars and Masterclasses
Interactive sessions with young professionals and experts of the space sector.

*Ex: “Towards a more inclusive space sector” available on SGAC YouTube Channel*

Our Giant Leap Magazine
With interviews of inspiring women currently rocking the space sector; biographies of women who have made history in the space sector in the 6 SGAC regions; tips for both women and men to make their work environment and conditions more inclusive.

Podcasts
As we discover many inspiring stories and exciting new ideas for embracing diversity and gender balance, we feel the need to share them. Podcast is a good format for sharing extended content around a particular story, person or idea.
**Outreach**

**Events and Conferences**
- **SpaceGen United, 2020 online**
  Special Track dedicated to SDGs 5 and 10
- **SG[Egypt]2021**
  Diversity in Space Workshop
- **Women in Space Edinburgh 2021**
  Presentation of Our Giant Leap activities
- **IAC2020 online**
  Presentation and article at the International Astronautical Congress 2020

**Articles**
Promotion of Our Giant Leap activities and recommendations in other magazines and newspapers.

**Newsletters**
Promotion of projects and opportunities related to gender equality in the space sector by email.

**Papers**
Promotion of Our Giant Leap activities and recommendations at international conferences.
Partnerships

Signature of a MoU between SGAC and ActInSpace that includes OGL

Signature of a MoU between SGAC and WIA that includes OGL

SG[France]2020

Ohio Uni Conference
Diversity Space & Aviation

FEBRUARY 2020
JUNE 2020
SEPTEMBER 2020
TBD
Commit to concrete actions in order to close the gender data gap in human spaceflight and research:

- **change the perception** of female-oriented research as a “plus” and results of male-dominated research as standard,
- **promote** more long-term missions for female astronauts and include more women in bed rest, dry immersion and clinical research studies, and analog missions,
- and **pass legislations** standardising sex-disaggregation of data in space research.
Top Five Recommendations

2.

Provide *greater visibility* to *minorities of the space sector* (through communication campaigns, videos, and original and diversified content) in order to *underline* their *unique stories*, and *inspire* and *attract* people who identify with them.
Top Five Recommendations

3.

Commit to **full transparency** on the current **status** (statistics, ratio) and **objectives** regarding diversity and gender equality, and **provide feedback** on the implementation of **new policies** to achieve the objectives.
Sensibilise the younger generation - and their parents - about gender equality and inclusion by creating educational programmes, speaking in schools and showcasing role models.
Plan an all-female ISS mission with diverse international profiles: increasing the amount of research focused on women and female astronauts; and consequently, investigating preventive measures and protection needs specific to women in space.
The Diversity and Gender Equality PG is calling...

- for action on the **aforementioned recommendations**;
- for a **dedicated** and well-structured **discussion** on the matters of **gender equality and diversity**;
- for the **implementation** of **Sustainable Development Goals** number 5 and 10 in the space sector.
THANK YOU!

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