



Council Integrated Leadership Training and Workshop (revised 1/19/2024)  
Sunday, 7 January 2024  
Hyatt Regency Orlando, FL

Roundtable Discussion Highlights:

**1. What can we do to assist young professionals in obtaining support from their home organizations to participate in various communities and ensuring a pathway to leadership should they want it?**

Corporate partners have an incentive to give their memberships to young professionals, and name a point person to oversee their engagement.

Package deal to encourage young professionals at meetings with a discounted rate.

Better promotion of membership advancements.

Have young professionals that engage in TCs and other communities report their engagement to the companies.

Encourage companies to support the AIAA awards program more.

Specifically ask young professionals to engage even if it's a small task – to especially build their relationships internally and with AIAA.

Target recruitment – from key institutions - at all levels.

Give young professionals a tangible job or activity to try and succeed.

Increase participation at the local sections especially in leadership positions.

Encouraging leadership videos on LINKEDIN.

Ensure top level leadership on the Board.

**2. What initiatives/actions can be put in place to grow and diversify the candidate pool for the Board Committees, ICs, TCs, Section Councils, and Working Groups?**

Mid-level managers to receive letters of what was accomplished by a particular young professional.

No young professionals cap on TCs. Initiate a point system for engagement.

Benchmark engagement against other organizations.

Ensure a wider call for ALL nominations – ads in external magazines.

Intentional recruitment of young professionals. Specific asks to individuals.

Ensure mentorship and training for young professionals and recognize the mentors.

Create videos on leadership positions.

Ask more senior members to let go – and have young professionals take on all the leadership roles and the have the senior members serve as mentors.

Leverage student conferences and find the leaders. Ask their to continue in leadership positions.

Consider a “compassion” or “save the world” element to some of the design competitions and/or Design/Build/Fly.

**3. What specific actions can your committee or community commit to that will help achieve AIAA’s strategic objective of having membership demographics consistent with those of the general population?**

Talk about inclusion and not exclusion.

Remove the barriers.

Continuing education to K-12 teachers on the value of inclusion.

TCs to work more with local sections on K-12 programs.

Create technical demonstration on STEM activities and target them to specific demographics.

Consider AIAA reaching out to other engineering disciplines for engagement – as it takes all disciplines to work in aerospace.

Ensure sections have their K-12 officer position filled, with young professionals.

Ensure all K-12 programming is known to the AIAA leadership.

Ensure no blocking of targeted emails to track distribution.

**4. What approach/best practice to improve demographics have you observed inside of AIAA and outside of AIAA that we could adapt for our use?**

Reinvigorate (in person) the distinguished speaker series especially to targeted demographics.

Encourage statistics on value proposition of diverse communities.

Sponsor education plans to support encouragement of diverse communities. And ultimately grow the workforce.

Determine ways to encourage the student to professional membership transition. Encourage at the corporate level.

Look for the gaps in demographics in all communities and fill them. WOAA can assist with this need.

Know our strengths. Encourage other organizations to meet up at AIAA Forums (similar to many university gatherings).