

WOMEN IN AAM

NEXT STEPS GUIDE

DEI Industry Takeaways from DDNC, P3 Tech & Women and Drones Report



- ~ 80% of respondents expressed a belief that DEI is **important** to the success of UAS/AAM and UAS/AAM related businesses



- ~ 75% felt concern ranging from moderate to extreme concern about the **lack** of diversity, equity and inclusion in the industry

- 85% of respondents felt it was important for UAS/AAM and UAS/AAM-related Businesses and Organizations to understand the **value** of a diverse workforce, which is treated equitably and fully included in business activities



- Respondents indicated that a majority of organizations have diverse groups within their employee base, but not necessarily in their **top** leadership positions

Takeaways from Oliver Wyman & International Aviation Womens Association Report



- < 30 percent of women in senior leadership and < 40 percent in C-suite roles report receiving encouragement in the latter part of their careers



- 1/3 of the women surveyed report taking longer to reach leadership positions relative to their peer group, while > 90 percent of the men surveyed advance more quickly or at the same pace as their peer group

- 65 percent of the women surveyed have never had a sponsor. Survey respondents of both genders cite a lack of sponsorship as a top-three career challenge for women in aviation

