



AIAA Diversity and Inclusion

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## Current Activity Highlights

- Website and social media presence that addresses our vision
- Printed materials now reflect a more diverse audience
- **Dedicated Events**
  - Women at SciTech Social Hour & Keynote (Annual)
  - Panel discussions @ Forums - Membership Matters; Growing Diversity in the Aerospace Sector, etc.
- **Funding opportunities for local student branches and Sections**
- **Diversity and Inclusion Award (biannual)**
- **Purposefully inviting diverse speakers and panelists to participate in our Forums**
- **Diversity Scholars Program**

# Diversity Scholars



The AIAA Diversity Scholars Program provides opportunities for underrepresented university students pursuing a degree in aerospace to attend an AIAA forum.

AIAA forums draw professionals and students from around the world. Diversity scholars will have the opportunity to expand their network, learn about opportunities available in the aerospace industry, and hear from engineers and scientists on the latest research and development findings helping to shape the future of aerospace.

Full-time students from U.S. institutions are invited to apply to attend the [2018 AIAA SPACE Forum](#), to be held 17-19 September in Orlando, Florida.

**APPLY BY 3 JULY**  
[aiaa.org/DiversityScholarsProgram](http://aiaa.org/DiversityScholarsProgram)





# Design, Build Fly Competition



## Challenges

- Identifying diverse members for leadership roles at the Institute
- Identifying and implementing procedural changes that can support the mitigation of unconscious bias in the identification of candidates or their evaluation
- Mentoring and supporting the nomination of diverse members for awards and member grade advancement
- Identifying best practices for attracting and retaining diverse members
- Evaluating our progress – members still hesitant to self-identify



## Motivation & Plan

- AIAA membership is less diverse than the U.S. aerospace workforce
- AIAA membership statistics for women
  - 8% of professional members (Industry = 15%)
  - 14% of student members
- AIAA Race and ethnicity
  - Data insufficient – but we know we're not aligned with Industry (15.4-17.6% are underrepresented minorities)
- Developed a Plan to:
  - Conduct reliable, representative, and continuous assessment of AIAA membership diversity
  - Raise awareness of diversity and inclusion in AIAA
  - Facilitate improvements in diversity of AIAA members and its groups