Goal 3: Diversity and Opportunity

Encourage all lunar actors to commit to achieving diversity within their workforces in order to include the perspectives and expertise of various groups, making the Moon the province of all humankind.

Goal 3 considers diversity as aiming for a balanced representation of men, women and under-represented groups within the workforce. It also means empowerment and equal economic opportunity across all groups. This will be reached by prohibiting discrimination based on, but not limited to, gender, gender identity, race, culture, nationality, disability, sexual orientation, with associated targets and drivers listed in Table 4.3.

On the other hand, inclusion, as a goal, relates to making sure that the workplace is designed for the majority rather than the minority. Diversified workforces have repeatedly proven to be more creative, sustainable, effective and performant; therefore, the development of a sustainable vision for a lunar base should comprise of the most diverse pool of talents from all humankind.

- As mentioned in Goal 1: Open Access, 12 people have set foot on the Moon. All of these astronauts were white American men, and 10 of them served in the military.
- Women are severely underrepresented in spaceflight, and account for only 11% of people who have been to space, despite comprising slightly more than half the population worldwide.
- The lack of female representation in spaceflight could make spaceflight technologies unsuitable for women and put women's safety at risk, as occurred with previous health and safety tests on Earth that only considered men (Criado-Perez, 2019).
- Minority groups are underrepresented in various roles, both compared to overall NASA demographics and the wider US population (Table 4.4).

Table 4.3. Targets and drivers for Goal 3: Diversity and Opportunity

Targets		Drivers	
3.1	Achieve diversity and inclusion within workforces related to lunar activities.	3.11	Encourage the creation of space policy on the subject of gender equality and the inclusion of under-represented groups.
		3.12	Encourage the use of female astronauts for future human missions to the Moon.
		3.13	Diversify the types of professions used in further Moon exploration.
		3.14	Encourage the inclusion of under-represented groups in space activities.
3.2	Demonstrate leadership commitment from lunar actors to address diversity and inclusion in their sphere.	3.21	Encourage the participation of currently non-space faring nations in the development of space programs.
3.3	Promote education and skill development in under-represented groups.	3.31	Encourage outreach about space and Science Technology Engineering and Math (STEM) towards underrepresented groups.
		3.32	Ensure that education and outreach on lunar activities inspire diverse groups to engage in the space sector.
3.4	Ensure that efforts are made to address bias in scientific data and increase awareness of the dangers of bias.	3.41	Ensure that technology development considers the wide range of potential users during its development and operation.
		3.42	Encourage the development of comprehensive data sets and revised standards in order to include under-represented groups.

Table 4.4. NASA employees by Race, Diversity and Gender, 2017 (NASA Office of Diversity and Equal Opportunity, 2017)

	Black	Hispanic	White	Male	Female
All NASA Employees	11.6%	7.8%	79.7%	65.8%	34.2%
All NASA Supervisory Employees	11.7%	**5.5% ***	75.6%	32.8%	5.8%
Senior Level and Senior Scientific Employees	**1.3% ***	3.8%	86.3%	16.1%	**16.1% ***
Science and Engineering Employees	**6.2% ***	7.2%	76.6%	77.%	**23.0% ***
Professional Administrative Employees	22.0%	8.4%	**62.3% ***	**42.7% ***	57.3%
Comparison Populations					
Federal STEM Workforce	10.1%	5.8%	71.9%	71.5%	28.5%
U.S. Population, 18+	12.1%	15.7%	64.3%	48.7%	51.3%

* Differences of 2% or more between overall representation and representation in the selected category