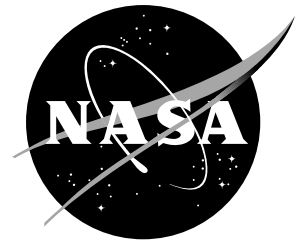


# NASA Facts

National Aeronautics and  
Space Administration

## **NASA Headquarters**

Public Affairs Office  
Code P  
300 E Street SW  
Washington DC 20546



FS-1995-08-014-HQ

## **Equal Opportunity Programs**

### **Making the Benefits of Discovery Available to All**

### **NASA Reflects the Face of America**

NASA's goal is to create an ideal multicultural environment that reflects the nation's diversity and makes the Agency's scientific and engineering accomplishments accessible to all Americans.

### **Major Programs**

- Equal Opportunity and Diversity — NASA is a leader in providing equity and diversity in mathematics, science and engineering occupational fields historically having low participation rates by women and minorities and individuals with disabilities.
- Multicultural Education — NASA develops, utilizes, and deploys a variety of training curricula for enhancing the ability of managers, supervisors, and employees to increase and manage diversity in the workplace.
- Minority University Research and Education — NASA is a leader in working to strengthen the capacity of Historically Black Colleges and Universities, Hispanic serving institutions, and tribal colleges to provide quality education.
- Minority Student Education — NASA is finding ways to build close relationships with institutions of higher learning having significant minority enrollments to increase the number of individuals from underrepresented groups in the pool of graduate researchers.

### **Program Achievements**

- NASA developed and approved an Agencywide Equal Opportunity and Diversity Management Plan in 1994.
- One third (33%) of senior managers reporting to the Administrator are women and/or minorities.

- The representation of women and minorities has increased from 39.5% to 41.6% since April 1992.
  - minorities employed by NASA increased from 16.5% to 18.5%
  - women and minorities in the Senior Executive Service increased from (53) 9.2% to (84) 16.6%.
- NASA funded 7 Historically Black Colleges and Universities (HBCU) Minority Research Centers (broad-based competitive research capability); awarded 6 Institutional Research Awards (to strengthen research infrastructure) to Other Minority Universities (OMUs); implemented a plan to strengthen educational excellence for Hispanics; and funded the American Indian Science and Technology Education consortium in 1994.
- The Agency supported 165 minority principal investigators in 1994 to increase the diversity in the NASA research community.
- More than 652 college-level and 12,066 pre-college students were reached through NASA's minority university programs in fiscal year 1994.

### **Future Activities**

- Outreach: NASA will share information about its missions and contracting opportunities and promote participation in NASA-sponsored research careers.
- New Competitive Process: NASA will deploy new competitive processes such as the HBCU Principal Investigator Award and the Institutional Research Awards for OMUs.
- Integration of the Senior Executive Service (SES): NASA will include significant numbers of women, African Americans, Hispanics, Asian/Pacific Islanders, Native Americans and individuals with disabilities in the Agency's SES Career Development Program.

- Multicultural Education: NASA will promote diversity and multicultural education in the workplace.
- Equal Opportunity Training: NASA will train managers to supervise, motivate and develop culturally diverse employees and foster a more cooperative and collaborative environment, one that values diversity.
- Individuals with Disabilities: NASA is developing a High School-High Tech Initiative to provide students with disabilities exposure to science, engineering, and technology-related careers.

## **Budget**

During fiscal year 1994, NASA invested \$48.9 million in reaching out to 46 HBCUs in 18 states, 227 faculty investigators and 3,000 students. In addition, awards were made to 33 other minority institutions in 12 states, 103 faculty investigators, and 4,000 underrepresented students. NASA funding increased to \$66.7 million in fiscal year 1995.

**“...I sense a sincere commitment to {NASA's} partnering with institutions such as the Navajo Community College to effect significant and enduring changes which will benefit Native People and enhance the cultural diversity of the Agency,”**

Tommy H. Lewis, Jr., President,  
Navajo Community College, December 1994

**“NASA is light years ahead of other Federal Agencies as it relates to working with Historically Black Colleges and Universities.”**

Participant in National Association for Equal  
Opportunity in Higher Education  
and NASA workshop, December 1994

**“Stars shine more clearly in New Mexico skies than elsewhere. Highlands students enjoy another starry perspective through research opportunities provided by the National Aeronautics and Space Administration. Two recent grants will broaden opportunities for Hispanics and American Indians, as well as all our students.”**

Gilbert Sanchez, President  
New Mexico Highlands University  
Las Vegas, N.M., November 1994