THE FUTURE OF SPACE DEPENDS ON DEI

DATA ANALYSIS OF DEI TRENDS IN THE INDUSTRY AND TOOLKIT FOR SPACE INDUSTRY LEADERS

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Diversity, equity, and inclusion (DEI) practices affect every aspect of the space industry, particularly when it comes to the more pressing issues of our time like climate change. Climate change worsens the existing inequalities DEI aims to address: an estimated 3.6 billion people face inadequate access to water at least one month per year which will continue to increase as climate change creates more severe droughts and floods. Roughly 45% of the world’s global population live in rural areas dependent upon the local land for subsistence farming, which is becoming compromised with decreasing biodiversity. Air quality and toxic waste also disproportionately affects people in poverty as well as communities of color who are more likely to have toxic waste sites and environmental racism infiltrate their neighborhoods. These inequalities also create a ripple effect of instability that will impact even the most privileged and protected among us.

The space industry has a unique opportunity to be a source of critical climate change innovation. The possibilities are expansive, from satellite data collection playing a critical role in understanding the causes of global warming, to space infrastructure such as positioning, navigation, and timing (PNT) creating more efficient transportation routes and reducing emissions.

Our ability to adequately innovate at our highest levels and address pressing global issues, such as climate change, is hindered without a deeper examination of diversity, equity, and inclusion in the industry. Numerous studies show innovation is increased through diverse teams, particularly teams with a broader mix of racial, gender, and other identities represented. Bringing diverse lived experiences and identities into the problem-solving and innovation process of an organization yields better outcomes than a group of people who all possess the same perspectives and backgrounds, especially when trying to address a complex challenge.

1. 2021 State of Climate Services. World Meteorological Organization
2. Why rural people? International Fund for Agricultural Development IFAD
3. Air pollution hurts the poorest most. UN Environment Program
Visible light is made up of multiple wavelengths that represent different colors: red, orange, yellow, green, blue, indigo, and violet. These colors are beautiful on their own, and also provide a bright light for us to see in front of us clearly when they are combined - witnessed most effectively when we see visible light bend through a prism. When we view DEI as a prism that combines our strengths into a new vision, the possibilities are endless. We see this report as that prism. Creating socially and environmentally impactful DEI goals provides deeper purpose, improves productivity, and leads to exponential innovation. When we strive to expand our resources to include more identities at decision making tables, we can better design our ideas, products, and services for the most vulnerable among us, and ultimately create a better world for us all.

This report is a first step in providing data and recommendations for a more diverse, inclusive, and innovative space industry.

PARTNERS

SPACE FRONTIER FOUNDATION
The Space Frontier Foundation is the sponsor of this study and is an American space advocacy nonprofit focused on private sector and government collaboration in the exploration and development of space. Founded in 1988, the Foundation has spent nearly 35 years advocating for commercial involvement in the space industry for the betterment of all humankind.

The rise of the Space Industry demands a fresh look at current workforce practices. The space industry needs diversity - not only in gender, ethnicity, and socio-economic status, but also in areas of study beyond engineering and science - to build a sustainable and representative space future. As we move forward into the Space Frontier, we believe it is our responsibility to create a space future that is representative of the richness and diversity of planet Earth.

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SECTION 2: ANALYSIS

We are at the dawn of a new space age — with the promise to be celebrated for inclusion, equity, and a spirit of cooperation. To realize this future we must plant and water the seeds of inclusion throughout the space industry today.

At the time of writing, just over 600 people have been to space. Nearly 90% of those space travelers were male. Nearly 90% of those space travelers were white. Zero space travelers have been openly gay or lesbian.

When you zoom in on the subset of the 21 Commercial Astronauts who flew in 2021, we start to see an increase in diversity and representation amongst Space Tourists. These flights included almost 30% women, 14% non-white, and the first pansexual individual to travel to space.

Looking only at space-traveled people isn’t representative of the industry as a whole, which itself is only marginally better. However, the relatively narrow and homogeneous makeup of astronauts is reflective of the opportunities or roadblocks presented to different groups of people with a shared dream of space.

This report includes results from a survey of 153 employees across the space industry with insights on industry demographics, work experience, pay and compensation, work culture, and the impacts of COVID in the workplace. The analysis of this survey data highlights DEI trends and challenges in the space industry. We also provide recommendations and a goal setting framework that any space industry leader can begin using today to improve their DEI objectives and outcomes.

Diversity, equity, and inclusion (DEI) is a term to describe the policies and practices that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations. Each word in this term has a distinctive definition. Diversity is about representation and an equal mix of identities within a group. Equity is providing equal access to resources, while providing additional support where needed for groups or individuals historically barred from equal access through implicit and explicit practices and laws. Inclusion is the act of building and maintaining a strong sense of belonging by actively inviting and valuing authentic contributions - fully empowering the participation of all people within a group. Each term is an important aspect of creating a new normal within space industry workplaces that ultimately lead to better practices, products, and services that benefit the most people.
DEI not only affects who we send to explore beyond our atmosphere, it also impacts those within the industry that facilitate the development of commercial space. Our inquiry into identifying how key markers of DEI intersect with industry-wide aims to diversify the workforce will help space organizations incorporate DEI practices more effectively into their organizations and provide metrics for assessing effectiveness of these initiatives in the future.

A comprehensive investigation of DEI in the space industry requires inspection not only into the experiences of historically marginalized individuals in the workplace but understanding their experiences of fairness and belonging alongside the institutional power dynamics that reinforce the disparities they experience and perceive. When defining progress in this arena, a common pitfall is viewing representation as the only metric to examine, namely, whether the workforce in this area reflects the demographic distribution of our society. This approach fundamentally neglects to recognize the lifelong systemic hurdles that historically marginalized individuals encounter before they ever apply for employment and the intersectionalities of gender, racial/ethnic, and other identities in impacting day-to-day experiences in the workplace. This report is a compilation of emergent issues of bias and disparity in the space industry and provides recommendations for space companies to address inequities. Points of analysis from the survey include demographic representation across job hierarchies, power and autonomy dynamics from individuals of different backgrounds and job roles, and perceptions of fairness and belonging survey participants held about how they are compensated as well as how their requests are treated within their own work experiences.

We sought to capture both the occurrence of incidents reflecting bias and the experiences historically marginalized individuals have in the space industry. Their experience is informed beyond specific instances of prejudice, and this analysis seeks to capture the multitude of ways humans understand their place in their workplace community. Therefore, the call for respondents to this survey did not aim for a representative sample of the space industry as a whole. Instead, this team largely petitioned commercial space professionals to complete the survey at-will.

It was clearly stated that this survey was to be used to assess the current state of the space industry in regards to DEI and the results would be used in development of this report.
The survey consisted of 68 questions, all written with the intent of inspecting unique data points around DEI topics. The survey took between five and ten minutes for most respondents to complete. After reviewing the likeness of responses, time to completion, and completeness of all responses, 153 distinct responses were compiled into the analysis below. The survey was conducted using the SurveyLegend service and analyzed in a secure, remotely hosted Google Cloud database. All results were collected anonymously with the exception of the respondents’ given email address which was divorced from individual responses as a precursor to analysis.

Below is the general demographic data collected from our 153 survey respondents:

**Space Frontier Aerospace DEI Survey - Demographic Data**

- **Ethnicity**
  - White
  - Asian
  - Hispanic/Latinx
  - Native American
  - Biracial
  - Black

- **Gender**
  - Cisgender Male
  - Cisgender Female
  - Non-Cisgender

- **Age**
  - 20-25
  - 26-30
  - 31-35
  - 36-40
  - 41-45
  - 46-50
  - 51-55
  - 55-60
  - >60

- **Salary**
  - $0-25,000
  - $25,000-49,999
  - $50,000-99,999
  - $100,000-249,999
  - $250,000-499,999
  - $500,000+

- **Experience**
  - <1 Year
  - 1-2 Years
  - 3-5 Years
  - 6-10 Years
  - 10+ Years

*1 Survey Respondent abstained from this question

**Source:** Space Frontier Foundation. Space Industry DEI Survey (Spring 2022.)
Representation alone doesn’t capture an historically marginalized individual’s experience within an organization, particularly when it comes to what power they have within that organization to make decisions or influence others. Imbalances in power dynamics create communication issues within organizations and impact the bottom line due to the high attrition, stalled innovation, and high levels of distrust that can be caused between employees with imbalanced power dynamics. Analyzing disparities in power allows for a more holistic understanding of the everyday struggles people with historically marginalized identities face within an organization that must be addressed for meaningful and sustainable growth.

Defining and understanding power in the space industry requires inspecting a number of angles - including the formalized organizational structures that maintain inequities, the disparities in employee compensation that reinforce injustice, the institutional biases that impede efforts to change these dynamics, and understanding the lived experiences of historically marginalized identities within the industry.

**FORMALIZED STRUCTURES THAT MAINTAIN INEQUITIES**

We first analyzed how formal structures, such as institutional hierarchy and leadership roles, impacted individuals of various identities across the space industry. We wanted to understand how certain demographics are privileged when it comes to institutional hierarchy.

**Leadership Share by Gender**

![Chart showing leadership share by gender]

Source: Space Frontier Foundation. Space Industry DEI Survey (Spring 2022.)

In this study, the following disparities emerged:

- 19 out of 20 leadership roles were held by Cisgender individuals
- Cisgender Males were 1/3 more likely to be in leadership than Cisgender Females
- Cisgender Males were twelve times more likely to be in leadership than Non-Cisgender individuals
Our survey not only considered the current state of leadership position, but how many of our survey respondents had moved into leadership positions during their tenure in the space industry.

Our survey responses revealed that:

- Cisgender Males are nearly 20% more likely to have been promoted to leadership than Cisgender Females
- Cisgender Males are more than 50% more likely to have been promoted to leadership than Non-Cisgender individuals

DISPARITIES IN COMPENSATION THAT REINFORCE INJUSTICE

We then analyzed demographic disparities with compensation and raise requests. This survey found that white individuals are 50% more likely to make $100,000 than non-white individuals and white individuals are the only ethnicity where over 50% of the respondents make over $100,000.
Our survey identified that Cisgender Males are disproportionately more likely to make above $250,000 annual salary. None of the Cisgender Females who responded to our survey made more than $250,000 despite being 35% of all respondents. In addition, Cisgender Males are nearly 1/3 more likely than Cisgender Females to even make above $100,000.

### Salary Distribution by Gender

![Salary Distribution by Gender](image)

Source: Space Frontier Foundation. Space Industry DEI Survey (Spring 2022.)

On the subject of raises and promotions, white individuals are nearly 30% more likely to have received a requested raise than their non-white counterparts with comparable time in the industry.

### INSTITUTIONAL BIASES THAT IMPEDE EFFORTS TO CHANGE DYNAMICS

We analyzed how companies in the space industry respond to requests for institutional support on the basis of demographic. Of our survey respondents, there was overwhelming feeling of distrust in the Human Resources departments of the space industry to support or advocate for employees.

### Sentiment Approaching HR with and Issue

![Sentiment Approaching HR with and Issue](image)

Source: Space Frontier Foundation. Space Industry DEI Survey (Spring 2022.)
Of 153 survey responses, 53 people brought an issue to the HR department. Of those respondents:

- People with disabilities are 1/3 less likely to feel comfortable discussing medical accommodations with HR despite being more than twice as likely to request medical accommodations as non-disabled individuals.
- Employees with disabilities are 10% less likely to have received requested medical accommodations than non-disabled individuals.

We can infer that there are a significant number of unaddressed medical requests that would be accommodated if not for a feeling of discomfort with their employer.

Source: Space Frontier Foundation. Space Industry DEI Survey (Spring 2022.)
Finally, we analyzed how professionals in the space industry experienced interactions with colleagues related to communication, meeting expectations, perception of value, and dress and appearance standards.

Of the 13% of our respondents who self-reported having experienced doubled standards, there was no significant demographic trend indicating gender, ethnicity, age, or income.

Individuals that have experienced double standards were, however, 20% less likely to have ever requested a raise.

We also asked a question related to how individuals experience their ideas and opinions are being listened to and acted upon in work meetings. How individuals perceive their comments, contributions, opinions, and ideas are heard and respected in meetings reflects the power dynamics of inequity in the workplace. From this question, two major trends emerged in our data:

- White individuals are about 15% more likely to perceive their ideas and opinions are listened to, respected, and acted upon in the space industry than their non-white counterparts*
- Cisgender Males are nearly 20% more likely to believe that new participants in a meeting are listened to and their ideas respected than Cisgender Females.

Cisgender Females are 20% less likely than Cisgender Males to feel that their organization in the space industry adequately considers social and environmental responsibility of their products and services.

* A caveat to these findings is that the sample size regarding experience in meetings is significantly less than the total number of survey responses as this question was added to our survey midway through distribution of the survey.
Income Satisfaction and Distribution of Income by Gender

While we did not have a statistically significant sample size, we found that the Distribution of Income by Disability is in line with the statistical pay gap. Our survey found that 2/3 of the respondents who identify as disabled made less than $100,000 compared to their non-disabled counterparts where it was closer to 50%.

Our survey and analysis paints a challenging DEI picture for the space industry, but with insight comes the clarity to begin to find solutions and ultimately improve outcomes for every professional passionate about this industry and work.

This analysis pulled data points that represented key trends across a wide breadth of DEI topics covered in our survey. There is additional depth to the data collected with further insights not discussed in this report. If you would like to access this data and work with the Space Frontier Foundation on your DEI efforts, we encourage you to connect, sign up for updates, and to be notified of future efforts.

Visit our Project Page: DEI In the Evolving Space Industry
SECTION 3: RECOMMENDATIONS

Traditionally, most companies approach DEI as a reactionary course of action - in response to bad press, employee or consumer complaints, or for positive brand spin through corporate DEI focused marketing campaigns. DEI should be leveraged as a central part of leadership practices. A leader cannot be effective without proactively incorporating DEI into how they build systems and products, set goals, recruit employees and vendors, interact with individuals of all different backgrounds, and lead a diverse group of people to their fullest potential.

By seeing DEI as a proactive tool that’s critical for decision making, goal setting, and communication practices, leaders can prepare their workforce for better representation and collaboration across every area of their business.

DEI FRAMEWORK FOR GOALS SETTING AND MEASURING SUCCESS

DEI is a series of habits that aspire to bring more diverse, equitable, and inclusive outcomes to an organization. It is not just conducting one workshop, having one DEI related book as required reading, or an employee resource group putting together one DEI related event. Think of DEI like going to the gym; it’s a series of tools and exercises that should be regularly used to maintain the strength of your organization, and to improve the baseline health of your operations.

The first tool every emerging and current leader should have in their DEI toolkit is a project management framework for measuring and implementing DEI initiatives. The following framework, developed by Christina Blacken from the equity and leadership consultancy, The New Quo, is a simple way to think through DEI across your organization. It can assist in addressing challenges uncovered with our survey data and DEI trends at large beyond the space industry. First, it focuses on five core DEI goals that are impacted by five key operations within an organization, and then provides a simple three step process for implementation. This isn’t meant to be a comprehensive list of all functions of how DEI can be used within your organization’s policies and practices, but a starting point for incorporating DEI more effectively into the most impactful areas of your business operations.
THE DEI FRAMEWORK GOALS

The framework begins with five key goals that DEI practices should achieve, outlined below:

EQUAL REPRESENTATION

In this framework representation is defined by assessing the demographics and identity representation of employees by gender, race, age, ability, and other identities across positions to determine an underrepresentation or an overrepresentation of a demographic, particularly in leadership roles. Diversifying the demographic representation of employees is a valuable goal, but a more impactful DEI step in representation is to understand how employees of all demographics are empowered to enter positions of leadership. This goal is impacted the most by the recruitment practices of an organization.

BALANCED POWER DYNAMICS BETWEEN EMPLOYEES

This may sound like a lofty and esoteric goal, but at its simplest definition power is the capacity or ability to direct or influence the behavior of others. DEI at its core is a restructuring of power so that more individuals can participate in and benefit from decision making and goal setting within a group, community, or organization. Many organizations struggle with a significant imbalance of power between colleagues, leading to a lack of autonomy for employees, distrust, and dysfunction in how employees collaborate and problem solve. A higher balance of power dynamics leads to higher levels of autonomy, which studies have shown improve job satisfaction, employee retention, and increase wellbeing. In this framework we define power by the question: do a majority of employees across demographics feel a sense of autonomy and believe their ideas are respected, heard, and acted upon? This goal is most impacted by the talent development practices of an organization.

HIGH EXPERIENCE OF BELONGING AMONG EMPLOYEES

In this framework high belonging is defined by the question: do a majority of employees across demographics experience being accepted and respected by colleagues? Studies indicate a high sense of belonging within a workplace has a direct impact on employee retention and increases productivity. The outcome of belonging is affected most by meetings and communication practices within an organization.

5. Autonomy in the workplace has positive effects on well-being and job satisfaction, University of Birmingham
6. The Value of Belonging at Work, Harvard Business Review
EVALUATION OF THE ENVIRONMENTAL AND SOCIAL IMPACT OF SERVICES AND PRODUCTS

This is defined by the question: do a majority of people across demographics believe the environmental and social impacts of products and services are weighed and used to make decisions in development? This goal is critical, as the space industry has the ability to have significantly negative environmental and social impacts, such as biodiversity decimation from launch sites as well as the tendency for launch sites to be placed near historically marginalized communities, or positive impacts on the environment such as research and data collection for climate change. DEI should not only be an internal practice, but an extension of an organization’s impact externally as they are both interconnected and affect each other. This goal is most impacted by product development and marketing practices inside of an organization.

HIGH EXPERIENCE OF FAIRNESS AMONG EMPLOYEES

In this framework a high experience of fairness is defined by the question: do a majority of people across demographics experience fair compensation in resources, capital, and personal development for their labor, both in comparison to colleagues and industry standards, and are free from harm or double standards in treatment? If employees experience discrimination and injustice, they are far more likely to withhold their ideas and eventually will leave an organization. Experiences of fairness are affected most by the benefits and compensation practices of an organization.

By striving for better representation, a more balanced distribution of power, a higher employee experience of belonging and fairness, and a clearer understanding of the environmental and social impacts of an organization’s products and services, the goals of this framework can improve the culture and impact of your company.
THE PROCESS

1 ANALYZE

The first step is to collect and analyze baseline data about your organization. You should have insight and feedback from employees on representation, leadership dynamics of who is in leadership or gets to make decisions, employee experiences of belonging and fairness when it comes to compensation, raises, and workplace treatment, and social and environmental impact of your products.

Distributing an employee feedback survey that focuses on finding answers to the following questions is a great start:

- What is the demographic makeup of our employees? Where do we have overrepresentation and underrepresentation particularly when it comes to historically marginalized identities such as race and gender?
- Do employees perceive they are accepted and respected by colleagues?
- Do employees perceive their ideas are heard and acted upon?
- Do employees feel they are adequately compensated for their labor?
- Do our production and marketing processes evaluate the environmental and social impacts of our products and services?

2 ACT

Once you have this data, set short term (3-6 month) and long term goals (1-2 years) to correct for gaps the data points to in those broad areas of representation, leadership dynamics, belonging, fairness, and social and environmental impact.

3 ADJUST

Conduct a new data collection with the same questions used to establish your baseline to see things have changed:

- Has representation improved?
- Have perceptions and experiences of leadership, belonging, and fairness increased across demographics and positions?
- Have perceptions of company social impacts of products increased across demographics and positions?

If you see improvement in the data, continue forward with your goals. If you see no change or a decrease in positive data, adjust your goals and test out a new approach.

Having dedicated buy-in from leaders, assigned departments and resources to do this work, as well as external support - a DEI agency or consultant - can help to establish this data collection and implementation process, particularly if your organization doesn’t have an established mechanism for employee feedback and evaluation.
Although there’s not a one size fits all approach to DEI, below is beginning list of best practices across organizational areas we recommend to better strive for the DEI goals we’ve mentioned above:

**Representation**

Homogeneous representation occurs due to a heavy reliance on referrals. Diversify the candidate pool through partnerships with universities, professional associations for historically marginalized communities, and recruitment agencies that specialize in diversifying the pipeline.

**Leadership and Decision Making Practices**

Create sponsorship and mentorship programs that connect leaders to employees across the organization at random, to better ensure visibility of emerging talent to develop into leadership roles.

**Meeting and Communication Practices**

Create better meeting practices: assigned roles in meetings, cross departmental employees of all job levels in key meetings, creating a culture that discourages interrupting people while speaking, and practicing brainstorming techniques that allow people to share ideas anonymously and collectively.

**Compensation and Benefits**

Perform a compensation audit across roles and correct for pay gaps for individuals who are doing the same role but are paid different salaries.

Pay a living wage to all staff and discourage unpaid internships or unpaid labor (such as employee resource groups being unpaid).
SECTION 4: WHAT’S NEXT

This report is a first step in providing data and recommendations for a more diverse, inclusive, and innovative space industry. Our findings and analysis should be used as an introduction to assessing and implementing DEI best practices, but should be customized to your workplace. Space Frontier Foundation continues to serve as a resource in an effort to ensure the evolving space workforce is diverse and representative of the global population. In pursuit of this effort, we will periodically update these findings through annual at-will annual surveys and dedicated work with DEI initiatives and programs in the commercial space sector.

WHAT YOUR ORGANIZATION CAN DO NEXT

We encourage you to use Space Frontier to accelerate DEI efforts within your organization by:

- Leveraging our survey questions and DEI framework to create a representative baseline and consistent metrics of your organization’s DEI and Innovation goals
- Consulting with organizational DEI experts to customize DEI efforts to your organization’s current state and company goals
- Diversifying your recruitment and outreach efforts for representative workforce development

RESOURCES

If your organization is interested in additional resources from the Foundation to support the above recommendations, please connect with us: resources@spacefrontier.org

EVOLVING SPACE WORKFORCE COALITION

We are building an Evolving Space Workforce Coalition that will convene periodically to:

- Understand changes in the space industry that could impact workforce development
- Create a forum for open dialogue about diversity and representation in the space industry
- Collaborate to develop industry-wide resources and share data amongst industry sectors
- Become allies and advocates for changing policies, practices, and culture for the better

JOIN, SUPPORT, VOLUNTEER

If your organization is interested in joining the Coalition or discussing ways to partner and support the Space Frontier Foundation’s efforts, please contact:

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LEAD AUTHORS

CHRISTINA BLACKEN

Christina Blacken is a public speaker, performer, producer of unconventional leadership podcast Sway Them in Color and Founder of The New Quo. The New Quo is a leadership development and equity consultancy, helping leaders create inclusive practices, habits, and goals through their narrative intelligence. She helps leaders identify the psychological impact of historical, cultural, and personal narratives on beliefs, bias, and behaviors to improve their bias recognition, as well as providing them with leadership tools to create more equitable communication, goal setting, decision making, and relationship building skills. She’s applied this methodology to a variety of equity problems, from social media content moderation, to creating equity goals and practices for every area of a business, to helping companies create more inclusive language in their content and services. She’s trained 8,809 leaders across 9 industries, and has been featured in Forbes, Business Insider, and Nasdaq.com among other outlets. She’s an Utah native and NYC resident. She loves cheese but it’s proven not to love her back.

You can get in touch with Christina at christina@thenewquo.com or her website TheNewQuo.com.

BECKI YUKMAN

Becki (Bex) Yukman is devoted to extending to marginalized individuals the literal universe of possibility that human development of space yields. Currently working at Blue Origin in Kent, WA, Becki honed her analytical and industry-specific expertise publishing the quarterly space industry snapshot ‘The Space Report’ for Space Foundation and as a Software Engineer at Lockheed Martin. Becki’s time at Pomona College earned her a double major in computer science and theater, giving her a unique ability to extract meaningful insights from large datasets and incorporate these insights into a larger ‘story’ that answers meaningful questions. Extending beyond employment, Becki has contributed analysis on DEI representation in the space industry to both SmallSat and SATELLITE conferences. She loves cats and rockets more than anything - she’s got a soft spot for the Antares 230+ having seen its inaugural launch in person in 2019!

You can connect with Becki through LinkedIn.
GLOSSARY OF TERMS

CIS GENDER
A person whose sense of personal identity and gender expression corresponds with their birth sex.

DEI
An acronym to describe Diversity, Equity, and Inclusion which is a set of practices, programs, policies and beliefs to correct inequalities and garner the full participation and support of all individuals within a community, institution, organization, and society.

DISABILITY
A physical or mental condition that substantially limits one or more major life activities for the individual.

EQUALITY
Act of ensuring each individual or group of people receives the same resources or opportunities towards an equal outcome, which does not result in an equal outcome where disparities in resources or opportunities already exist.

EQUITY
Upon recognizing that individuals or groups of people often have unique circumstances created by discriminatory policies, practices, and belief systems that inhibit the resources and opportunities they have access to, the act of ensuring that the distribution of resources and opportunities enables an equal outcome.

ETHNICITY
A component of identity that describes markers acquired from a shared group with which one shares cultural, traditional, and familial bonds that encompass culture, ethnicity, and identity. This term is rooted in shared cultures and not racial categories. This analysis includes Hispanic/Latin as an ethnic identifier for respondents.

HISTORICALLY MARGINALIZED
People and groups denied involvement in mainstream economic, political, cultural and social activities through implicit and explicit, policies, practices, laws and belief systems. Examples of historically marginalized groups are Black, Indigenous, People of Color, Women, Lesbian, Gay, Bisexual, Trans and Queer individuals among other groups.

INTERSECTIONALITY
A term referring to the interconnected nature of social categorizations such as race, class, and gender as they apply to an individual or group of people, regarded as creating overlapping and interdependent systems of privilege, discrimination and/or disadvantage.

RACE
A component of identity describing commonalities in outward physical characteristics, culture, and history according to racial and national origin or among sociocultural groups. Racial categories in this analysis reflect the U.S. Census and include Asian, Black or African American, Native American or Alaskan Native, and White. Respondents who selected more than one race/ethnicity are aggregated in this analysis under Biracial.