



1  
00:00:21,590 --> 00:00:16,630

[Music]

2  
00:00:26,710 --> 00:00:23,830

i've seen and continued to see historic

3  
00:00:28,790 --> 00:00:26,720

photos of jpl and and the people that

4  
00:00:31,830 --> 00:00:28,800

worked here in the beginning

5  
00:00:33,590 --> 00:00:31,840

having an imperfect pass is fine but

6  
00:00:35,590 --> 00:00:33,600

really trying to build a better future

7  
00:00:37,750 --> 00:00:35,600

is what warms my heart

8  
00:00:40,470 --> 00:00:37,760

there's been a tremendous change over

9  
00:00:44,069 --> 00:00:40,480

the 45 years i've been at jpl

10  
00:00:46,229 --> 00:00:44,079

i first started at jpl in the late 1970s

11  
00:00:48,470 --> 00:00:46,239

as part of the voyager team

12  
00:00:50,869 --> 00:00:48,480

and there weren't very many women

13  
00:00:51,830 --> 00:00:50,879

but over the years i've seen that really

14

00:00:53,830 --> 00:00:51,840

change

15

00:00:56,470 --> 00:00:53,840

and now there are many more women in

16

00:00:59,750 --> 00:00:56,480

roles across the project including upper

17

00:01:03,110 --> 00:00:59,760

leadership roles young women have really

18

00:01:05,030 --> 00:01:03,120

embraced country science also in general

19

00:01:07,109 --> 00:01:05,040

space exploration

20

00:01:09,670 --> 00:01:07,119

i think one of the things that i really

21

00:01:11,830 --> 00:01:09,680

enjoy about jpl is that even as a young

22

00:01:13,990 --> 00:01:11,840

engineer i was always given a seat at

23

00:01:16,230 --> 00:01:14,000

the table and listened to

24

00:01:18,390 --> 00:01:16,240

any given mission you find people that

25

00:01:20,469 --> 00:01:18,400

are from different countries i'm

26

00:01:22,710 --> 00:01:20,479

originally from tunisia i work here

27

00:01:26,390 --> 00:01:22,720

we find people from all over the world

28

00:01:28,469 --> 00:01:26,400

here and that diversity has been great

29

00:01:29,749 --> 00:01:28,479

because i didn't feel that as an

30

00:01:31,670 --> 00:01:29,759

immigrant

31

00:01:34,469 --> 00:01:31,680

i was something different

32

00:01:36,550 --> 00:01:34,479

there were lots of people like me

33

00:01:39,109 --> 00:01:36,560

inclusion is so important to the success

34

00:01:41,270 --> 00:01:39,119

of jpl because we need to attract the

35

00:01:43,670 --> 00:01:41,280

right people to tackle the issues that

36

00:01:46,069 --> 00:01:43,680

we have at hand to be able to send all

37

00:01:47,749 --> 00:01:46,079

of these complex robotics to other

38

00:01:49,350 --> 00:01:47,759

planets and moons

39

00:01:51,429 --> 00:01:49,360

we land rovers on mars and fly

40

00:01:52,710 --> 00:01:51,439

helicopters these are not easy things

41

00:01:54,789 --> 00:01:52,720

and not things that are written in

42

00:01:57,190 --> 00:01:54,799

textbooks we have to keep pushing the

43

00:01:59,990 --> 00:01:57,200

envelope and we are only going to be

44

00:02:01,830 --> 00:02:00,000

able to do that if we have teams that

45

00:02:03,990 --> 00:02:01,840

work well together that feel accepted

46

00:02:06,550 --> 00:02:04,000

together but that can also look at a

47

00:02:08,790 --> 00:02:06,560

problem come at it a different way with

48

00:02:11,029 --> 00:02:08,800

a whole different set of experience and

49

00:02:13,190 --> 00:02:11,039

bring that to the table

50

00:02:15,670 --> 00:02:13,200

it takes small microaggressions small

51  
00:02:17,510 --> 00:02:15,680  
gestures for someone to feel othered for

52  
00:02:19,190 --> 00:02:17,520  
someone to feel not included or part of

53  
00:02:20,710 --> 00:02:19,200  
the culture and part of the group and

54  
00:02:22,869 --> 00:02:20,720  
when you don't feel part of the group

55  
00:02:25,270 --> 00:02:22,879  
it's hard to collaborate

56  
00:02:27,190 --> 00:02:25,280  
so it's a teamwork it's a team effort

57  
00:02:28,710 --> 00:02:27,200  
all of those led me to say you know this

58  
00:02:30,949 --> 00:02:28,720  
is where i want to be i've been here

59  
00:02:33,190 --> 00:02:30,959  
about 17 years i really cherished and

60  
00:02:35,509 --> 00:02:33,200  
enjoyed every moment of it it's very

61  
00:02:36,390 --> 00:02:35,519  
refreshing and encouraging to see that

62  
00:02:38,070 --> 00:02:36,400  
change

63  
00:02:40,710 --> 00:02:38,080

not only to have more women but have

64

00:02:42,710 --> 00:02:40,720

greater diversity here at jpl

65

00:02:45,270 --> 00:02:42,720

jpl provides a supportive and nurturing

66

00:02:47,110 --> 00:02:45,280

environment all the way from the top

67

00:02:50,229 --> 00:02:47,120

they have these two new classes for

68

00:02:52,150 --> 00:02:50,239

example were released on reducing bias

69

00:02:55,990 --> 00:02:52,160

and understanding gender differences at

70

00:02:58,070 --> 00:02:56,000

jpl and by the end of 2020 86 of

71

00:02:59,670 --> 00:02:58,080

managers took one of those two courses

72

00:03:02,229 --> 00:02:59,680

which is amazing

73

00:03:04,630 --> 00:03:02,239

culture and changes start from the top

74

00:03:08,070 --> 00:03:04,640

and that's what jpl is committed to

75

00:03:10,070 --> 00:03:08,080

i found that people have accepted me for

76

00:03:13,110 --> 00:03:10,080

who i am i mean i'm not exactly your

77

00:03:15,030 --> 00:03:13,120

typical engineer and i felt comfortable

78

00:03:17,270 --> 00:03:15,040

you know dyeing my hair again once i

79

00:03:19,509 --> 00:03:17,280

started working here and being sort of

80

00:03:22,229 --> 00:03:19,519

my you know

81

00:03:24,229 --> 00:03:22,239

my loud and loud self during that time i

82

00:03:26,070 --> 00:03:24,239

had my daughters and other children were

83

00:03:28,470 --> 00:03:26,080

born to voyager moms and then working on

84

00:03:29,990 --> 00:03:28,480

cassini i can bring my grandchildren to

85

00:03:31,430 --> 00:03:30,000

see jpl it's really been a

86

00:03:33,350 --> 00:03:31,440

multi-generational journey of

87

00:03:36,149 --> 00:03:33,360

exploration

88

00:03:38,869 --> 00:03:36,159

i consider myself very lucky to have

89

00:03:41,750 --> 00:03:38,879

ended up at jpl and to have been here

90

00:03:43,990 --> 00:03:41,760

for so many years it really nurtured me

91

00:03:46,309 --> 00:03:44,000

it offered me tremendous opportunities