



*GSFC/Wallops
Flight Facility*

FY 09, FY10, & FY11

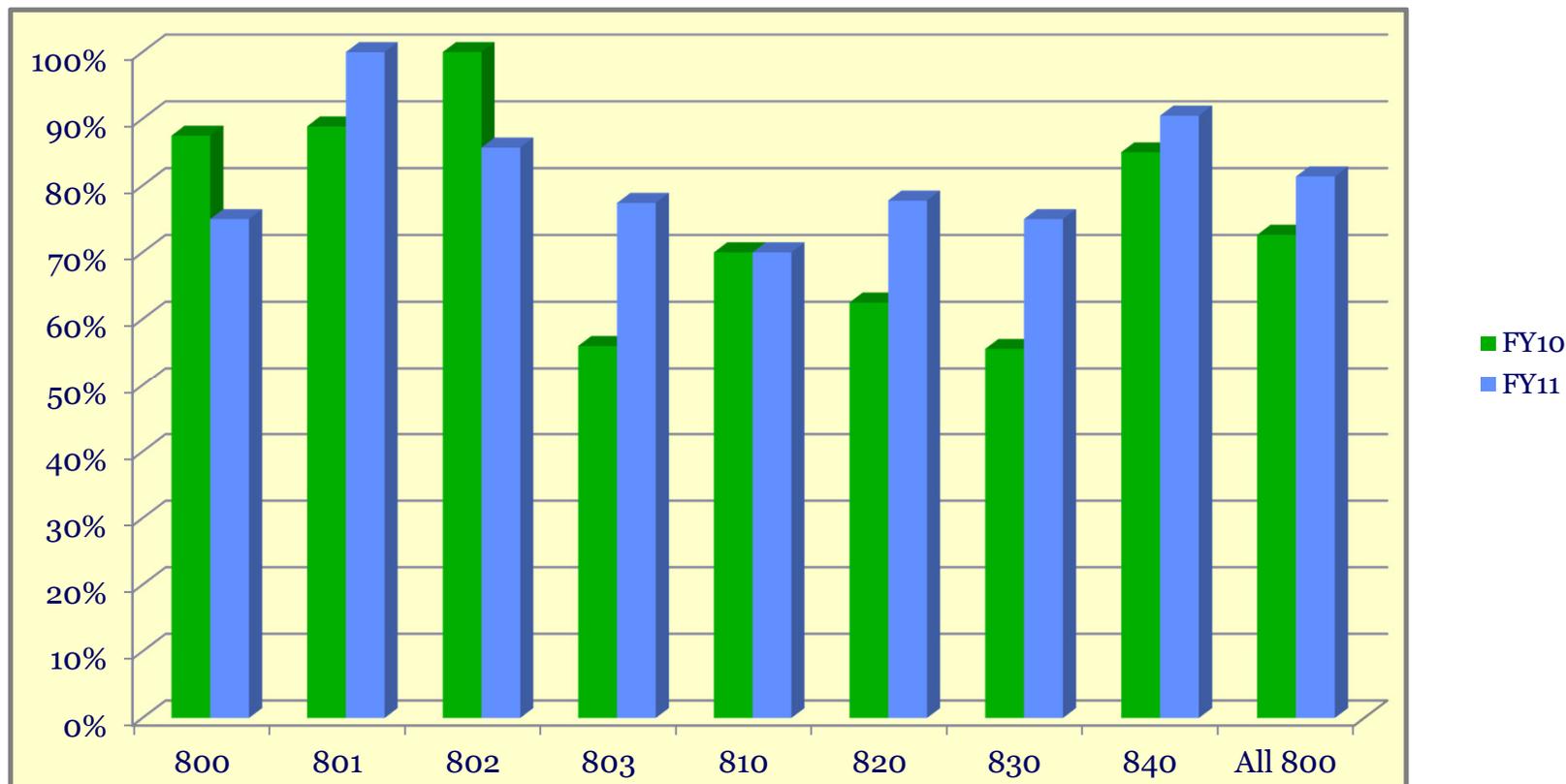
Diversity Metrics

April 2012

Inclusion Metrics

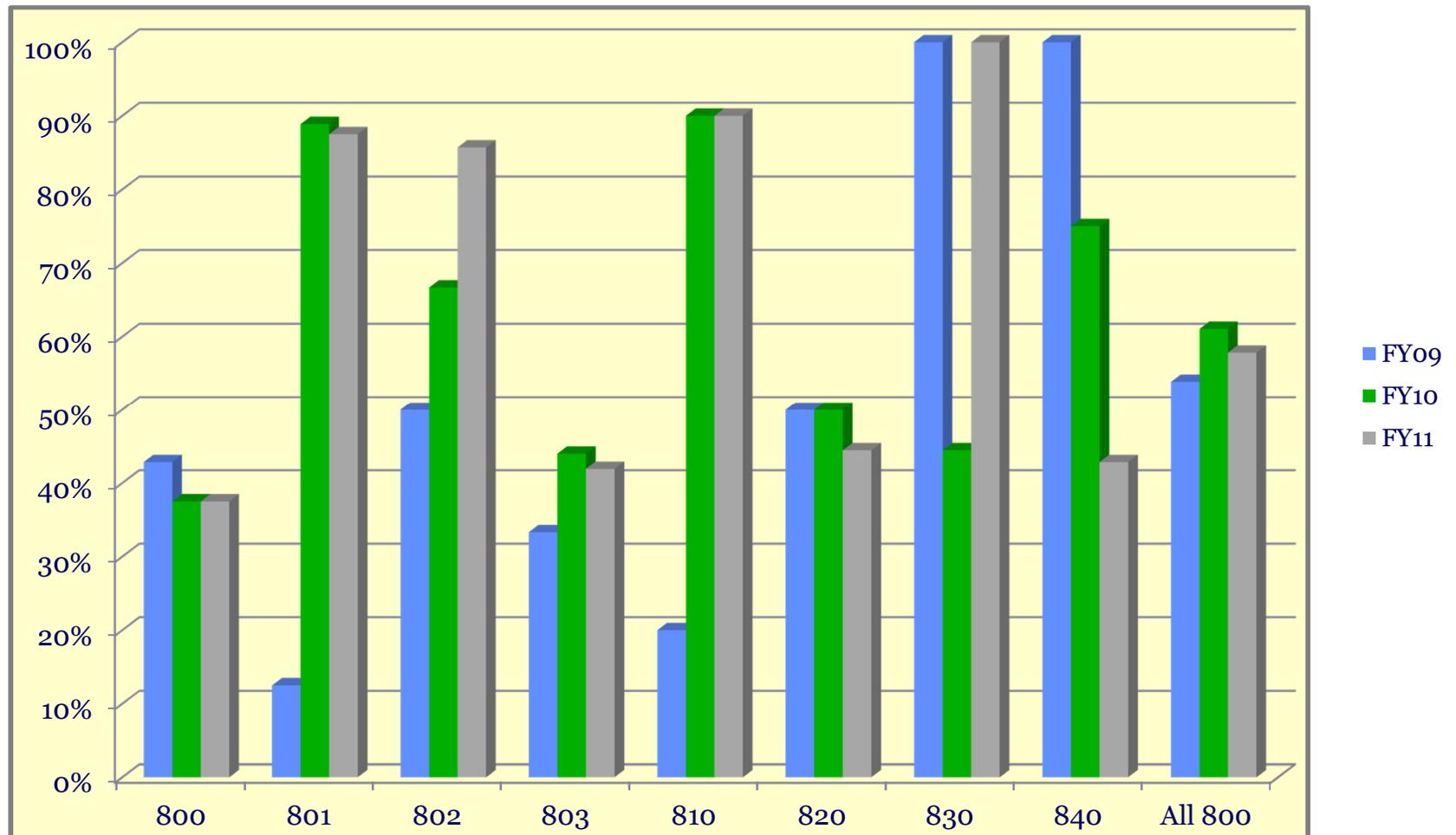
- All Code 800 offices shall document and report the make-up of selection panels, special task teams, and training assignments to the Directorate
- The Code 800 Diversity Working Group shall review and analyze this data and make recommendations to Directorate Management
- Goal: The Directorate goal is 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%.
 - In FY10, Code 800 employee participation was 96% and Code 800 collaborative opportunities participation was 45%.
 - In FY11, Code 800 employee participation was 96% and Code 800 collaborative opportunities participation was 57%.

Training / Education



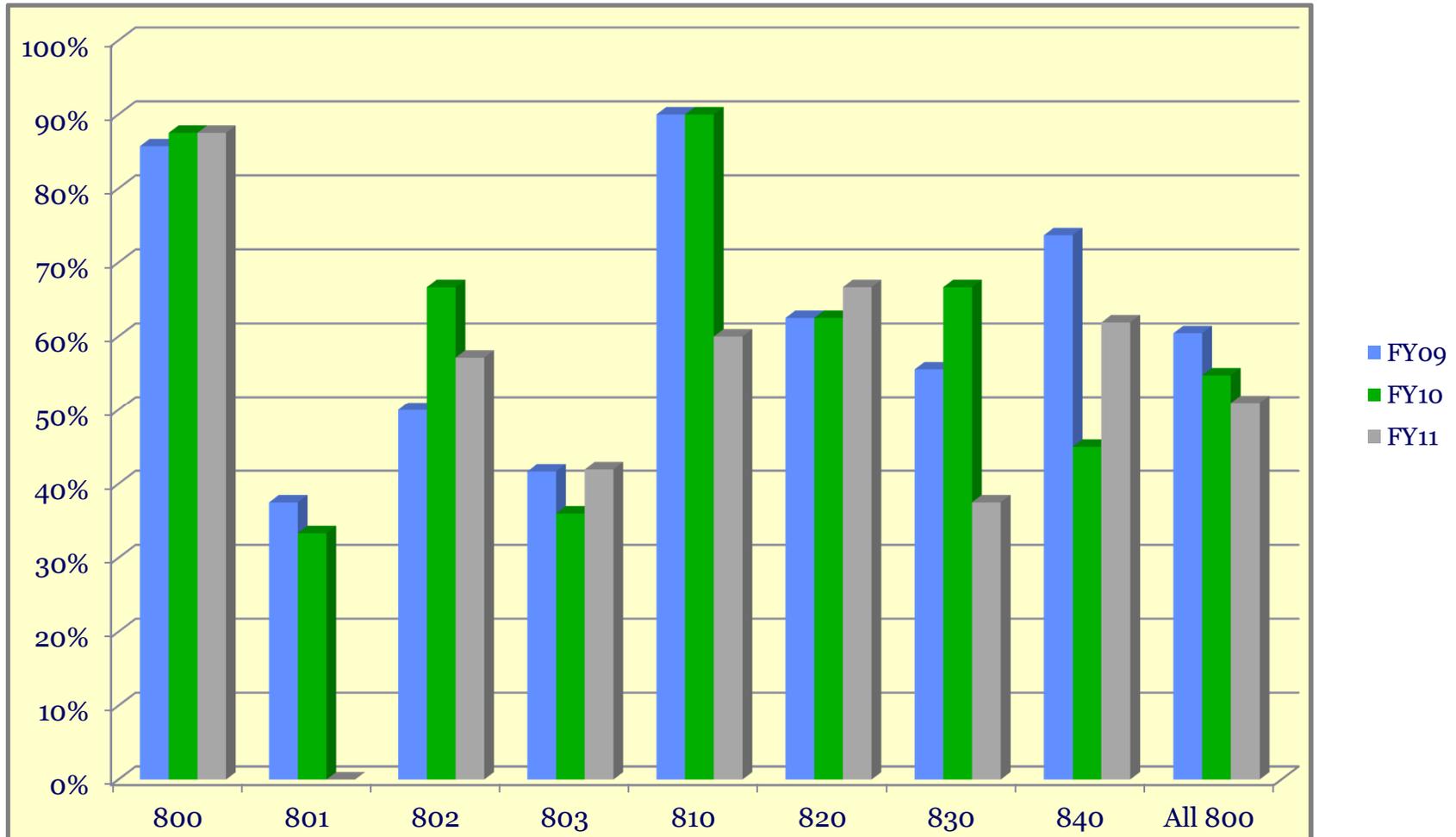
- Does not include mandatory training
- For example: Hyperion Upgrade Training
- In FY 2009, Training Metrics were separate for Mgmt, Tech, & Admin
- In FY 2010 & 2011, Training was combined into one metric

Conferences / Workshops



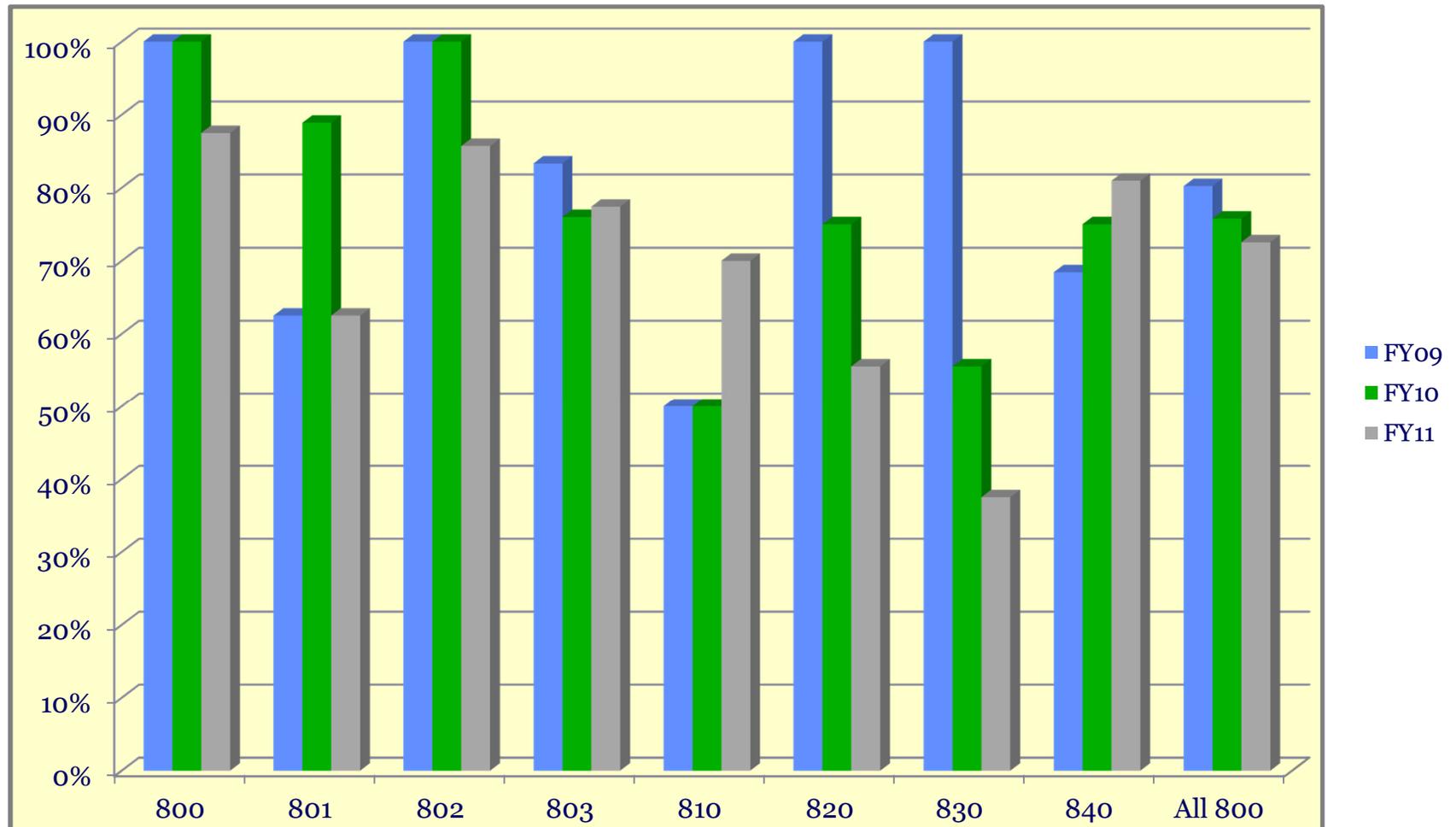
- Includes attending workshops, conferences and conventions
- For example: Annual Resources Forum

Boards



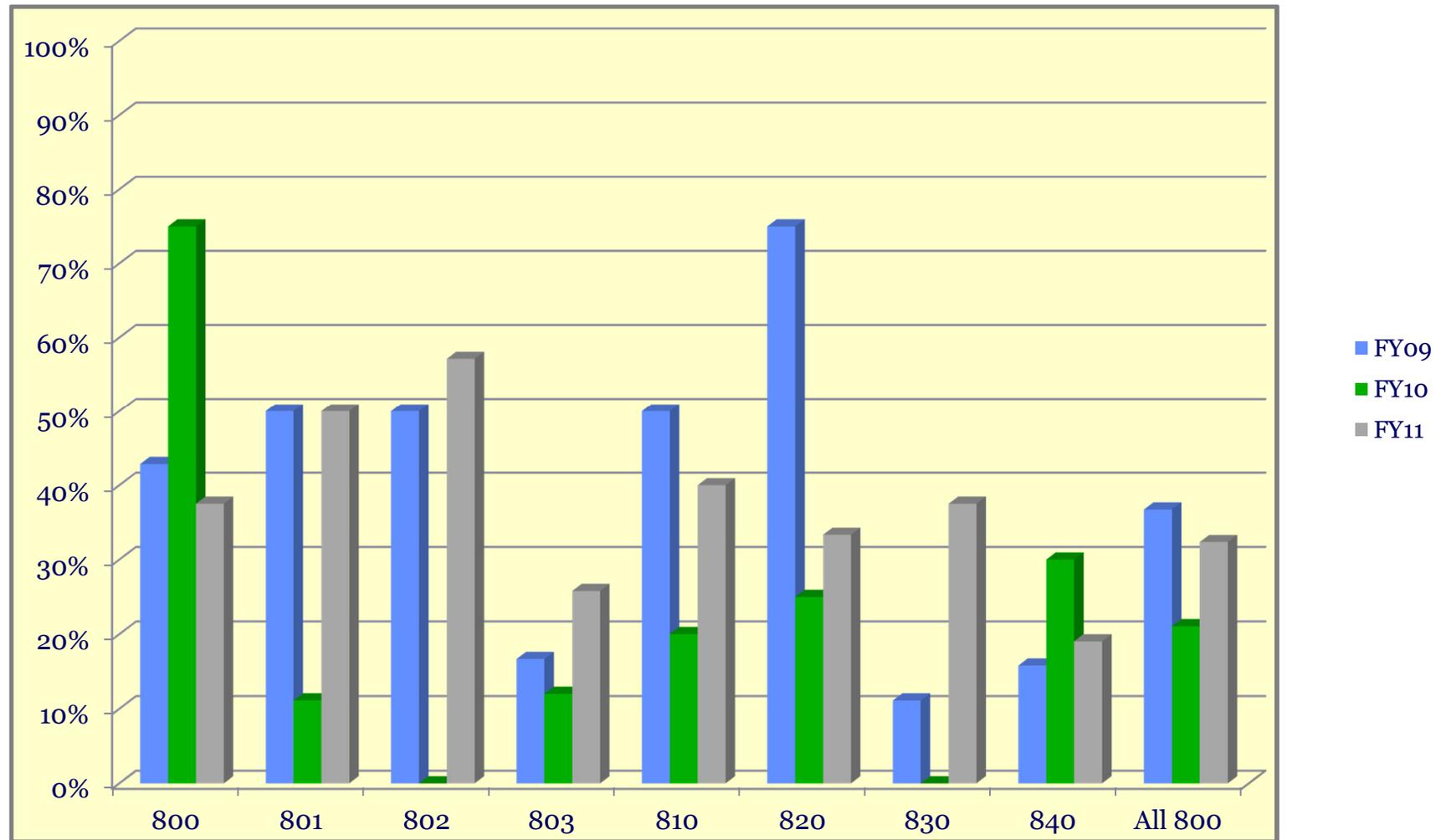
- Includes serving on Boards and Panels
- For example: Contract Performance Evaluation

Team/Committees



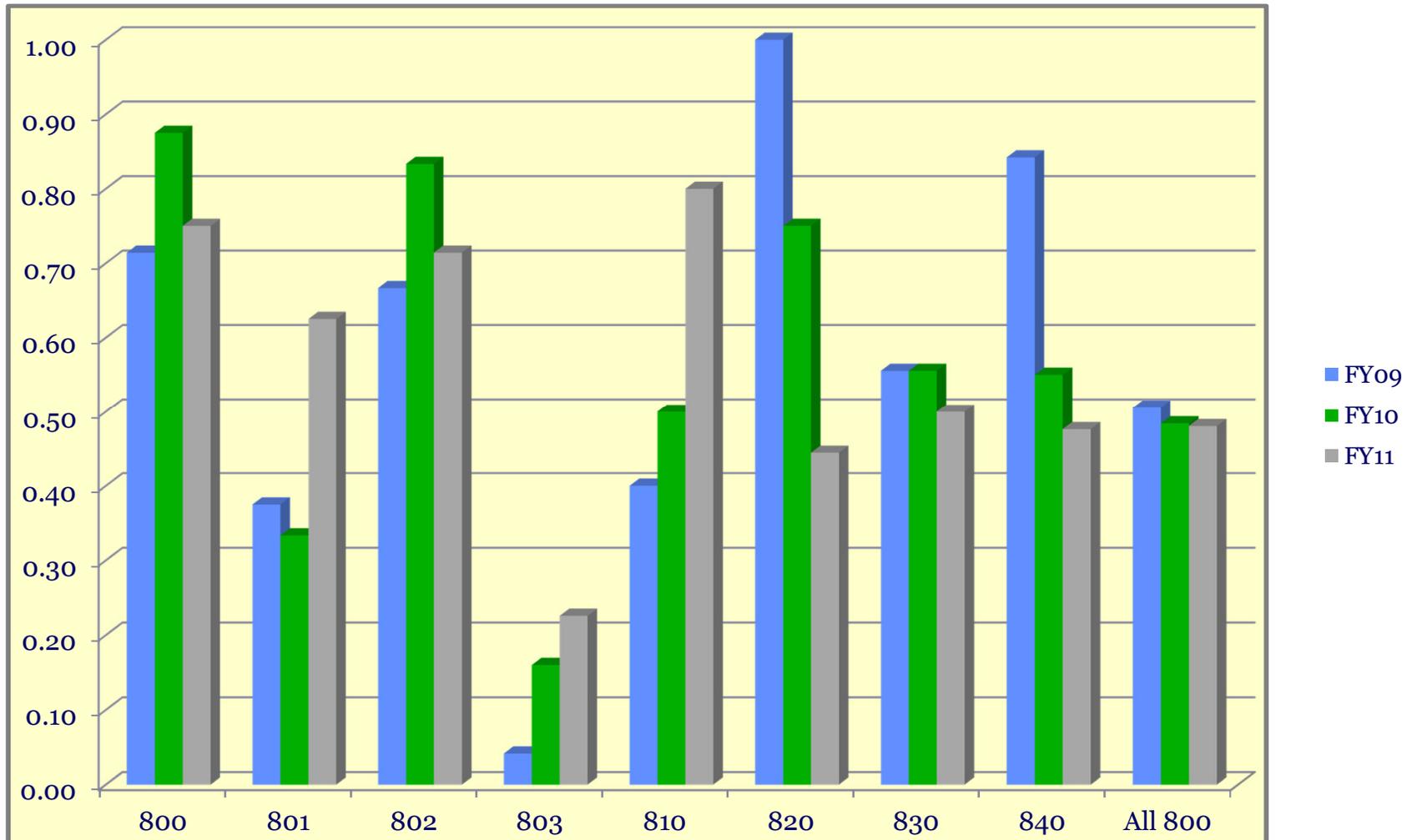
- Includes serving on Teams or Committees
- For example: Open House Planning Team

Selection Panels



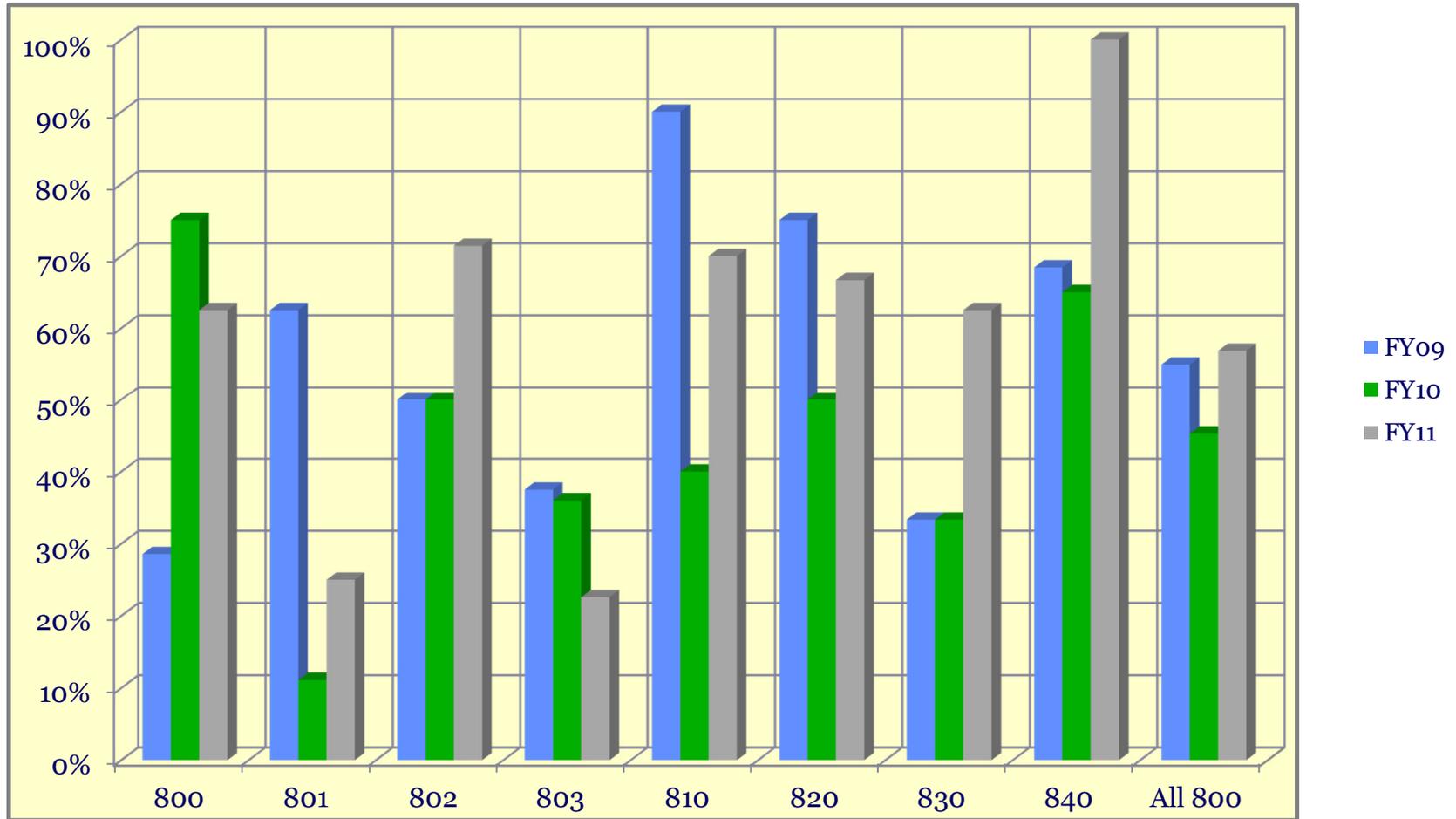
- Includes serving on selection panels
- For example: Interview

Outreach Assignments



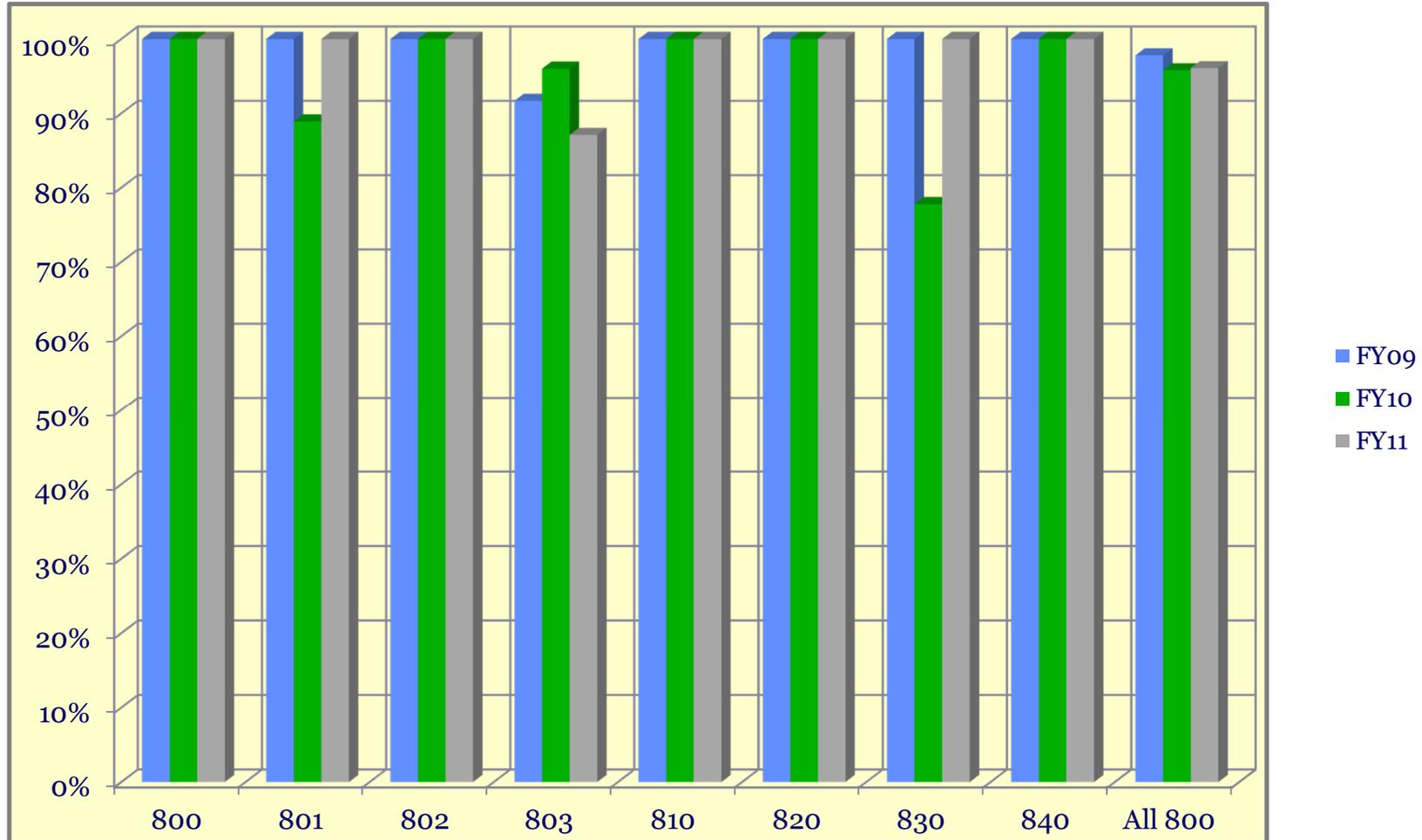
- Includes being a mentor or mentee, and speaking or representing Wallops at external or internal Outreach events
- For example, Open House

Collaborative Opportunities



- 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
- For example, UAS Executive Committee and Senior Steering Group

Any Activity



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

Inclusion Metrics Findings and Observations

- Participation levels slightly increased in FY11 over FY10 for Training and in FY11 over FY09 & FY10 for Collaborative Opportunities.
- Participation levels slightly decreased consistently over FY09, FY10 & FY11 for Boards and Teams/Committees.
- The Suborbital and Special Projects Directorate employee participation as a whole is outstanding
 - In FY11, 96 % of employees participated in at least one of the measured categories as opposed to FY09 at 98% and FY10 at 96%, against an 80% goal
 - In FY11, 57 % of employees participated in at least one collaborative activity as opposed to FY09 at 55% and FY10 at 45% against a 20% goal
- 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 as opposed to FY10 at 73%.
- Low participation in certain areas reflect items that may not fit well within that particular activity and the group's assigned mission