



# THE STATE OF DEI: 2023 REPORT

The Aerospace Corporation is committed to shaping a vibrant and diverse workplace culture that empowers our people to pursue the groundbreaking innovations and solutions our partners look to us to deliver. Our commitment to diversity, equity, and inclusion (DEI) enables us to leverage the broad perspectives and diverse backgrounds needed to support shaping the nation's leadership in space for this modern age.

We are creating impactful change within Aerospace through the initiatives led by the Aerospace Committee for Equality (ACE) and also collaboratively across our industry through Space Workforce 2030 (SWF2030). While this progress is encouraging, we know the work is not done, and we remain committed to this worthy endeavor.



## BUILDING ON OUR FOUNDATION FOR PROGRESS

### MAJOR ACCOMPLISHMENTS

Through FY22 and FY23, Aerospace made significant progress on building a more inclusive and diverse workforce through our DEI initiatives. Among the notable actions taken this year were:

- **Met or exceeded corporate goals** for diverse hiring and retention and developed best practices for future success.
- Introduced and supported **top talent programs** by increasing exposure to senior leaders, fostering connections through expanded networks and awareness of new opportunities, and enhancing future leader readiness.
- Equipped managers across the organization with an enhanced toolkit to assess talent development needs, identify potential flight risks, and plan for **continued retention of our talent**.
- Through the Future STEM Leaders Scholarship, provided **financial assistance and mentorship to underrepresented students** nationwide studying STEM disciplines—16 recipients since launching in 2021.
- Provided ongoing workforce education and training to maximize collaboration and innovation by reducing bias and **creating a culture of psychological safety** where all employees can speak up and contribute.
- Developed the DEI Great Ideas at Aerospace guidance to further support developing **high impact and measurable DEI** goals for managers.

### SPACE WORKFORCE 2030

Aerospace is leading a growing consortium of space companies to collaboratively pursue exciting opportunities that strengthen DEI across the nation's space workforce.

- **SWF2030 unveiled first annual report at Space Symposium in April 2023**
  - 2021 and 2022 DEI results aggregated across all SWF2030 companies
- **Centers of Excellence: INSPIRE, PREPARE, EMPLOY**
  - National Space Intern (NSI) Program: 332 offers from 18 of 31 companies, with 104 NSIs at Aerospace
  - NSI opportunities included: welcome package, virtual national events, regional company tours
  - Inaugural year roadmap, including accomplishments, partnerships, media
  - Hosted Girl Scout Badge in a Day event before Space Symposium, with more than 120 Girl Scouts at Space Foundation headquarters



# COMMITTED TO A MORE DIVERSE AND INCLUSIVE WORKFORCE

Aerospace is a significant contributor to industry diversity representation, and our commitment to DEI is translating into tangible results across our workforce.

Workforce Survey Results (Year End 2022)	% of People of Color among Technical Staff	% of Women among Technical Staff	% of People of Color among Leadership	% of Women among Leadership	% of People of Color among Intern Hires	% of Women among Intern Hires
<b>SWF2030 companies</b>	33.0% (+0.4%)	18.5% (+0.6%)	25.0% (+1.9%)	13.4% (+0.4%)	42.7% (+3.8%)	34.7% (+3.3%)
<b>The Aerospace Corporation</b>	31.9% (+1.1%)	21.1% (+0.5%)	19.3% (+2.3%)	23.8% (+3.3%)	55.3% (+21.0%)	47.4% (+7.4%)

( ) denotes year-over-year comparison from 2021 to 2022

## DEEPENING OUR IMPACT ON DEI FOR REPRESENTATION, RETENTION, RECRUITMENT, AND RECOGNITION

Aerospace continues to adapt our strategic initiatives with best practices, such as leveraging our DEI Maturity Model and creating more flexibility and agility in how our ACE Executive Champions can engage across all focus areas.

- Develop corporate roadmap to ensure all programs, services, and offerings are aligned in a timely fashion with cultural attributes.
- Update Leadership Competency Model to support cultural attributes with behaviors outlined for individual leaders, people/technical leaders, and enterprise leaders.
- Continue to strengthen accountability of managers with aligned DEI performance goals.
- Foster new opportunities for successful partnership with Employee Resource Groups for programs, recognition, and engagement.
- Enhance support to talent development and recruitment programs, such as UPLIFT, STAR, National Leadership and Character Symposium, Accelerate3, and Spotlight cohort.
- Expand engagement with community partners, including HBCUs, government customers, and K-12 STEM educators.

### RECRUITMENT

To strengthen our pipeline for diverse technical talent, we look to implement new tools and leverage partnerships to enhance abilities to identify quality candidates and reduce bias throughout the hiring process.

### REPRESENTATION

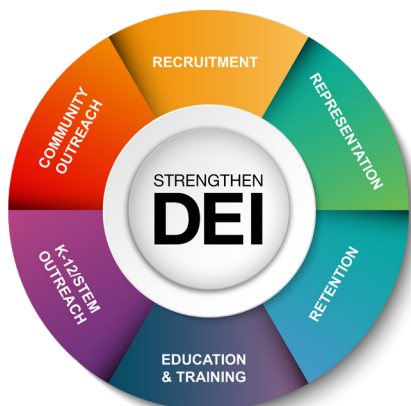
Leveraging the insights captured through our employee engagement feedback, we continue to provide opportunities for professional growth, including broader exposure across the organization and leadership readiness.

### RETENTION

We aim to bolster our talent retention efforts through opportunities to improve the employee experience, including enhancing programs for professional development and succession planning, facilitating mentorship/sponsorship, and continuing to scale the retention toolkit.

### RECOGNITION

Aerospace’s continued progress on DEI would not be possible without the engagement and dedication of our people. To acknowledge these meaningful accomplishments and re-enforce their impact, Aerospace recognizes top performers for their contributions to DEI goals through awards, including the CEO coin, Hero Pins, and Corporate Awards, and as part of the Performance and Development Process (PDP) for all managers.



## A THRIVING WORKFORCE FOR THE FUTURE

At Aerospace, we remain committed to recruiting, developing, and retaining a vibrant and diverse workforce to advance our nation’s leadership for space and beyond. Together, we can ensure an innovative, diverse, and inclusive culture that empowers our people for success.