



2023 - 2027

Diversity, Equity & Inclusion Plan



Karen Thomas

AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS

The American Institute of Aeronautics and Astronautics is the world’s largest aerospace professional society with nearly 30,000 professional and student members. AIAA represents a powerful community of people with different identities, strengths, backgrounds, thoughts, and ideas who are helping to shape the future of aerospace.

But data shows that AIAA’s membership is less diverse than the aerospace workforce and society, in general. If AIAA wants to be the voice of the community, we must be more diligent in promoting diversity within our membership and leadership positions.

	AIAA Professional Members (2023) Count = 19,353	AIA/AIAA Industry Report (2022) Count = 850,000	BLS, Aerospace Parts and Products Industry (2022) Count = 847,000	U.S. Census July (2020) 331.9 million
Women	10%	25.64%	22.3%	50.40%
Race/Ethnicity				
American Indian or Alaska Native	0.14%	0.48%	Not reported	1.30%
Asian	10%	9%	11%	6.30%
Black or African American	2%	10.30%	7%	13.60%
Hispanic/Latino	3%	8.95	13%	19.10%
Native Hawaiian or Pacific Islander	0.78%	0.39%	Not reported	0.3%
White	43%	69%	80%	58.90%
Two or more Races	1%	2.23%	Not reported	3%
Other	3%	N/A	N/A	N/A
Prefer not to disclose	8%	N/A	N/A	N/A
Unknown*	30%	N/A	N/A	N/A

AIAA in comparison to AIA/AIAA Industry Report, Bureau of Labor and Standards and the Census.

*Working to identify the Unknowns

In 2023 the Board of directors, as part of the Institute’s five-year strategic plan, established the following goal to address the diversity of AIAA:

The AIAA membership and leadership demographics should reflect the demographics of society as a whole.

Underrepresented demographic groups represent a pool of talent and knowledge that can positively contribute to the long-term viability of the aerospace industry. The Institute should be a leader in bringing underrepresented communities into the aerospace industry.

The AIAA staff in collaboration with the Diversity Working Group developed a multi-year strategy to address the goals and objectives of the Strategic Plan. Listed below are the high-level strategies for each objective.

Objective #1: AIAA membership diversity metrics exceed the demographics of the aerospace professional community, and trend with positive gain annually toward reflecting society as a whole.

Strategies

1. Establish baseline demographic/representation data.
2. Reinforce commitment through AIAA's governance documents.
3. Communicate AIAA's commitment to DEI to members and the broader aerospace community.
4. Implement member recruitment, retention and engagement strategies that focus on underrepresented communities.
5. Utilize our events and programs to amplify our commitment to DEI.
6. Evolve AIAA's Honors and Awards Program to include the changing demographics.
7. Advocate for the underrepresented demographic groups.
8. Create space for diversity in publishing
9. Assess if AIAA's staffing is aligned with the Institute's demographic goals and objectives.

Objective #2: The membership and leadership diversity metrics for all Board Committees, ICs, TCs, Section Councils, and Working Groups exceed the pools from which they draw, and trend with positive gain annually toward reflecting society as a whole.

Strategies

1. Each Component (committee, group, etc.) is to implement strategies to ensure the volunteer leadership reflects society.
2. Educate members on the benefits of participating with AIAA.