Diversity and Inclusion Strategic Plan

2021–2023

AIAA's Commitment to Diversity and Inclusion

In 2015, recognizing the importance of diversity and inclusion, the Institute Board of Directors, chartered the Diversity and Inclusion Working Group (D&I Working Group) as a long-term working group, reporting to the Board, to improve diversity and inclusion across the AIAA community.

The first diversity and inclusion plan, released by the D&I Working Group in 2016, focused on three major goals: raising awareness of the importance of diversity and inclusion; conducting a reliable, representative, and continuous assessment of AIAA's membership diversity; and facilitating improvements in the diversity of AIAA members and its groups.

The Institute implemented many of the recommendations outlined in the 2016 plan resulting in the following:

- An increased number of diverse speakers and panelists at all levels of the Institute
- Recognition for members of the Institute who have made significant contributions to creating a more diverse and inclusive community
- Scholarships for more than 150 underrepresented university students to attend and participate in AIAA forums
- A grant program for sections and student branches to host events that recognize and support AIAA's commitment to diversity and inclusion
- Creation of an anti-harassment policy to maintain a professional environment at AIAA events and online platforms that are free from all forms of discrimination and harassment
- A greater awareness that diversity and inclusion is an important ingredient to shaping the future of the aerospace community

However, the D&I Working Group recognizes that there is more work to be done! The plan is being updated to establish benchmarks (Specific, Measurable, Achievable, Realistic, and Timely (SMART) goals) and to incorporate existing projects. The 2021–2023 AIAA Diversity and Inclusion Plan builds on the past accomplishments and creates new opportunities to solve our future challenges.

The work of the D&I Working Group is divided among four subgroups that will work together with the members and staff to accomplish the three primary goals and corresponding objectives.

The subgroups are as follows:

Leadership: Connects historically marginalized communities, both internal and external to AIAA, to opportunities focused on long-term professional growth within the Institute and broader aerospace industry.

Outreach: Identifies and recommends academic, industry, government, nonprofit organizations, and other AIAA communities with which the AIAA Diversity and Inclusion Working Group should formulate strategic partnerships.

Programming: Identifies and develops programs that will provide education, awareness, support, and growth of diversity within AIAA.

Recognition: Identifies candidates who have made contributions to the advancement of diversity and inclusion and recommends the best way of recognizing their contributions.

Goals and Objectives

GOAL 1: DIVERSITY AND INCLUSION ARE WIDELY RECOGNIZED WITHIN THE AIAA COMMUNITY AS ESSENTIAL TO THE MISSION AND VISION OF THE INSTITUTE.

OBJECTIVE 1:
Increase awareness within the AIAA community of the importance of diversity and inclusion.

◼ **Responsible Subgroup**

Task	Metric
Release the second Diversity and Inclusion Plan highlighting AIAA's goals and objectives over the next three years ◼ Vice Chair with input from all subgroups	2nd Revision of Diversity and Inclusion Plan released (2021)
Update the AIAA Diversity and Inclusion webpages to reflect the vision of the Institute ◼ Staff with input from D&I Working Group	AIAA Diversity and Inclusion webpages updated (2021)
Ensure AIAA's marketing media reflect the U.S. racial and gender demographics ◼ Staff with input from D&I Working Group	AIAA's marketing media reflect the U.S. racial and gender demographics based on 2020 census (2022)
Provide input to AIAA's talking points for the opening and closing of events, to remind attendees of the importance of diversity and inclusion. ◼ Chair, D&I Working Group	Talking points provided for opening and closing of events (2021)
Provide a salute to members of each demographic who have made great strides in aeronautics and astronautics ✔ **February** – Black History Month ✔ **March** – Women's History Month ✔ **May** – Asian Pacific American Heritage Month ✔ **June** – LGBTQ Pride Month ✔ **September 15–October 15** – National Hispanic Heritage Month ✔ **November** – National American Indian Heritage Month ◼ Outreach Subgroup	Create space on AIAA.org to recognize the contributions associated with each demographical Month Celebration (2021–2023) Share at least 2 website/social media/Engage posts per month that recognizes the contributions associated with each Heritage Month Celebration (2021–2023)
Rename the Diversity and Inclusion Award ◼ Recognition Subgroup	Work with AIAA staff to solicit ideas from AIAA members (2021) Rename the Diversity and Inclusion Award (2022)
Increase AIAA Diversity and Inclusion postings on the AIAA website and on social media ◼ Outreach Subgroup	Post 4 Diversity and Inclusion events annually

OBJECTIVE 2:
Support local section and student branch activities that are focused on diversity and inclusion.

Task	Metric
Actively promote the grants that are available to AIAA's sections and student branches to help fund the diversity and inclusion activities ■ Outreach and Programming Subgroups	Sponsor at least 4 events per year
Work with READ to have diversity and inclusion activities included as component of the section annual reports ■ Outreach Subgroup	Diversity and inclusion activities included as component of the section annual report (2022)
Create a Section Diversity and Inclusion Event Tool Kit ■ Programming Subgroup	Create toolkit and post to Diversity and Inclusion website (2021) Have 5 events planned with the toolkit (2022) Have 10 events planned with the toolkit (2023)

OBJECTIVE 3:
Encourage AIAA members to help advance AIAA's diversity and inclusion goals.

Task	Metric
Utilize Engage to keep the conversation going with regard to diversity and inclusion by regularly posting comments that are educational, inspiring, and uplifting ■ Outreach Subgroup with support from other subgroups	Post monthly comments that are educational, inspiring, and uplifting (2021–2023)
Actively solicit nominations for the annual Diversity and Inclusion Award ■ Recognition Subgroup	3 nominees each year
Actively solicit nominations for AIAA awards, specifically focusing on premier, technical, education, and service awards. ■ Recognition Subgroup	3 nominees per year

GOAL 2: PROVIDE A WELCOMING ENVIRONMENT AND CULTIVATE AN INCLUSIVE CULTURE THAT SUPPORTS THE SUCCESS OF EVERY AIAA MEMBER.

OBJECTIVE 1:
Deliver diversity and inclusion programming that addresses the professional development needs of all individuals within the AIAA community.

■ **Responsible Subgroup**

Task	Metric
Host events at AIAA forums that celebrate and recognize the achievements of marginalized populations (e.g., Women at SciTech, ASCEND, and AIAA AVIATION Forum) ■ Programming Subgroup	Host an event that celebrates and recognize the achievements of marginalized populations at each forum
Host other diversity-focused events/activities that promote networking and collaboration ■ Programming Subgroup	Host 3 diversity focused events/activities that promote networking and collaboration

OBJECTIVE 2:
Create an environment in which everyone is actively engaged and informed on diversity and inclusion issues.

Task	Metric
Provide unconscious bias training for AIAA committee leads and members **Opportunities:** The Leadership Summit, Section Chair and TC Chair Training, and Branch Officer Training ■ Vice Chair, D&I Working Group	Survey after training
Review AIAA's policies and procedures to ensure they support, not hinder, diversity and inclusion ■ Staff with input from D&I Working Group	**25%** of policies and procedures by end of FY21 **50%** of policies and procedures by end of FY22 **100%** of policies and procedures by end of FY23
Work with each of the AIAA member engagement communities to develop goals and objectives for increasing the diversity of their member community **Includes:** Technical Activities, Integration and Outreach, and Regional Engagement Divisions ■ Outreach Subgroup	Meet annually with each community to coordinate goals and objectives. Establish points of contact to share information and data associated with diversity and inclusion quarterly.

OBJECTIVE 3:
Assess the climate of AIAA as it relates to diversity and inclusion on a periodic basis.

Task	Metric
Develop and conduct a Diversity and Inclusion Survey ■ Chair, with input from all subgroups and staff	Survey distributed periodically

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GOAL 3: AIAA EMBRACES AND FULFILLS ITS ROLE AS A LEADER IN PROMOTING DIVERSITY AND INCLUSION IN THE AEROSPACE COMMUNITY.

OBJECTIVE 1:
Increase representation of historically underrepresented groups in all aspects of AIAA.

■ **Responsible Subgroup**

Task	Metric
Mentor and support university students who have an interest in or are pursuing aerospace by building upon the Diversity Scholars Program	Survey diversity scholars on ways the D&I Working Group can support them (2021)
■ Leadership Subgroup	Implement 2 ideas per year from survey (2021–2022)
Identify AIAA Diversity and Inclusion Ambassadors for each of the following underrepresented minority engineering organizations	Ambassadors established for each organization (2021)
✔ American Indian, Science and Engineering Society (AISES)	Host a joint event with each group (2022–2023)
✔ National Society of Black Engineers (NSBE)	
✔ Out in STEM (oSTEM)	
✔ Society of Asian Scientists and Engineers (SASE)	
✔ Society of Hispanic Professional Engineers (SHPE)	
✔ Society of Women Engineers (SWE)	
■ Leadership Subgroup	
Explore opportunities to engage and partner with underrepresented minority engineering organizations listed above	Establish joint membership with 1 underrepresented minority engineering organization listed above (2021)
Examples – Establish joint memberships with as many of the organizations as possible; create opportunities to connect AIAA's TCs with their technical components	Establish joint memberships with each organization (2023)
■ Staff	
Work with forum organizers to continually increase the number of diverse speakers, panelists, and other focal roles for all Institute events.	Create a list of potential speakers, panelists, etc. (2021) Increase by 10% (2022–2023)
■ Recognitions Subgroup	
Host events with minority-serving institutions	Host 2 events per year with MSIs (2021–2023)
■ Programming Subgroup	

OBJECTIVE 2:
Increase the use of demographic information and data to inform decision making about AIAA diversity programs and to regularly monitor progress in achieving results.

Task	Metric
Increase self-reporting rate of gender, race/ethnicity and date of birth by making these fields a requirement ✔ For existing members who have not self-reported, implement a communications campaign explaining why we're asking for this information. 🟩 Staff	Increase reporting of gender from 97% to 100% Increase reporting of race/ethnicity from 25% to 55% (2023)

Track representation across groups listed below and compile and disseminate an annual AIAA diversity report based on tracking metrics, assessment against goals, and historical trends
 	
    ✔ Technical, program and standards committees, including leadership roles, elected positions
 	
    ✔ Board of Trustees, standing and ad hoc committees, advisory boards, including leadership roles, elected positions, and nominations
 	
    ✔ Regions, sections, and branches, including leadership roles, elected positions, and nominations
 	
    ✔ Planning committees for forums and other events, including leadership, nominations
 	
    ✔ AIAA awards, including evaluators, awardees, and nominees
 	
🟩 Staff
	Diversity Report completed (2021) with 10% improvements each year (2023)