

Diversity at ESA

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ESA Staff Association Committee [ESTEC]

November 2019

ESA and Diversity and Inclusiveness



DG Policy Statement – September 2017

Fostering and promoting equality of opportunities and valuing diversity and inclusiveness for ESA as a modern, attractive employer.”

Nomination of a Chief Diversity Officer – Ersilia Vaudo Scarpetta



CSAC Proposal on Diversity Priorities



1. Work on amending Staff Rules and Regulations
2. Commitment to Culture Change
3. Establishing Diversity Challenges:
 1. Gender Equality:
 2. Inclusiveness
 3. Disabilities



Role of Staff Association



Within a Joint Working Group together with Human Resources and the Chief Diversity Officer:

1. Support the recruitment plan to establish a gender balance
2. Propose modifications to the Staff Rules and Regulations in line with changes in societal regulations to the concept of partners living together and same-sex parents
3. Work on promoting ESA as an equal opportunity employee
4. Support the Chief Diversity Officer in Workshops across ESA to promote Diversity and Inclusiveness



Role of Staff Association [continued]



- Work together with Facility Management in all ESA establishments to ensure a “disabilities-friendly” environment and to ensure that newer facilities fully take into account all the needs of the physically challenged.

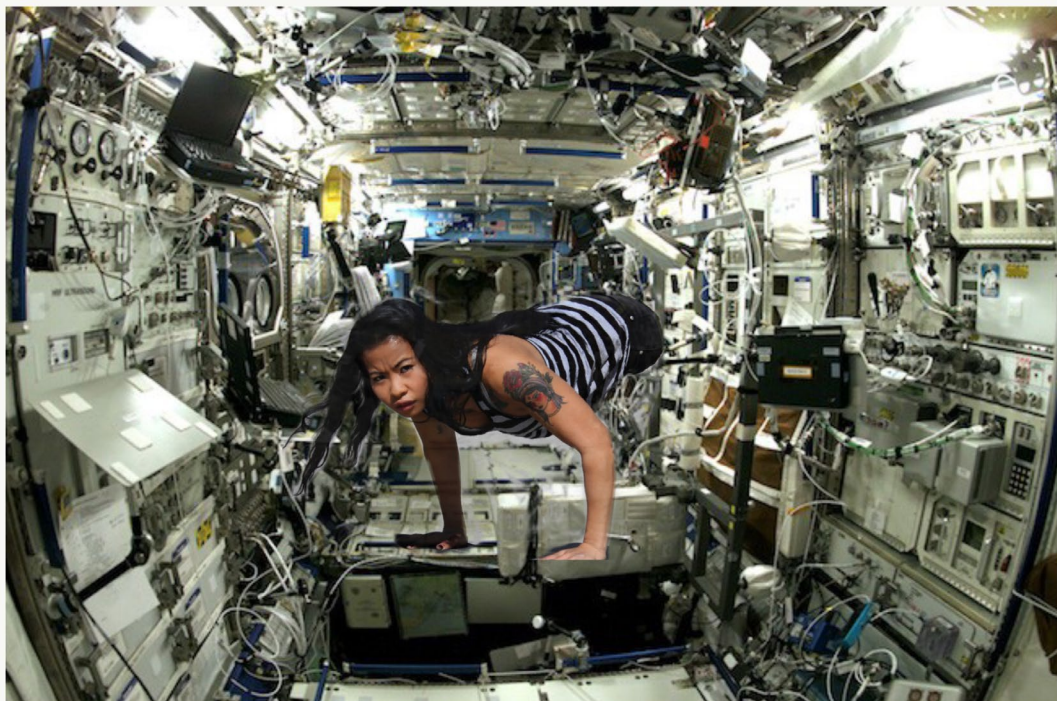


Achievements



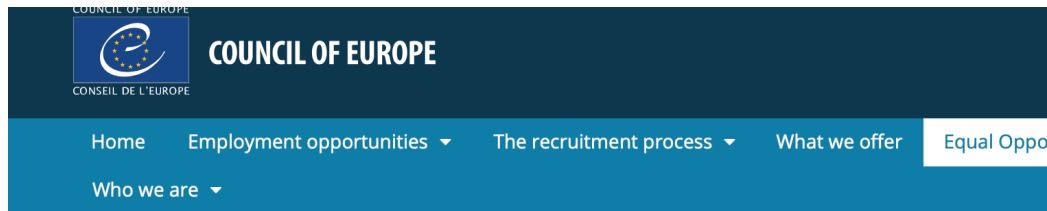
- Supported the CDO in setting up three internal workshops within ESA to promote Diversity and Inclusiveness
- Recruitment to close the gender gap has been very positive
- Many areas across ESA establishments have put in place facilities to allow the physically challenged to move more easily.





To send the first physically-challenged diversity astronaut to the International Space Station

DISCLAIMER: This photoshopped image of photo model Kanya Sesser is for illustration purposes solely and in no way depicts the reality of gravitational effects on the International Space Station.



You are here: [Jobs](#)

Equal Opportunities

Equal opportunities and non-discrimination

The principles of non-discrimination and equal treatment are among our core values at the Council of Europe. As a pan-European organisation, we work for and represent all citizens in greater Europe. We therefore recognise the importance of attracting, developing and retaining a body of staff which reflects the diversity of European societies today. We are convinced that diversity is a strength in the workplace and that harnessing this diversity will create a productive environment in which everyone feels valued, where their talents are fully utilised, and



Questions to the other CSAIO's



1. What has been your experience in bringing about change in your organisations?
2. What have been the ups and downs of change?
3. How far are you in meeting the challenges of diversifying your workforce?
4. What are your future plans?

