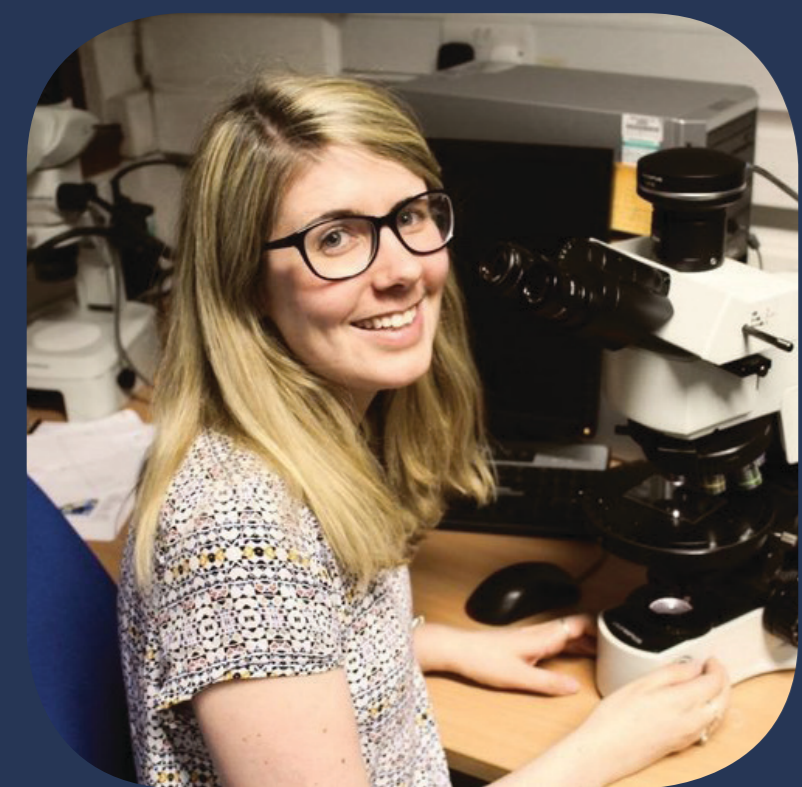


Diversity in student space activities in the UK

Why not as many
People as others looking
At why things happen?

Abstract #2380

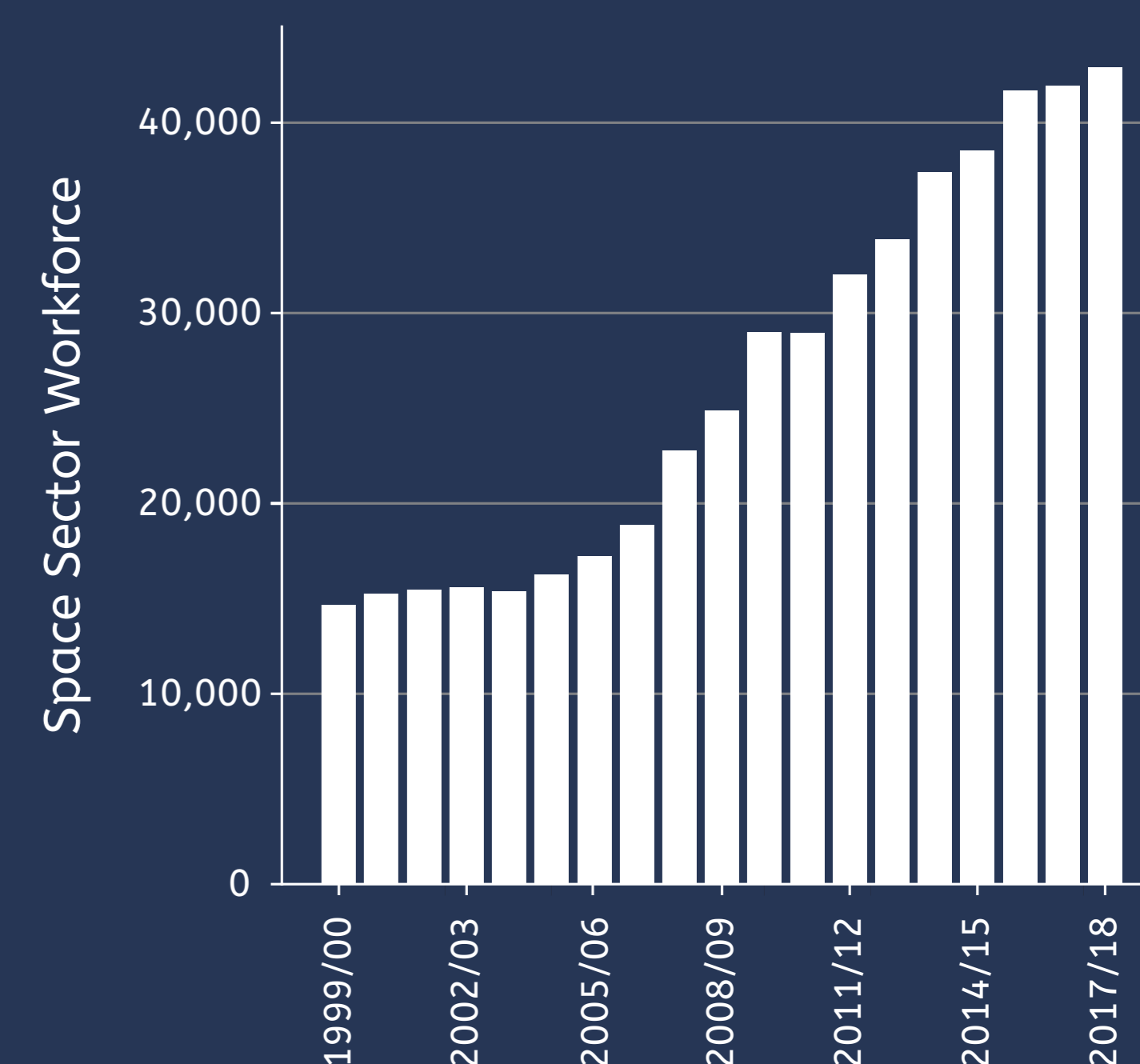


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The UK's space sector employs over 40,000 people in a variety of roles, and is growing rapidly. Like other science and technology sectors, it is not very diverse and is struggling to meet its recruitment demands.

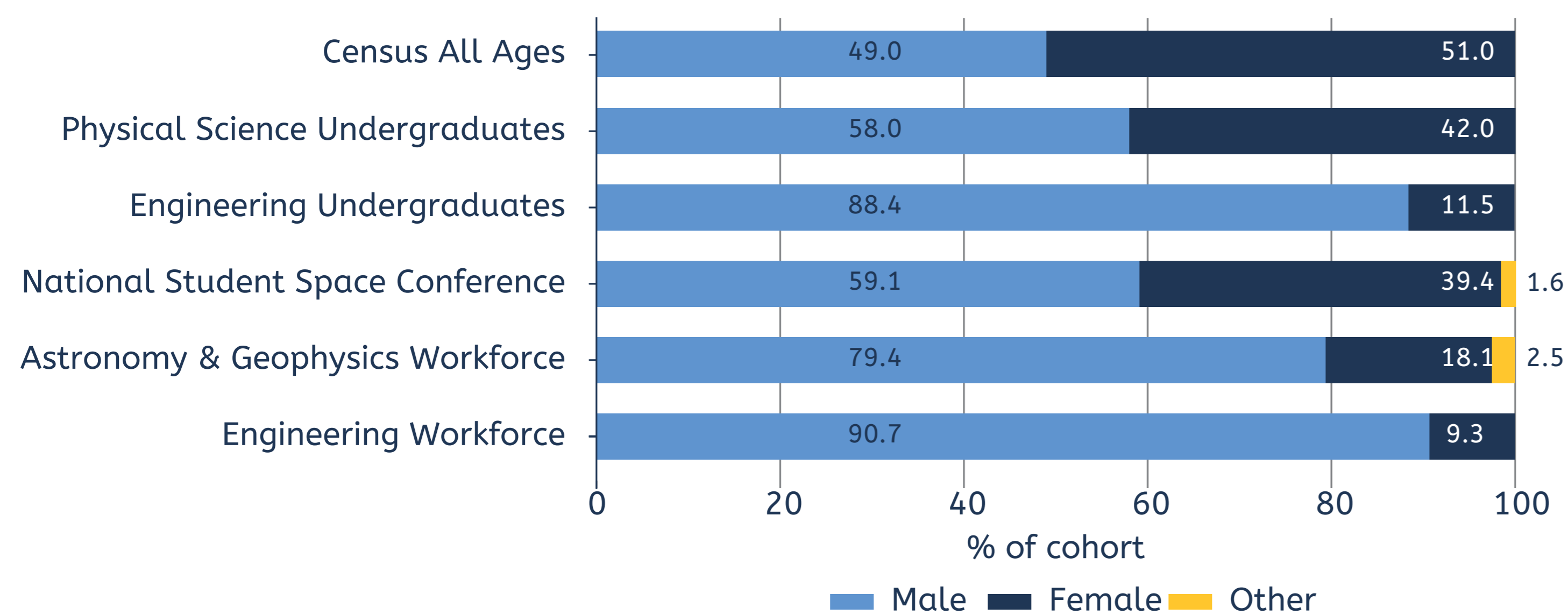
UKSEDS is the UK's national student space society. It organises the National Student Space Conference (NSSC) every year, the largest student space event in the UK. NSSC draws an audience of more than 350 students, about two thirds of whom are undergraduate physics and engineering students.



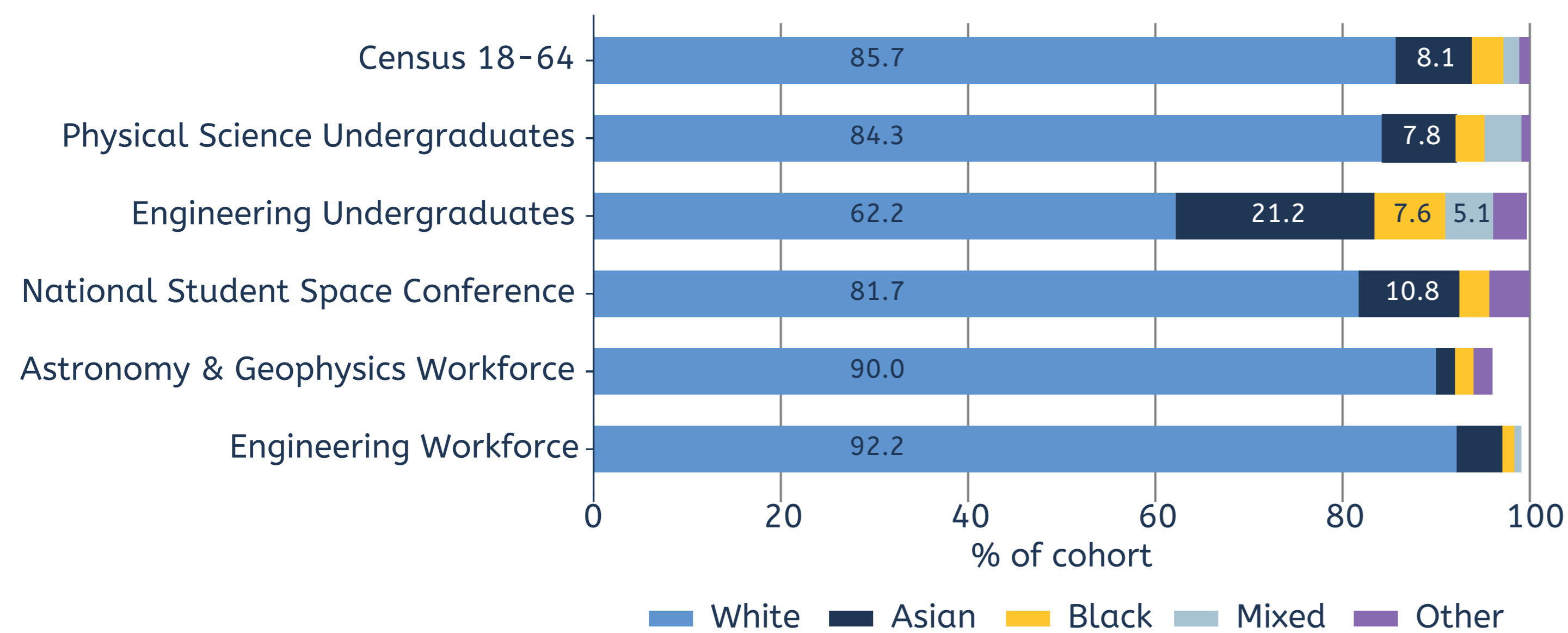
Attendees were asked to complete a survey. In this poster we compare the results of that survey to similar data from other sources.

The space workforce is not diverse but the incoming generation is

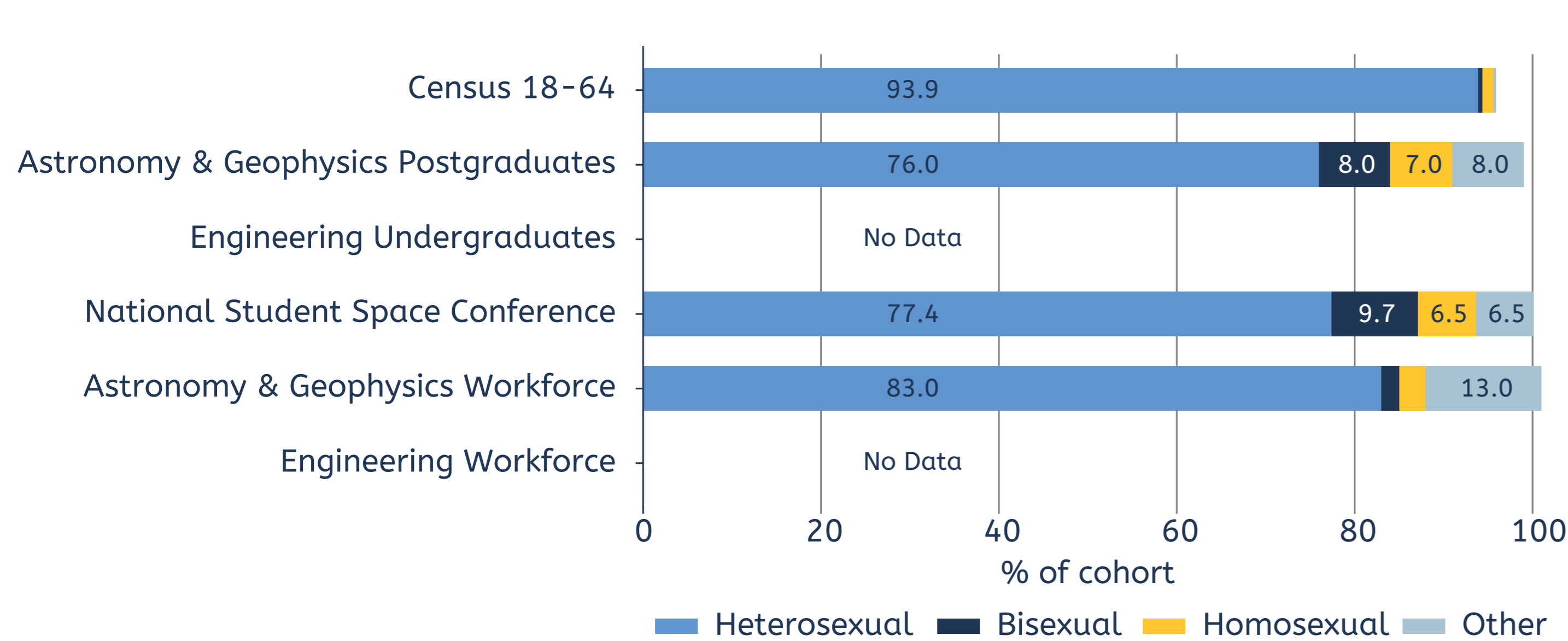
Gender



Ethnicity



Sexuality



The figures above present gender, ethnicity, and sexuality statistics from the following datasets:

- UK population (Census 2011)
- Physical science and engineering undergraduates (Higher Education Statistics Authority survey 2016)
- National Student Space Conference attendees (pre-event survey 2019)
- Astronomy and geophysics workforce in the UK (Royal Astronomical Society Demographics Survey 2016)
- Engineering workforce in the UK (Engineering UK 2018)

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Thanks to the WeMartians podcast listeners for crowd funding the LPSC travel grant.

We can make the sector more inclusive

We have implemented the following inclusivity measures:

Gender Pronoun Badges

Badges that state people's pronouns are recommended as best practice for inclusivity by the transgender community.

Colour Communication Stickers

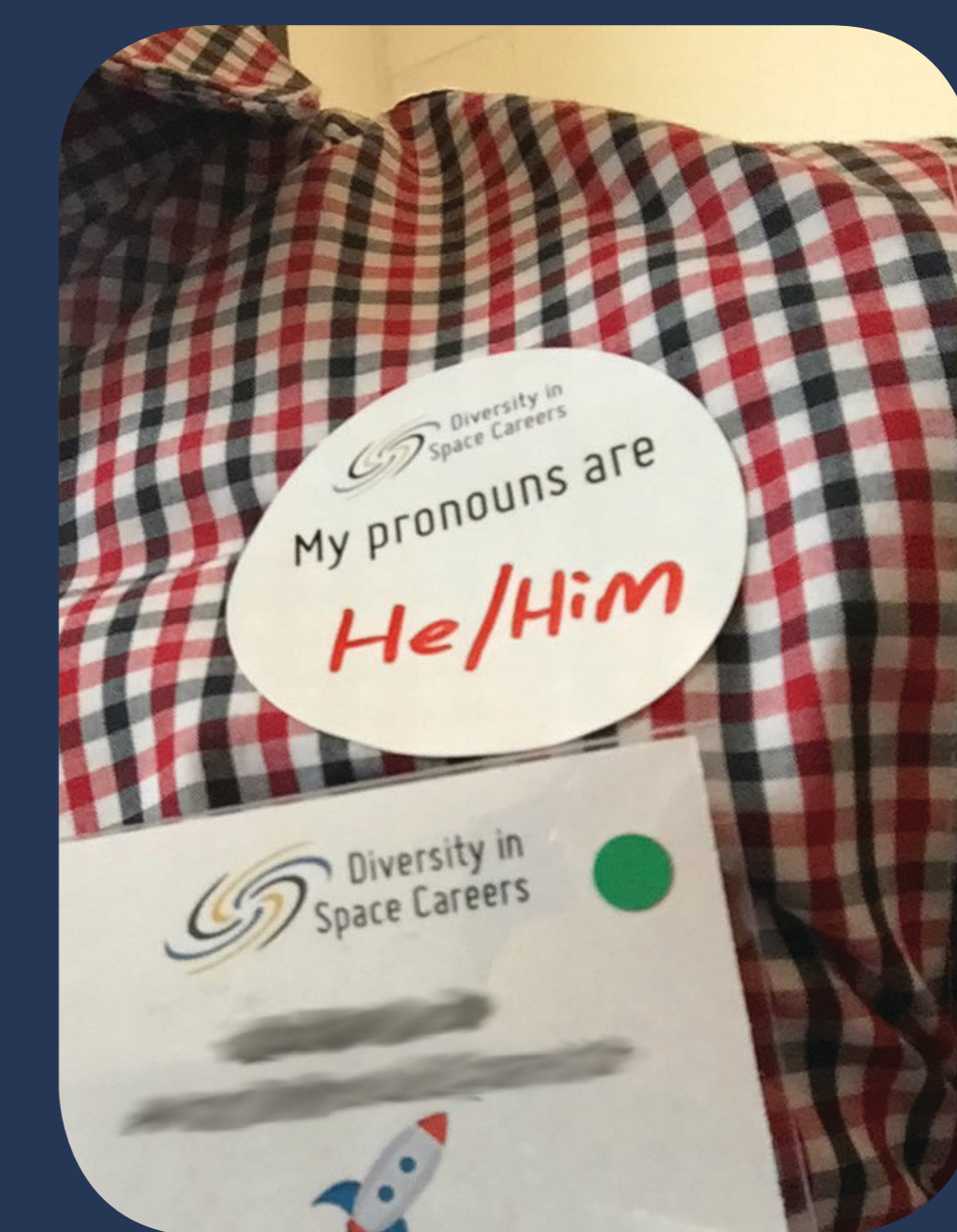
Traffic-light coloured stickers that allow people to express their communication preferences during networking have been recommended by the Autistic Self Advocacy Network to make events more inclusive for people with autism.

Code of Conduct

Public codes of conduct set out which behaviours and actions are acceptable, both in person and online, creating safe space.

Breakout Zones

Quiet areas at events allow those who struggle with sensory overload to take a break before rejoining the programme.



There is more work to be done

Understand Our Audience

We want to understand why NSSC attracts a much more diverse group of people than the wider student body of the subjects they study.

Identify & Remove Barriers

We want to identify and remove barriers that restrict students from entering and staying in the space sector.

Raise Profile

We want to raise the profile of diversity and inclusion in the space sector and advocate for more comprehensive data collection in order to identify the extent and nature of this problem.

ukseds.org
diversityin.space

@UKSEDS
@SpaceCareersUK

UKSEDS
UK STUDENTS FOR THE EXPLORATION AND DEVELOPMENT OF SPACE



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