

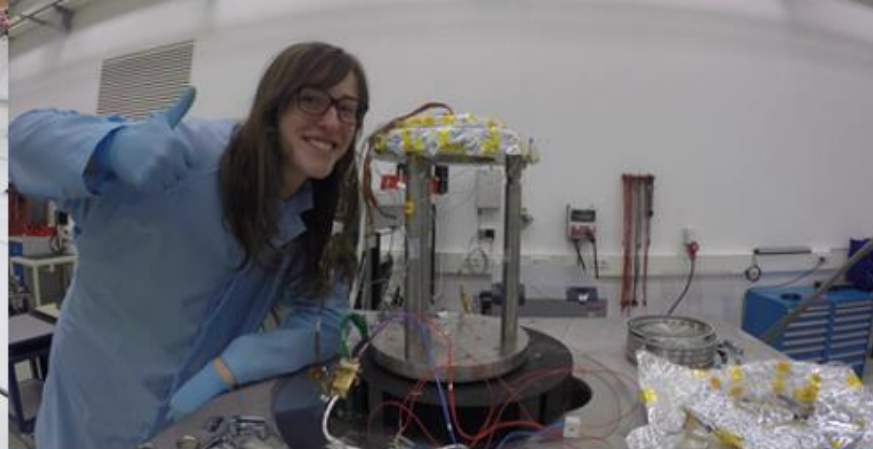
# DIVERSITY & INCLUSIVENESS @ ESA

Ersilia VAUDO SCARPETTA

*Chief Diversity Officer, European Space Agency*

Pushing Frontiers: Human Spaceflight and Disability – 31 March 2021





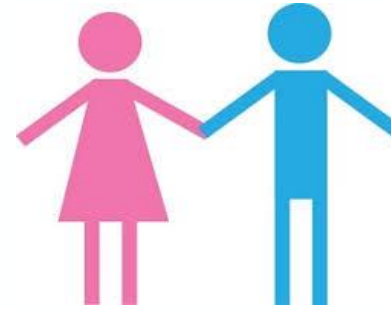


# Diversity @ESA comes in many forms...



**G**EOGRAPHY

**G**ENERATION



**G**ENDER

**B**ACK**G**ROUNDS



**D**ISABILITIES

**S**EXUAL ORIENTATION,  
**G**ENDER IDENTITY  
& **E**XPRESSION





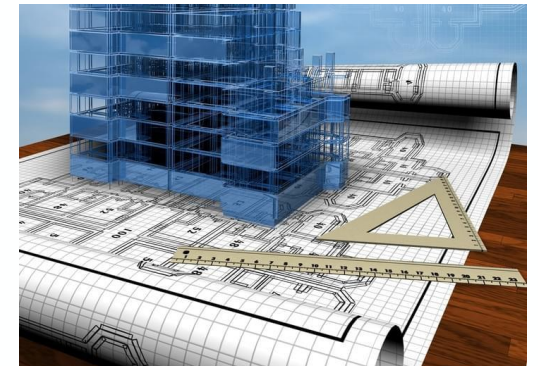
- Signed **The Valuable 500** Commitment Statement for disability inclusion

- Common actions and exchange on best practices on **disability** matters

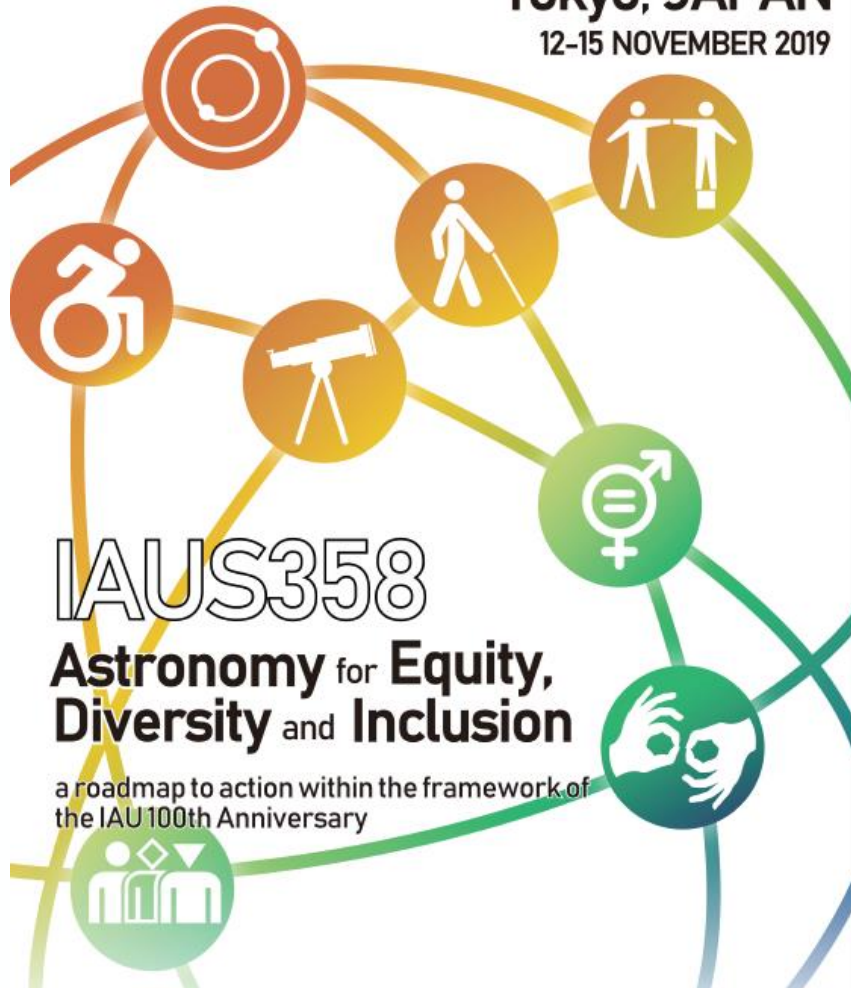


- **Recruitment of YGTs with disabilities**
- **6-month internship programmes** offered to students with disabilities

- **Harmonised assessment on accessibility** in all ESA's sites

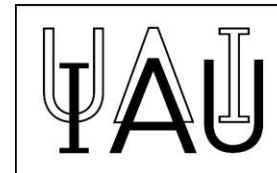


Tokyo, JAPAN  
12-15 NOVEMBER 2019



30 November, 2 & 4 December 2020

*first* ESA / IAU / ESO / SKAO  
“Space and Astronomy Research Accessibility”  
(SARA 2020) online workshop



2021 (date tbd), ESAC, Spain

ESA / IAU / ESO / SKAO  
Follow-up workshop

30 November, 2 & 4 December 2020

*first ESA / IAU / ESO / SKAO*

“Space and Astronomy Research Accessibility” (SARA 2020) online workshop

Analysed the **links between space and astronomy, inclusion and disability**



Opened by ESA  
Director of Science  
**Günther Hasinger**

Discussed adoption of accessible technology for astronomical research (**sonification of data**)





# Disabilities: The Parastronaut Feasibility Project

February 2021

## Launch of the Parastronaut Feasibility Project

*ESA is looking for an individual who is psychologically, cognitively, technically and professionally qualified to be an astronaut, but has **a physical limitation that would normally prevent him or her from being selected** due to the requirements imposed by the use of current space hardware*





#SpaceCare

→ THE EUROPEAN SPACE AGENCY

JOIN US





# ESA wins IAF Excellence in “3G” Diversity Award 2020





# Thank you

