

## Aerospace Leaders Discuss Good Allyship in ALA Pride Month Panel

June 30, 2020



In recognition of Pride Month, The Aerospace Lambda Alliance hosted a virtual leadership panel last week to discuss the importance of allyship and ways to advance Aerospace's efforts to facilitate a safer space for all employees. While the discussion emphasized LGBTQ+ issues, the themes of equality, inclusiveness and providing supportive infrastructure is relevant for the entire Aerospace community. The panel, which was hosted on ZoomGov and can be watched here, included senior leaders from Aerospace's various locations around the country, which was a particular emphasis for ALA to convey that employees are supported no matter where they work and live.

Aerospace President and CEO Steve Isakowitz provided opening remarks for the panel, while Tammy Choy, Vice President and Chief Information Officer served as moderator. On the panel were Brian Hardt, General Manager in ETG; Uma Bruegman, Principal Director in CSG; Jeffrey Hanley, General Manager in CSG; Mark Jelonek, General Manager in DSG; Patricia Maloney, Principal Engineer in CSG; and Jean Michael, General Manager in DSG. "This is Pride Month, and we're really looking to talk about allyship and what it means to be a good ally," said Kelly Collett. "With everything that's been going on lately with COVID-19 and the discussion around the Black Lives Matter movement, being an ally is kind of at the forefront of all those things. We put together an incredible panel of leaders from around our national Aerospace presence who volunteered to talk to us about their perspective on allyship, not just for LGBTQ+ folks, but for everyone. How do we show up for the people that we love, the people that we care about, and the people that we work with? How do we create a diverse, inclusive and safe workforce for everyone at Aerospace?"

In his remarks, Isakowitz drew attention to the long battle to attain equal rights for the gay and transgender community. He noted that it took 50 years after the passage of the Civil Rights Act for those protections to be extended to the LGBTQ+ community, and it is a result of the decades-long struggle filled with activism, love and a tireless pursuit for progress.

"As we work to create a truly inclusive workplace at Aerospace, where every person is valued and their contributions recognized, I'm proud to have the Lambda Alliance working alongside us, as they've done for so many years already," Isakowitz said.

He added that the demand for equality continues to grow, recognizing that the country is still grappling with the intense pain and anger following the death of George Floyd and so many other Black men and women. Isakowitz re-affirmed Aerospace's commitment to nondiscrimination and inclusivity, calling for the need to maintain the fight to root out discrimination and bigotry in all their forms.

"When people come to work, they bring their whole self to work. They don't just bring a piece of themselves," Bruegman said. "It is important as leaders to have these difficult conversations. Now that we're having the difficult conversation around race and racism, [LGBTQ+ issues] is an area we should also tackle, talk about and be open. We need to have an empathetic and supportive culture where everyone feels like they can be themselves and feel like people are listening to them."

The panelists shared their own experiences of when they encountered and witnessed bias throughout their careers, explaining the negative effects it created for the work environment, their colleagues and themselves. These experiences and educational moments continue to serve as motivating factors for them to advocate for improving inclusivity and equality at Aerospace.

"When you think about what The Aerospace Corporation is about, we are all about determining what's the bias in whatever it is we are doing and making sure that it is eliminated to the extent possible, whether it's the makeup of a team or it's the technical analysis of a contractor's product," Hanley said. "I think it is a never-ending process to expose the bias and understand it. What that calls on us to do is look at ourselves and our own backgrounds, what we are projecting on to people around us, and withdrawing some of those projections because it's not giving us truth."

The panel also acknowledged that fostering an inclusive culture doesn't just happen at the top of an organization. It has to permeate throughout the management chain, to the team level and expand into the surrounding community. Some of ALA's efforts to raise more awareness of allyship and acceptance is the work they've done with Models of Pride and LGBTQ+ youths, as well as networking with other aerospace LGBTQ groups to foster positive change.

ALA also works with University Relations and Recruiting to engage with students and potential candidates at highly populated and respected conferences such as oSTEM, Lesbians Who Tech and QWER Hacks. The goal is to not only promote Aerospace's stance on an inclusive work environment, but to exemplify how the ideologies of corporations are changing to embody a safe space for all employees no matter their race, gender identity or sexual orientation.

"Keep the communications up, find the channels, get the information out and get it on the table," Hardt said. "I think we're all learning that the uncomfortable, awkward conversation is OK. Actually, it's good. Once you have that conversation, then we can move forward and get a common understanding. Please find channels that you're comfortable with and don't be afraid to approach folks. As you come up with ideas, brings those forward. You've got a great leadership team here and we're here to help you get that out."

An example of an idea that is leading to real change at Aerospace is the initiative to recognize employees by their preferred pronouns and preferred names. ALA has been working with EIS and Security to display that information in resources such as Aerophone, employee badges and email signatures. More importantly, it is also about finding ways to educate people to better understand and empathize with the reasoning behind the use of preferred names and pronouns.

"Some of the biggest [parts of that effort] are going to come through this community and this forum," Choy said. "As a group, we've got a lot of strength and we can definitely make known those differences. As we move forward, that's one little step, and we're going to try to make sure preferred pronouns are going to put in places where everyone can see it and then begin to use it. But it's going to take little steps at a time and it's going to take a group like this to make sure that we continue to push forward on these kinds of issues. Without saying anything, we would've just gone on business as usual. So, it's also about willing to raise your hand."

# New COVID-19 Norms Foster Agile SmallSat Innovation

### by **Henry Truc**

June 22, 2020

In spite of the challenges presented by COVID-19 and social distancing mandates, The Aerospace Corporation has adjusted seamlessly across the enterprise in adapting to current conditions. A prime example can be found in Aerospace's AeroCube smallsat operations team, which is continuing to provide unabated spacecraft commissioning despite having a significantly reduced on-site workforce. This new standard may lead to improved operational methods that augment how Aerospace operates going forward.



The E-pod dome on Aerospace's El Segundo campus, which houses the optical ground station.

#### **New Approaches to Standard Practices**

Downlink communication lasers are critical to AeroCube functionality, and have typically required the establishment of an alignment of the laser boresight and a star tracker system. Until recently, this was accomplished by having the AeroCube generate a spiral scan pattern detectable to the optical ground telescope located in Aerospace's El Segundo campus, and having on-site personnel process data to establish alignment. Given the impact that the pandemic has had upon Aerospace operations, this approach was not currently feasible under mandatory telework conditions. However, necessity being the mother of all invention, it has prompted the team to develop new approaches to accomplishing the same goal.

"The optical ground station in the E-pod dome in El Segundo typically required a 2-person crew working in close proximity," said Darren Rowen, Director of Aerospace's Small Satellite Department. "With the COVID-19 operating restrictions, the team thought creatively and was able to develop a method using the partner spacecraft's star tracker as a receiver instead of the ground telescope. This required software updates for both space and ground systems to support this new method, and the team's experience with on-orbit reprogramming proved invaluable in enabling this modified approach."

Although the shift to remote work has been challenging, it is also fostering innovation and rapid, informed responses to new pandemic norms. As always, Aerospace's commitment to its strategic imperatives has

enabled it to leverage its unrivaled technical expertise to find new means of providing services its customers rely upon, while effectively shaping the future in the process.

### Read the full article on Aerospace.org.

# Press Release: Aerospace Selects David Radzanowski as Chief Financial Officer

#### June 22, 2020

**EL SEGUNDO, Calif., Jun. 22, 2020** – The Aerospace Corporation (Aerospace) announced the selection of the Honorable David Radzanowski as the company's chief financial officer (CFO), bringing on the veteran space executive and former NASA CFO to serve in a critical strategic role at a dynamic time for the space enterprise.

"David has deep technical and financial leadership experience in commercial and government organizations, which makes him a fantastic addition to our team," said Steve Isakowitz, Aerospace president and CEO. "His financial acumen, strategic expertise, and broad experience in the space domain will be vital to supporting Aerospace's business for years to come."

Radzanowski joins Aerospace from Equator Corporation, where he led the strategic business functions of Australia's Future Submarine Program, the largest defense procurement program in Australia's history. He replaces Ellen Beatty, who departed the company on June 12.



Prior to that position, Radzanowski held increasingly responsible

positions at NASA, most recently the Senate-confirmed CFO position. As CFO, he was responsible for managing a budget of nearly \$20 billion, overseeing financial operations and coordinating financial management activities with other federal agencies. He also served as NASA's chief of staff to Administrator Charlie Bolden.

Before joining NASA, Radzanowski worked at the U.S. Office of Management and Budget (OMB). As the deputy associate director for Appropriations in the Office of Legislative Affairs, he advised the OMB director on the development of legislative strategies relating to appropriations, budget, management, regulation, and other legislation. He also served for three years as OMB's chief of the Science and Space Programs Branch.

Radzanowski began his career at the Congressional Research Service, where he worked as an aerospace policy analyst supporting the U.S. Congress. He earned his bachelor of science degree in astronomy and physics from the University of Wisconsin-Madison, and his master's degree in public policy and management from Carnegie Mellon University's Heinz College.

#### **About The Aerospace Corporation**

The Aerospace Corporation is a national nonprofit corporation that operates a federally funded research and development center and has approximately 4,000 employees. With major locations in El Segundo, Calif., Colorado Springs, Colo., and Washington, D.C., Aerospace addresses complex problems with agility, innovation and objective technical leadership across the space enterprise and other areas of national significance. For more information, visit www.aerospace.org. Follow us on Twitter: @AerospaceCorp.

# Observing Juneteenth

June 17, 2020

Through town halls, leadership remarks and conversations, Aerospace employees have recently spent time opening up about racial equality, diversity and inclusion as protests over systemic issues impacting the Black community continue across the country. Now Aerospace employees have another opportunity for reflection by pausing to recognize Juneteenth — a holiday celebrated annually on June 19 to commemorate the end of slavery in the United States.



The design of the Juneteenth flag depicts a bursting "new star", on the horizon. The star represents A NEW FREEDOM, A NEW PEOPLE, A NEW STAR. The red, white, and blue colors communicate that the American Slaves, and their descendants were all Americans.

#### What is Juneteenth?

The Juneteenth holiday dates back to 1865 when Major General Gordon Granger arrived in Galveston, Texas to enforce President Abraham Lincoln's Emancipation Proclamation, which had become official nearly two and a half years earlier. The Proclamation was not acknowledged in Texas until 1865 after General Lee surrendered, effectively ending the Civil War, and General Granger's troops arrived to enforce Lincoln's Executive Order.

Upon reaching Galveston on June 19, Granger issued General Order No. 3, which stated, "The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of personal rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired labor."

The order officially freed an estimated 250,000 slaves and June 19 grew into an annual holiday. Today, Juneteenth, also known as Freedom Day or Emancipation Day, has found increasing support among Americans as a day for reflection and education.

#### Significance in Light of Current Events

"Juneteenth is American history and represents the day that the news of freedom from American slavery reached all US Citizens," said David B. Mayo, Treasurer of the Aerospace Military Veterans ERG. "This occurred two and a half years after the Emancipation Proclamation was signed. Recent events of injustice underscore the importance of the collective observance of Juneteenth and are a catalyst for urgent action that remedies racial inequities within our community."

Sherreth Vaughan, President of the Aerospace Black Caucus, encourages employees to use this time to consider the issues facing their coworkers and, more importantly, pledge to take action.

"Individual and institutional/systemic racism are still alive in this country and those who are not victims of racism are often dismissive and unbelieving, even when it's exposed in all variations of media," said Vaughan. "You have no idea the daily thoughts and prayers we as Black people endure, while still having to do our jobs, raise our children, and just LIVE. The unfair and brutal treatment of Black people has to end. Stop being silent, as individuals and as a corporation; it's all our responsibility to be a part of the changes that must happen to truly provide Justice for ALL. Black Lives Matter!"

Via Van Liew, Director of Diversity and Inclusion, also sees Juneteenth as an opportunity for Aerospace employees to get involved with issues facing their coworkers and community.

"Juneteenth is a time for reflection on the past, appreciation for progress and realization there is still more to do," said Van Liew. "I encourage employees to get involved with our Employee Resource Groups as an advocate and make a positive pledge to action."

### A Call to Action

Vaughan is encouraged by the conversations happening at Aerospace.

"The response from our corporation is a good start," Vaughan said. "I appreciate the willingness of our CEO and other leaders to provide a platform for us to be heard and for others to listen. Now that you are listening, and are hearing us, I look forward to actions being taken based on the discussions had and others to follow."

Lina Cashin, Secretary of the Aerospace Military Veterans ERG, agrees.

"Our leadership is leading during crisis, first with COVID and now social injustice," Cashin said. "It is important for our leadership to listen and respond to the workforce. Here is a relevant quote from Maya Angelou that resonates with me during this uncertain time: 'I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.""

For employees interested in getting involved, Aerospace has joined with Benevity, our giving platform, to help employees contribute to organizations working to improve the lives of people of color, fight for guaranteed Constitutional protections, and work towards a better society for all.

Whether engaging in conversation, donation or reflection, Juneteenth is an opportunity for growth for Aerospace employees.

As Vaughan points out, "James Baldwin said, 'Not everything that is faced can be changed; but, nothing can be changed until it is faced."

### Innovation at Aerospace: How Internships Went Virtual

### by Eric Cheevers

June 15, 2020

As the saying goes, "Necessity is the mother of invention". Given that employers nationwide have scrambled to adopt social-distancing practices that health officials say will help slow the spread of COVID-19, necessity is also paving the way for innovation. As an industry leader in the space domain, The Aerospace Corporation is spearheading the resilient and agile adaptation of new workplace and staffing norms to address this new challenge.



While telework lends itself acceptably to most corporate functions in our industry, Aerospace's world-class facilities and labs have traditionally been utilized to their fullest by on-site staff, making the implementation of a remote workforce especially problematic. Telework seemed equally incompatible with other typically hands-on programs such as internships, leading other space industry players to cancel theirs outright. Could Aerospace's University Relations and Recruiting (UR&R) internship program continue to exist, when access to everything from lab facilities to networking opportunities was so thoroughly mitigated? The answer is a resounding "Yes", with some thoughtful adjustments.

"UR&R programs serve to partner, build and strengthen relationships with universities to not only attract diverse top talent, but also to leverage the relationships that our engineers and leaders have at various universities. For the students, the purpose of an internship program is to apply what they are learning in school and gain meaningful work experience, network and learn about a company. How do we keep these recipes and do it virtually?" said UR&R Director Angela Couture.



Indeed, the "new normal" imposed by COVID-19 led to a complete re-evaluation of the program to determine if it could co-exist with disease prevention efforts. Several options were considered, such as canceling this summer's program, or scaling it back drastically, or limiting the program to graduate students. To further complicate matters, internship applicants had already been accepted when the emergency pandemic response was declared.

"In response to the pandemic, we quickly assembled a task force to immediately take action and change existing policies to ensure that the program could continue. These actions included delaying start dates from May to June, dedicating a GroupMe account for COVID-19 updates and coordinating with the Aerospace COVID-19 response team to ensure that the program and its interns were compliant with every protective measure in place," Couture said.

While some internship assignments could be accommodated by way of virtual presences in labs and facilities, managers were tasked with assessing and adjusting individual assignments, or providing interns with alternate assignments that were a better fit for remote participation. So far, the response on the part of interns has been resoundingly positive.

"To coin a phrase from 'Top Gun', we felt a need for speed in addressing the COVID-19 challenge head-on," said Alex Maron, UR&R University Recruiter. "We communicated with our interns, our colleagues and stakeholders and we made decisions quickly and effectively."

Maron, a recent hire who switched to remote work three days after his start date added, "One thing I'm truly proud of is our adaptability and resilience. Aerospace management successfully navigated this crisis

with no model or blueprint to follow. We had to rewrite the playbook, and that requires thoughtfulness and reinvention. You have to learn fast and keep trying, and that's exactly what we did."

In the midst of a global pandemic, Aerospace remains committed to meeting the needs of an ever-changing industry by fostering the next generation of engineers and thought leaders, while remaining dedicated to its own strategic imperatives. Although the shift to remote work has been challenging, it is also paving the way for dynamic and informed responses to new pandemic norms.

"People are shaping the future here," Couture said. "The interns we're bringing in out of school are a brain trust that is helping to shape the future in a broader sense. Our interns are learning the newest and greatest technologies and their diversity of thought will help Aerospace meet the world's future challenges."

# Aerospace Women's Committee Honors Employee Achievements

June 10, 2020

The Aerospace Women's Committee is honoring the achievements of employees over the past year. The annual AWC Promotion Party, a tradition that dates back over 30 years, includes events in El Segundo, Chantilly, Albuquerque and Colorado Springs.

"Every year, AWC recognizes and acknowledges the achievements of Aerospace employees by hosting a celebration in their honor," said



Shawne' Raiford, President of the AWC. "This event is an amazing networking opportunity and is often attended by senior management and board members."

While the current COVID-19 posture caused the cancellation of this year's west coast party, which was originally scheduled for June 10 at Senior Vice President, General Counsel and Secretary Malissia Clinton's home, the AWC still wants to acknowledge 2020s honorees.

"One of the key tenets of the AWC purpose is to recognize and celebrate achievements of women at the company and the Promotion Party was started in support of that goal," said AWC adviser Marilee Wheaton. "The Executive Leadership Team and the Board of Trustees have always been very supportive of the events. Another key tenet of the AWC purpose is to serve as a resource for women to develop professionally, and the networking at the Promotion Party also enables this goal."

Raiford sees progress happening, with the number of promotions having increased in 2020 from the previous year. Even so, the goals of the AWC remain the same.

"The Aerospace Women's Committee (AWC), represents all women of the corporation, comprising all races, ages, job categories and corporate groups," said Raiford. "The committee serves as a resource for women to share experience and expertise; a support network that recognizes and celebrates the achievements of women; and a forum where women participate in opportunities for growth and contribution to the advancement of the company. In the spirit of inclusivity, we encourage men to join, as well."

The Aerospace Women's Committee (AWC) is proud to recognize and celebrate the achievements of employees across the company. Recently, AWC acknowledged employees at AGO and Chantilly and are equally excited and pleased to highlight the 2020 honorees at all of our locations! Congratulations to these deserving Aerospace women!

### Aerospace in Motion: What Goes on in Our Labs?

June 03, 2020

What goes on in the <u>labs of</u> <u>Aerospace</u>? If you'd like to find out, browse through these video snippets on <u>Aerospace.org</u> featuring tidbits of research from our scientists. This visual collection of the various lab projects happening at Aerospace highlights just a sample of the diverse and meaningful work being done by our engineers and scientists.

<u>Click Here to Watch Videos on</u> <u>Aerospace.org</u>



# Understanding the Value of Space

### by **Henry Truc**

June 01, 2020

An unexpected side effect of the COVID-19 pandemic has been the revelation of just how much modern society has been transformed by digital technology. Whether it's GPSbased delivery apps getting people food through stay-at-home orders or broadband enabled virtual hangouts connecting isolated loved ones, the experience of the past several months has uncovered the scale of that transformation and expedited the pace of adoption.



But what most people (outside of Aerospace, of course) take for granted is that underpinning this digital revolution has been the advancement of space-based technologies and a proliferation of satellites into Earth's orbit. It is important to remember the immense value that space provides.

For all of us, satellites have become integrated into 21st-century society, much as electricity and mass communications became integral to 20th-century modernity. In order to continue to innovate for space and outpace the many emerging threats of the domain, we first need to understand what's at stake. Aerospace's Center for Space Policy and Strategy recently published a new study titled "**The Value of Space**" that discusses the value and use of space-based capabilities and our reliance on space, sector by sector.

"More than 2,200 active satellites support earthly infrastructure, economies, and national security systems, enabling hundreds of billions of dollars' worth of benefits over their lifetimes," said Jamie Morin, Executive Director of CSPS. "The breakthrough technologies and satellite constellations currently in development will deepen our relationship with space even further, bringing more space-enabled capabilities and opportunities to their everyday lives."

The CSPS study focuses on the fundamental uses of space-based assets and the world's continuous reliance on them. Authors Robert Wilson, Michael Gleason, Samira Patel and Luc Riesbeck also provide examples of how its usage will widen as satellite operators innovate and offer new products and services.

From agriculture to national security, environmental monitoring to finance, commercial fishing to emergency services, space-based services—invisible but invaluable—enable or assist a diversity of everyday applications in ways that we may take for granted. Space-based communications, navigation, weather, and remote sensing services make our daily lives better, and contribute to saving lives and property.

### June 2020 Obituaries

June 01, 2020

Sincere sympathy is extended to the families of:

- F. Michael Horn, member of technical staff, hired March 18, 1968, retired April 1, 2002, died May 12, 2020
- Ernest La Porte, member of technical staff, hired April 10, 1961, retired Jan. 1, 1990, died May 5, 2020
- Robin Lyons, member of technical staff, hired Sept. 24, 1984, retired Nov. 1, 2005, died May 1, 2020
- Paul Parker, member of technical staff, hired April 7, 1980, retired Dec. 1, 2006, died May 22, 2020
- Daniel Rubio Jr., member of administrative staff, hired April 22, 1963, retired Aug. 1, 2011, died May 2, 2020
- Ira Russak, member of technical staff, hired July 16, 1962, retired Oct. 1, 2001, died May 4, 2020
- William Tosney, member of technical staff, hired Feb. 9, 1987, retired Aug. 1, 2017, died May 26, 2020

*To notify Aerospace of a death and have it included in the Orbiter, please contact People Operations at (310) 336-5107.* 

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