

GSFC/Wallops  
Flight Facility

**FY 09**

# **Diversity Metrics**

30 November 2009

# FY 09/10 Members

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- Chair - Scott Schaire/802
- Training Subgroup
  - Subgroup Chair - Phil Eberspeaker/810
  - Sandy Bowden/801 (New November 09)
  - Florence Smith/803
  - George Postell/830
  - Brenda Dingwall/EEO
  - John Valliant/840

# FY 09/10 Members Continued

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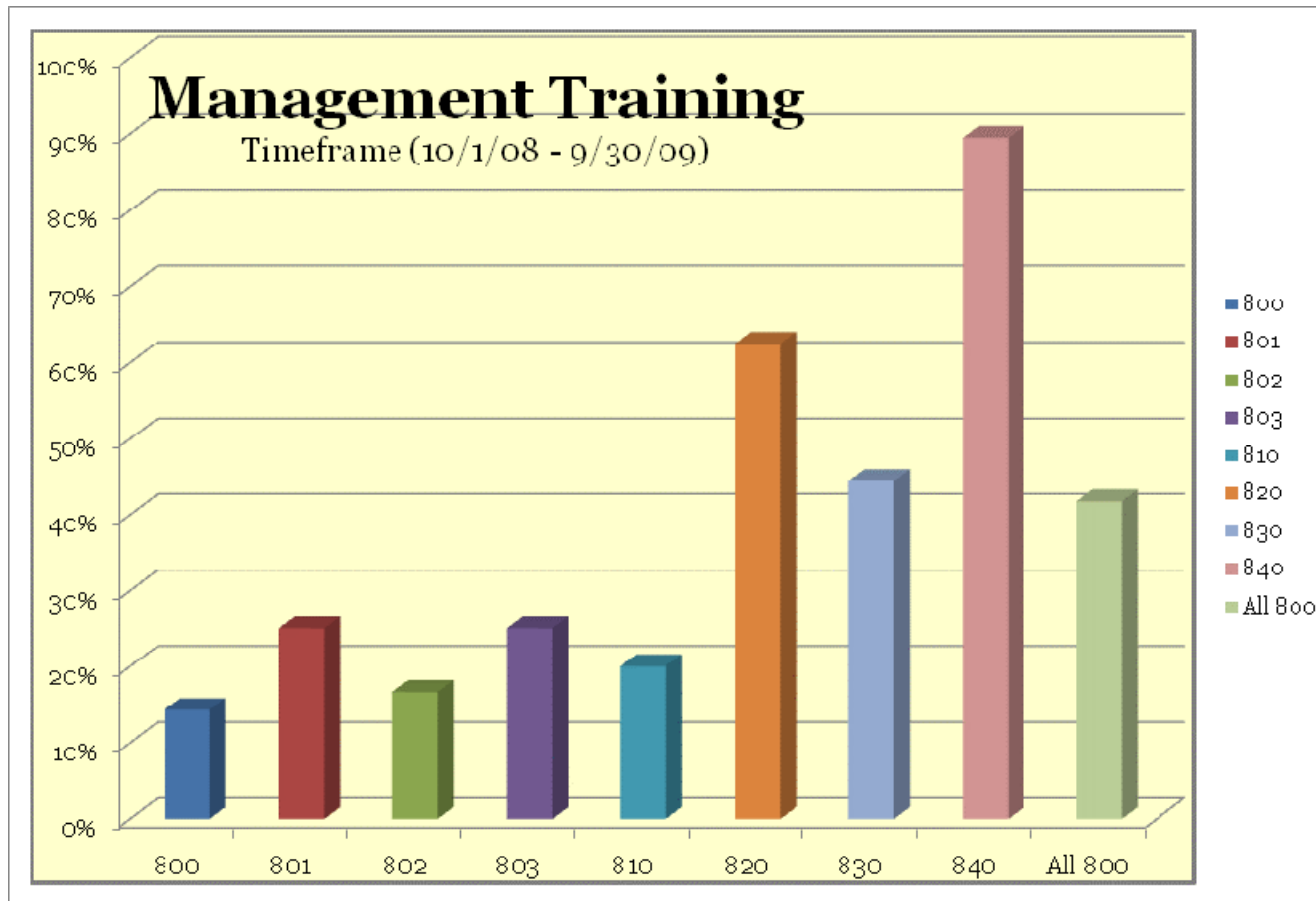
- Metrics Subgroup
  - Subgroup Chair – Linda Thompson/840
  - Randy Strom/803
- Interviews Subgroup
  - Subgroup Chair – Gabe Garde/820
  - Claudia Underwood/803
  - Evoralyn Thomas/830
  - Brenda Harrie/840
- Code 800 ad-hoc member – Judy Vucovich

# Inclusion Metrics

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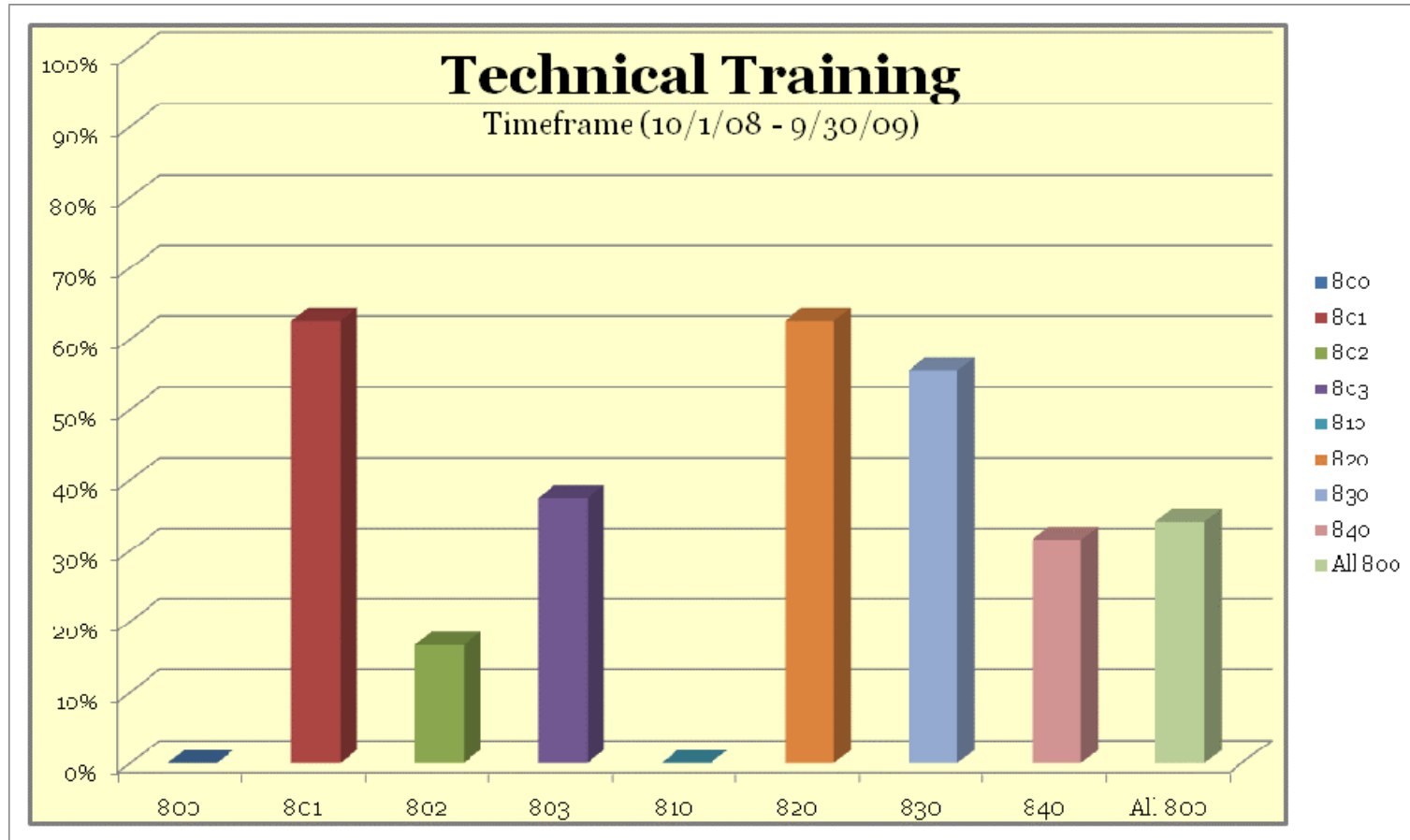
- All Code 800 offices shall document and report the make-up of selection panels, special task teams, and training assignments to the Directorate
- The Code 800 Diversity Working Group shall review and analyze this data and make recommendations to Directorate Management
- Goal: The Directorate goal is 80% employee participation from each Directorate office in the current fiscal year
- Goal: Directorate use of collaborative opportunities, such as cross-training, job sharing, shadowing and matrixed employee support, will also be collected during the current fiscal year, with an overall Directorate participation goal of 20%
- In FY09, Code 800 employee participation was 98% and Code 800 collaborative opportunities participation was 55%

# Inclusion Metrics Continued



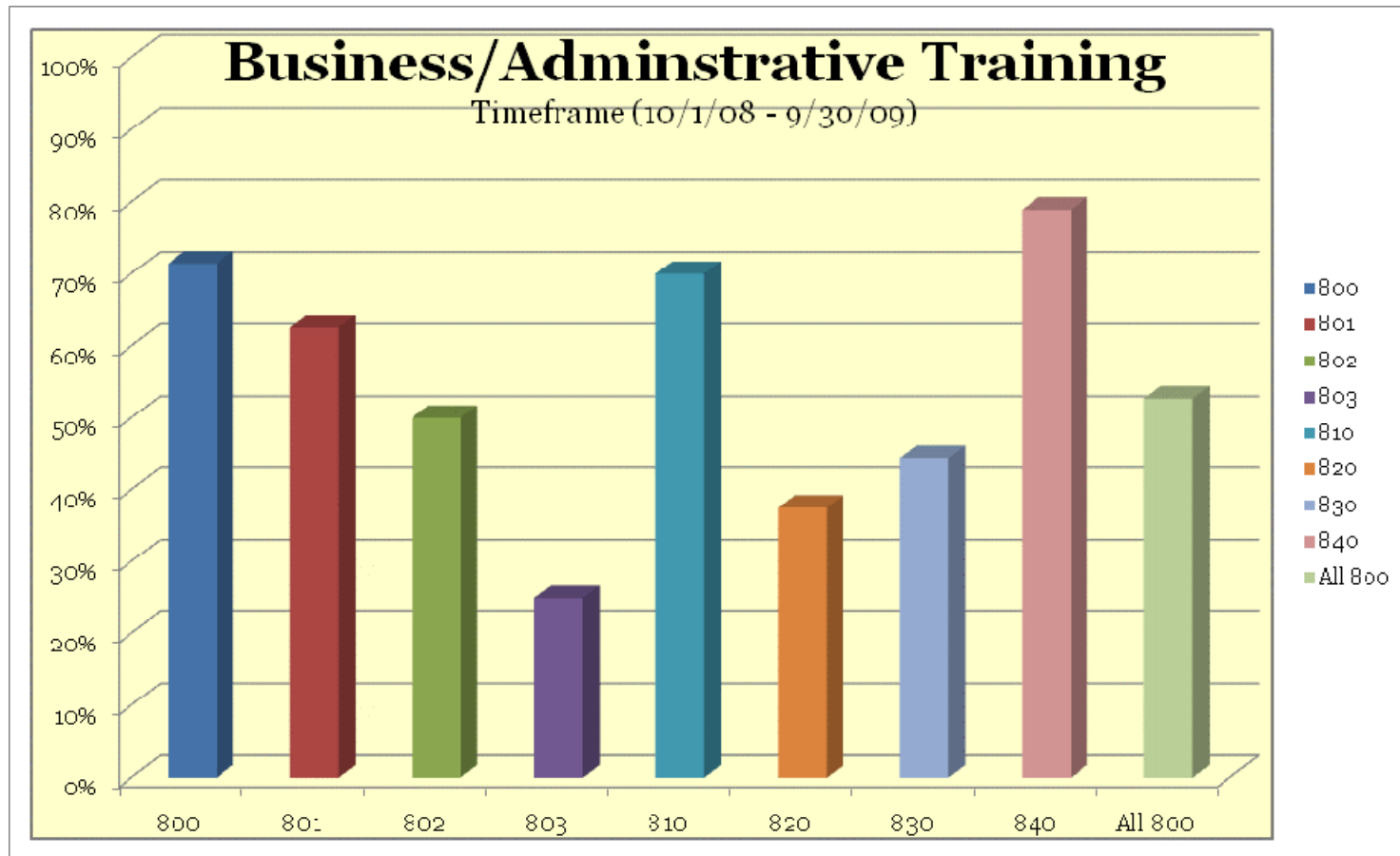
- Does not include mandatory training
- For example: APPEL Advanced Project Management and Advanced Systems Engineering

# Inclusion Metrics Continued



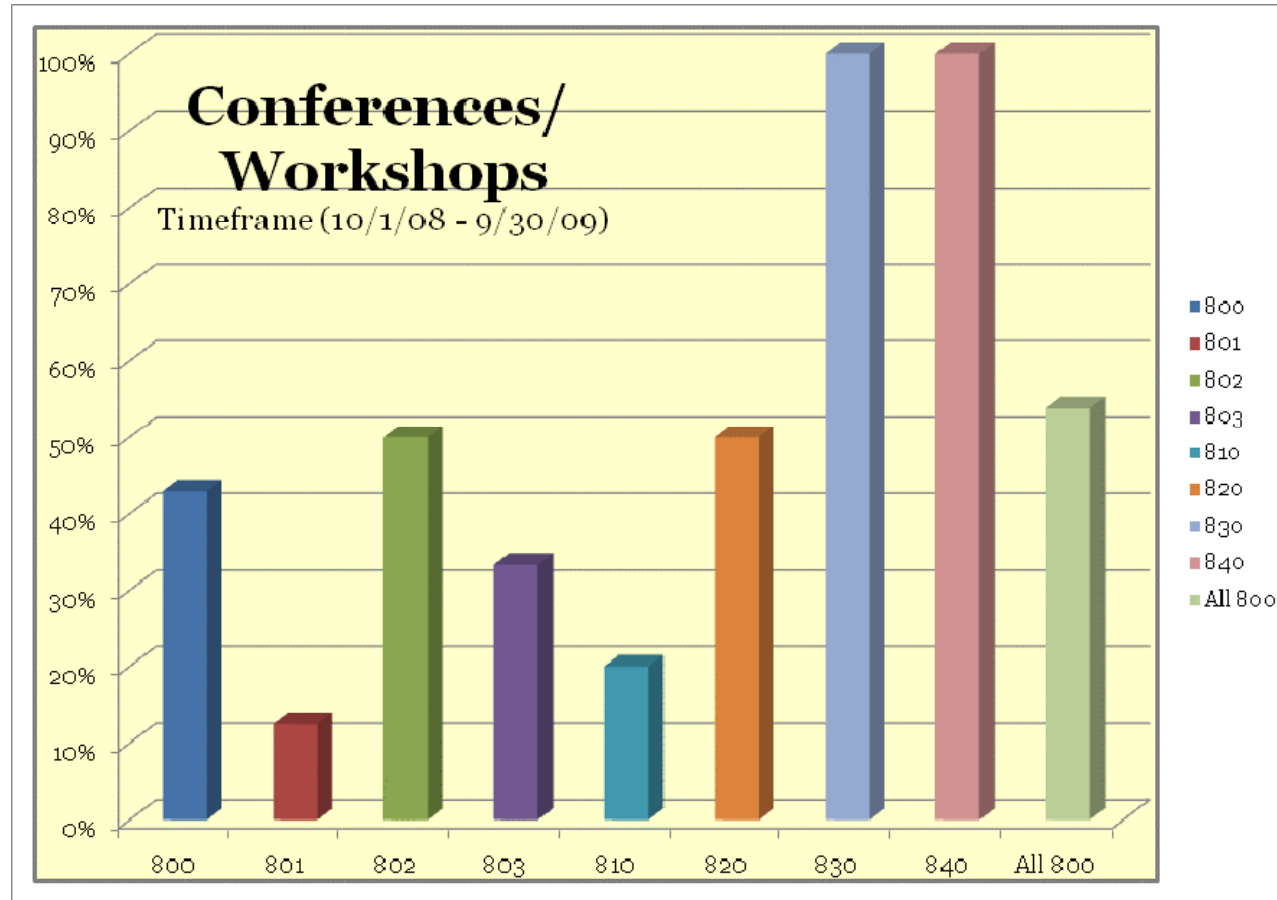
- Does not include mandatory training
- For example: Creating Web Pages

# Inclusion Metrics Continued



- Does not include mandatory training
- For example: Personal Data Warehouse Training

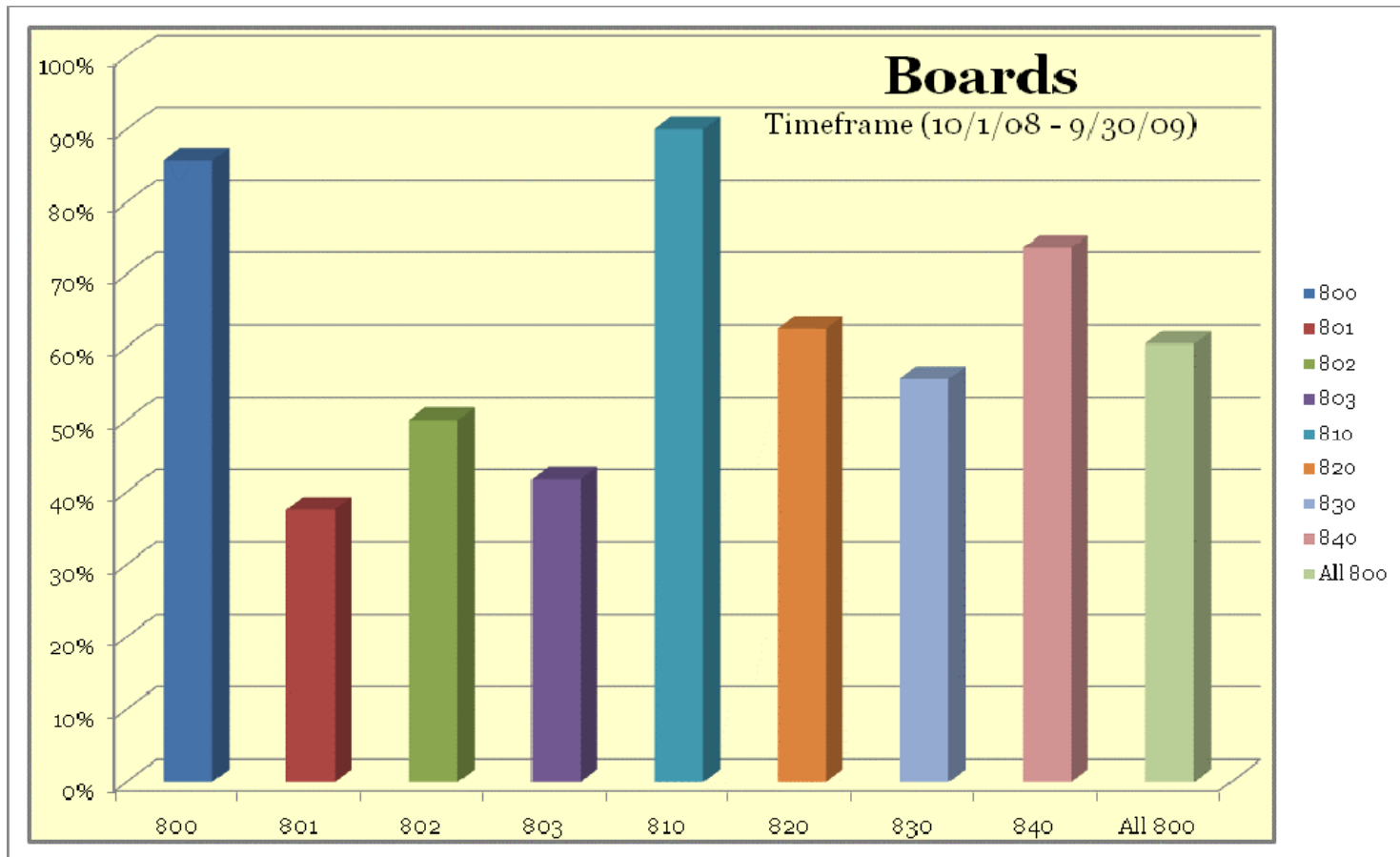
# Inclusion Metrics Continued



- Includes attending workshops, conferences and conventions
- For example: Range Safety Group and American Astronomical Society

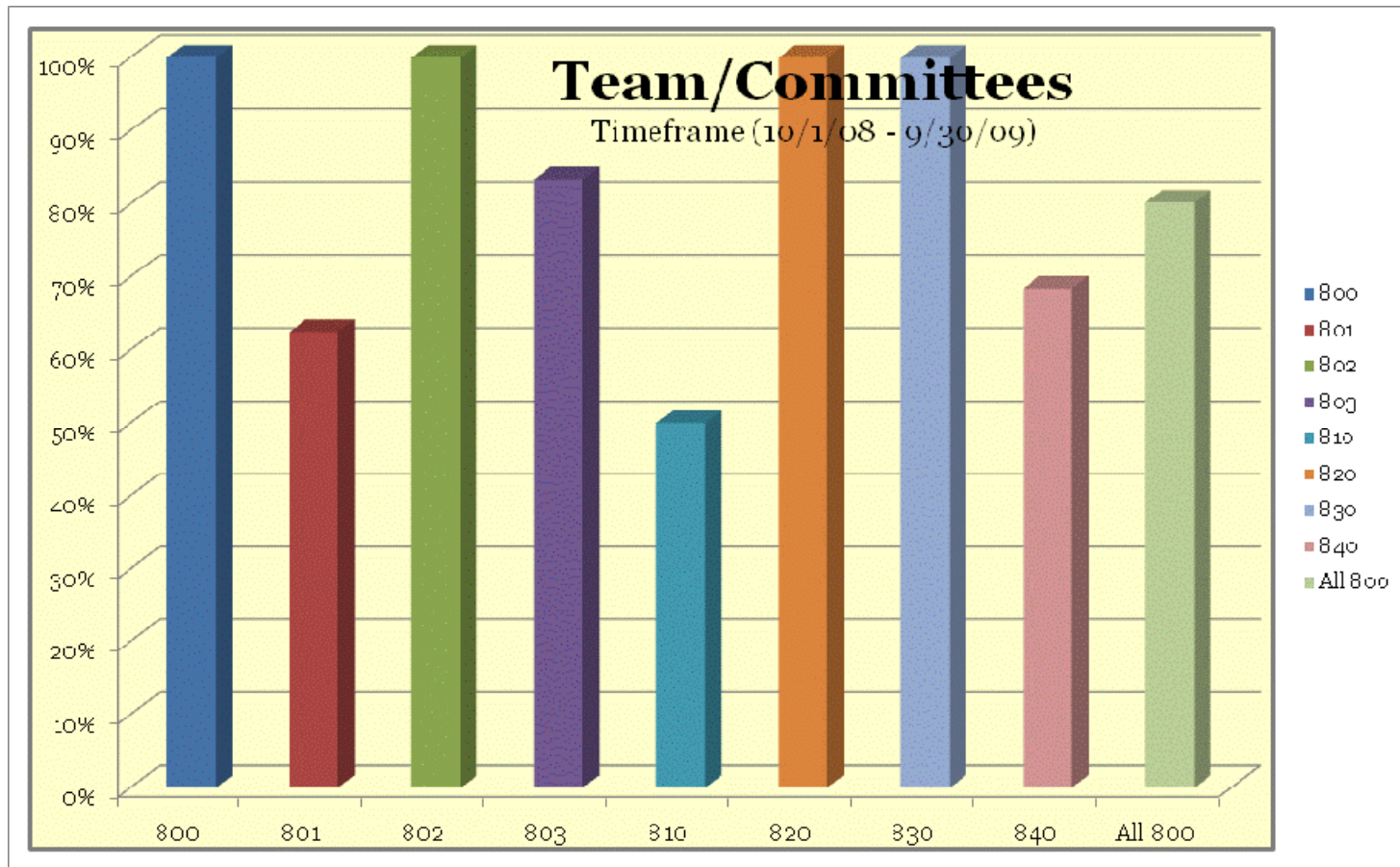


# Inclusion Metrics Continued



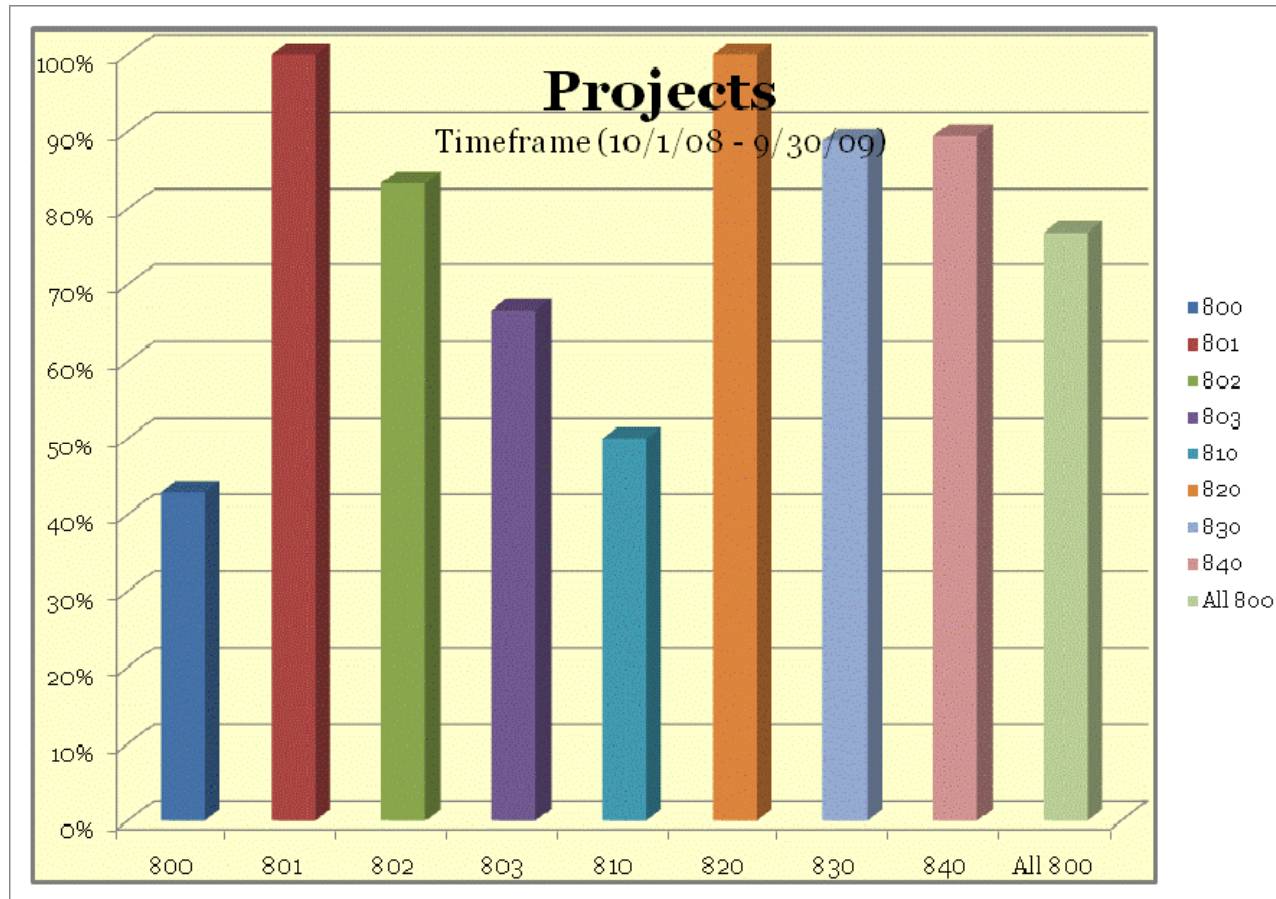
- Includes serving on Boards and Panels
- For example: Mission Readiness Review, Source Evaluation and Contract Performance Evaluation

# Inclusion Metrics Continued



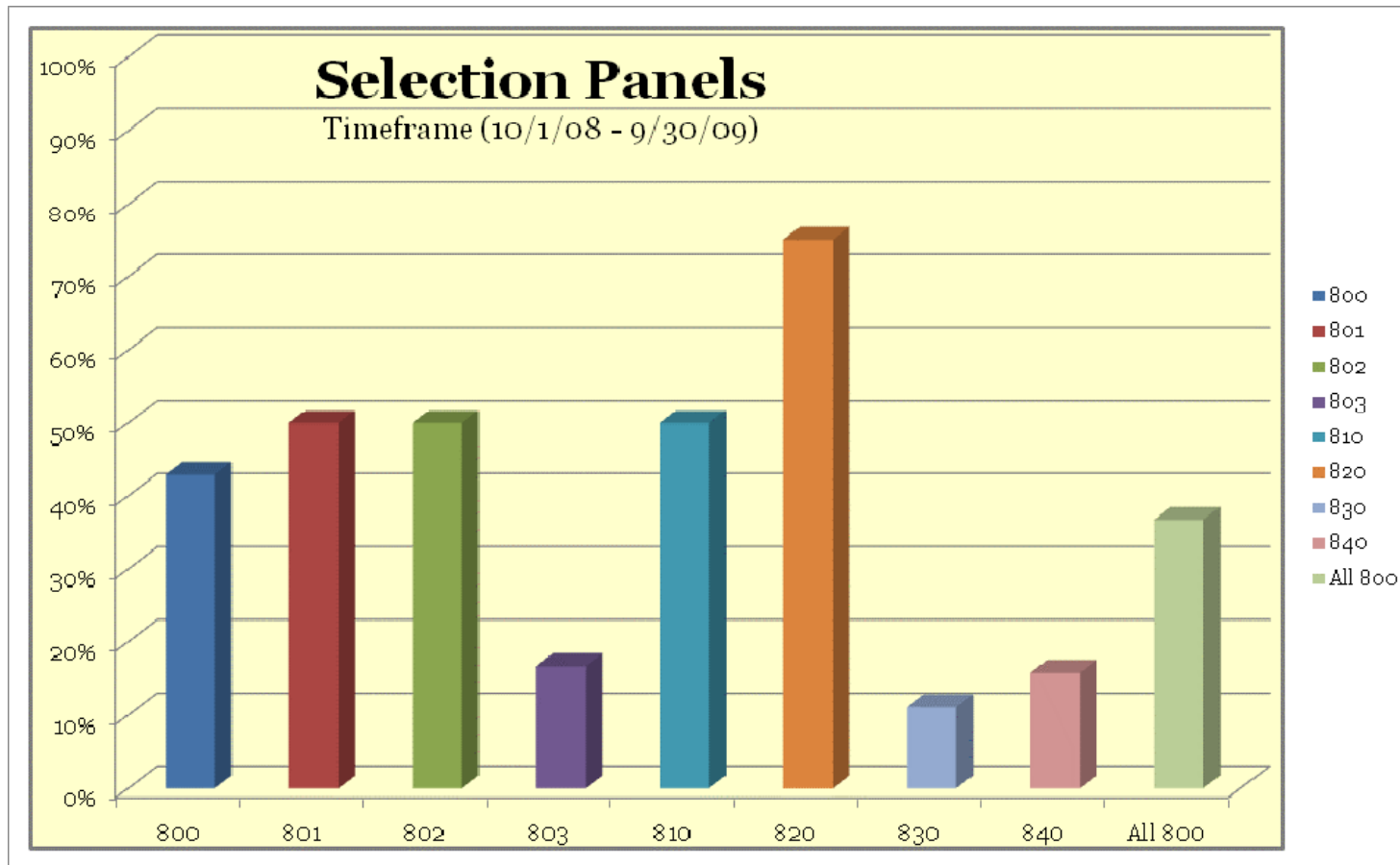
- Includes serving on Teams or Committees
- For example: Combined Federal Campaign, Code 800 Diversity Working Group, and Employee Safety Committee

# Inclusion Metrics Continued



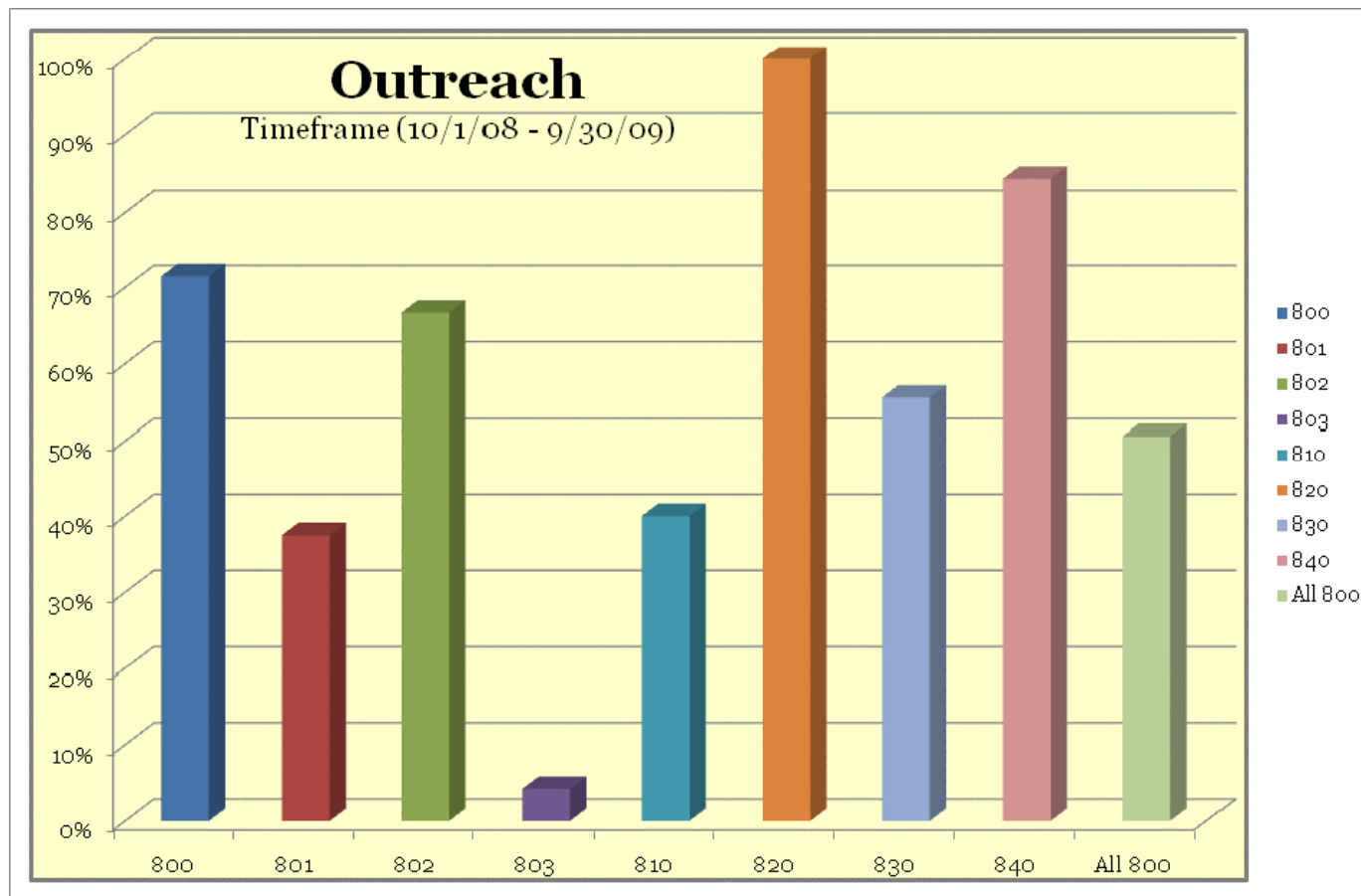
- Includes serving on any project, even flight projects
- For example: Super Pressure Balloon, Poker Campaign, and MLAS

# Inclusion Metrics Continued



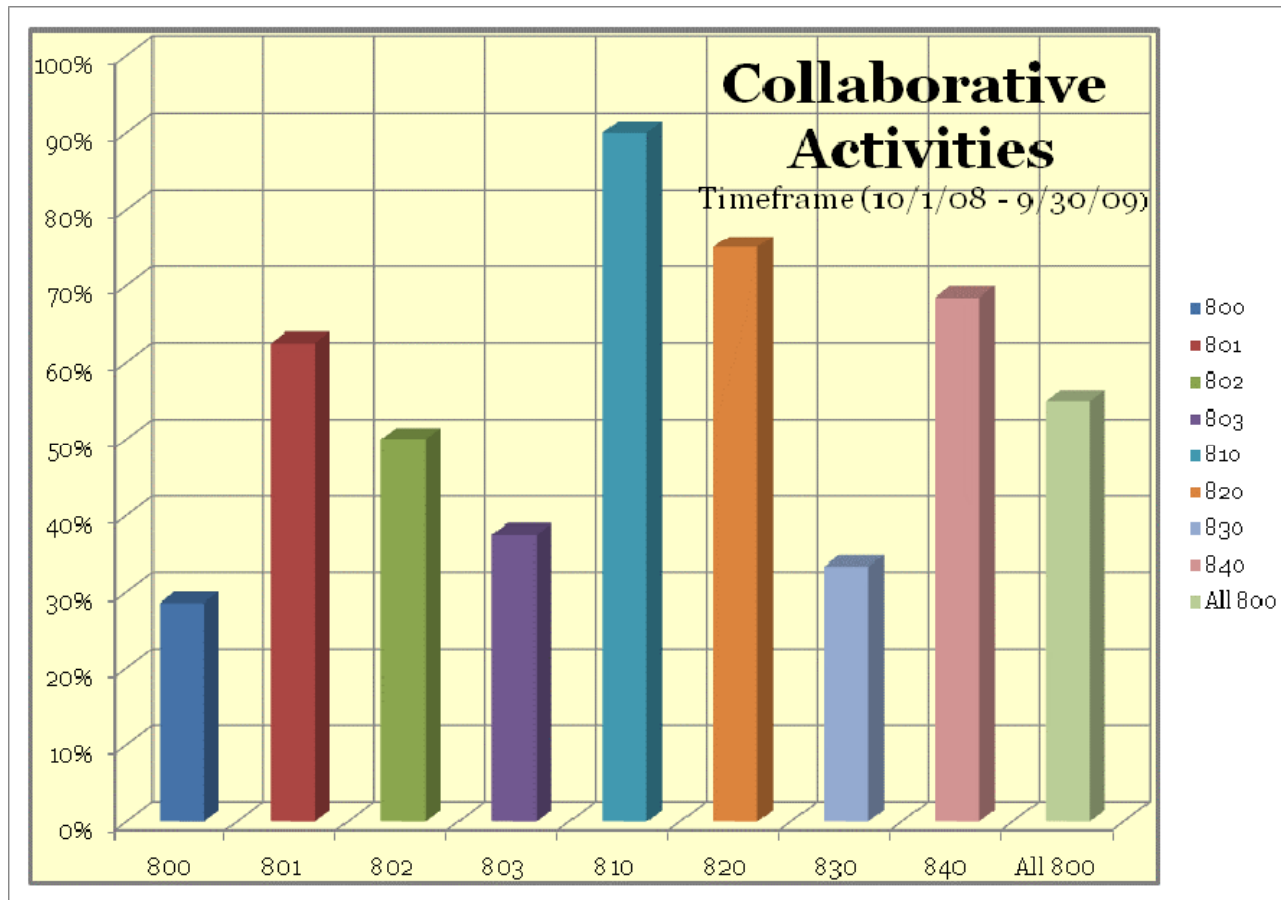
- Includes serving on selection panels
- For example: Interview or Executive Development Advisory

# Inclusion Metrics Continued



- Includes being a mentor or mentee, and speaking or representing Wallops at external or internal Outreach events

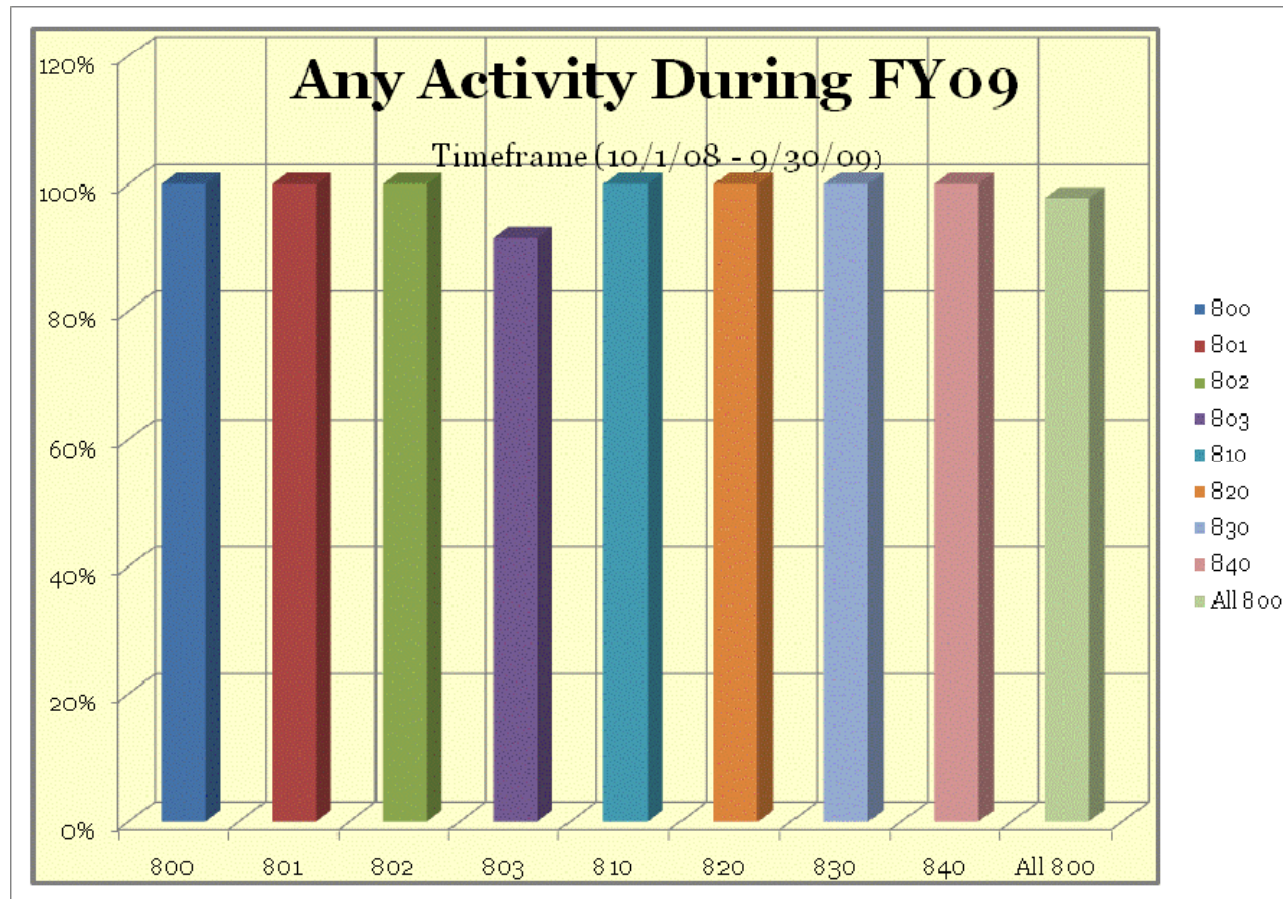
# Inclusion Metrics Continued



- Does not include collaboration with internal organizations that are typical of normal day-to-day activities for the job (e.g. alternate for a different internal organization)
- Includes activities which involve external organizations such as County and State Government, other NASA Centers, NASA HQ, other Government organizations, Universities, Spaceports, and Commercial Companies



# Inclusion Metrics Continued



- The “OR” of participating in any of the previous activities
- Goal is 80%

# Inclusion Metrics Findings and Observations

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- The Suborbital and Special Projects Directorate employee participation as a whole is outstanding
  - 98 % of employees participated in at least one of the measured categories against an 80% goal
  - 55 % of employees participated in at least one collaborative activity against a 20% goal
- Some employees have greater than one activity in an area
- Some employees have greater than 10 activities in an area
- The results demonstrate that the Directorate has made a considerable effort to create an inclusive workplace that allows all employees opportunity for visibility and personal and professional growth
- Training and participation in activities are widely encouraged by the management and supervisory personnel for every employee
- When possible and job related, opportunities are offered to contractor personnel as well
- Low participation in certain areas reflect items that may not fit well within that particular activity and the group's assigned mission