

## Equality and Equity for Kepler Space Institute and Human Immigrants to Space Settlements

By Salena Gregory-Krone and Bob Krone

### Preface

Inequality and inequity have been human dilemmas and causes for disruptive behavior from intolerance to genocide to wars throughout history. This document's primary purpose is to provide Human Equality and Equity policy for the Kepler Space Institute (KSI).

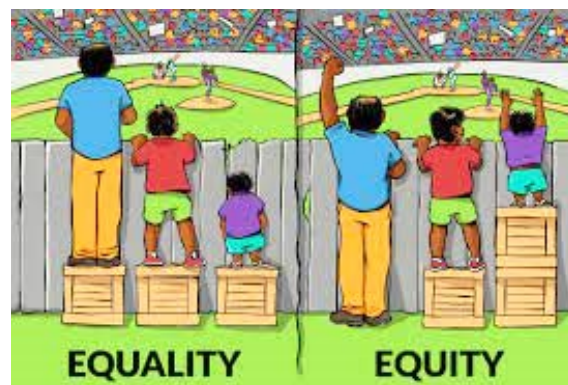
*One fundamental research question is: How can KSI achieve and maintain human equality and equity for all its leadership, faculty, staff, scholars, researchers, ambassadors, and all those with whom they work?*

Equality and equity are fundamentally different in definition.

Our definition of human equality is founded in the Golden Rule, "Do unto others as you would have them do unto you" and is stated as policy: "The Kepler Space Institute Equality and Equity Policy prescription for all its people is to evaluate and behave toward others with respect and universal equality of opportunity, equity, and justice for all regardless of culture, race, color, religion, age, gender, sexual identification, or national origin."

The generally accepted definition of equity is treating people in accordance with their needs.

The following picture illustrates the two definitions:



With equality, everyone receives the same; with equity, everyone receives what they need. In the human social world, the actions to achieve those two results get very complicated. Neither has yet been fully achieved. Many consider striving for full equality or equity a Utopian dream (i.e., a state in which everything is idealistically perfect). Random or intentional failures in social equality or equity have frequently brought destructive to catastrophic social and personal impacts.

We offer our policy prescriptions for KSI as a model for consideration by planners of future Space migrants and settlers; and we provide our rationale for believing that those who design governance systems can incorporate equality and equity in their policies for future Space settlements to enable those human environments to avoid repeating Earth's tragedies.

### **Kepler Space Institute (KSI) Equality and Equity Policy**

- The Kepler Space Institute Equality and Equity Policy prescription for all its people is to behave toward others with respect and universal equality of opportunity, equity, and justice for all regardless of culture, race, color, religion, age, gender, sexual identification, or national origin.
- KSI personnel (i.e., board members, leadership, staff, faculty, scholars, and ambassadors) will pursue universal compliance with the principles, and components of human equality and equity.
- Violations will be reviewed by the Ethics Committee, which will recommend corrective actions to the KSI Board of Directors.

### **Equality and Equity Prescriptions for Future Space Human Immigrants and Settlers**

A related broader and critically important purpose for this document is to provide a question for the continued evolution of humanity, namely:

**How can the emerging Space age be designed to avoid repetition of humanity's destructive history of inequality on Earth?**

There is a related comment here. To date there have been five international Space treaties beginning in 1967. In 2020, NASA designed the Artemis Accords, which obtained the agreement of several countries. None of these agreements include prescriptions for equality or equity. We believe the reason for this omission is that science and technology have proven their ability to achieve visions for Space which, when created, seemed Utopian or science fiction. Achieving equality and equity is a human factors dilemma.

Our Kepler Space Institute hypothesis is:

**The planned Space Age human migrations can be designed and implemented to create societies with reverence for life within ethical and equitable civilizations; and that these designs can be models for Earth's adoption.**

We fully understand the challenges and pitfalls that need to be solved for the above hypothesis to become reality. Equal opportunity across cultures, races, colors, genders,

religions, and national origins are societal goals we have never fully achieved on Earth. Policy for doing so should be an essential part of any planned future governance system. We also predict human settlement and even human evolution failures if this hypothesis is not achievable.

We provide our reasons for believing in 2021 that there is a possibility that our Space future hypothesis becoming a future reality, despite today's apparent zero probability. The emerging Space Age opens unprecedented new opportunities by utilizing the exploration, development, and human settlement of Space—beginning with our Solar System—to be the catalyst for a human society's paradigm shift, where there is no history of human conflict or pathological behavior.

Humanity's health and progress—even its long-term survival—is at stake. An important publication relevant to this subject—and a part of the reference material for this essay—is "Preventing Hell on Earth," by Professor Yehezkel Dror, the co-founder and leading scholar of the Policy Sciences.

Human history documents anger, violence, destruction, conflicts, revolutions, genocide, war, and human catastrophes beginning with the sons of Adam and Eve—Cain and Abel. Cain thought God preferred Abel, so he killed Abel. All the subsequent destructive events in history resulted from perceived inequalities and values conflicts. Values are principles and things preferred by individuals, groups, political movements, corporations, and religious doctrines. These value sets evolve to being foundational beliefs and ideologies that contain absolute, non-negotiable values. Humans have fought and died for their absolute values.

When individuals, groups, societies, nations, and international entities adopt actions and behavior that conflict with equality and equity, the seeds of social and political problems are planted and evolve into policies and programs that often ignore reverence for life. When other lives are not respected and revered, quality of life and progress are endangered, reversed, or destroyed. Hurtful actions on Earth have resulted from a combination of human needs and mental pathologies. World Wars I and II are only two of the worst examples. The 21st century has brought a combination of global biological epidemics, natural threats such as Earth's climate change, and social movements relating to racial and ethnic injustices are contributing to dismantling societies.

Values analysis is a useful methodology to identify and understand diverse human cognitions and pathologies. Science and multiple academic disciplines work to ameliorate or remove those pathologies, but successes are rare, illusory, or non-existent.

Human pathological nature and culture are difficult to change, but there are examples on Earth. We ponder the possibility that the necessities and difficulties of surviving beyond Earth might persuade people to put aside the less positive sides of their natures in a common quest for survival.

## Reflections

Our US Declaration of Independence includes “All men are created equal.” But the realization of that statement for all men and women remains unaccomplished for too many people on our planet. I was able to give the subject a voice. I wish I could have done more. During my career, I was able to obtain the signatures of top USAF and DOD agency leaders on equal employment opportunity (EEO) policy directives. On retiring and throughout the following years, I have reflected on the subject of too little progress on this subject of equality and equity for all. Human behavior is a much more complex subject, and more resistant to change, than are science, technology, and engineering. KSI’s vision and mission includes research to work on this important human factors subject. **Salena Gregory-Krone**

A major positive movement toward ameliorating the negative outcomes of human inequalities or inequities on Earth and in Space development’s future, is Frank White’s Overview Effect and Human Space Project. Beginning with the first publication of his book, *The Overview Effect: Space Exploration and Human Evolution*, in 1987 (now in its fourth edition), and continuing with his *The Cosma Hypothesis: Implications of the Overview Effect*, in 2019, Frank provides a philosophy for how humans can create a symbiotic relationship both with the universe and on Earth, drawing on extensive interviews with astronauts whose experiences in Space changed their cognition of Earth. **Bob Krone**

We invite readers to participate in future Kepler Space Institute research and publications on this important subject.

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## About the Authors:



**Salena Gregory-Krone**, the lead author, was one of American’s Civil Rights Pioneers working with the US military. The US Air Force recognized her potential early and put her through extensive education and management training. She later completed her undergraduate courses at the University of Redlands in California to obtain her BA in Management (with distinction) in 1982. She designed one of the first plans that

implemented EEO as one major outcome of the US Civil Rights Legislation. Her professional career is recognized in the US Congressional Record. Salena is a Research Assistant for KSI. Her first presentation on this equality and equity subject was at the International Space Development Conference in Puerto Rico, 2016.



**Bob Krone** was the inaugural President of Kepler Space Institute (KSI) and was the inaugural Editor-in-Chief of the *Journal of Space Philosophy*.

**Note to Readers from Bob Krone:** Salena Gregory-Krone spent most of her professional career studying this equality issue and being a manager for USAF and the DOD Director of Equal Employment Opportunity. My role in this document was to provide some research assistance. Salena and I have happily shared professional and personal projects since our marriage on August 1, 2015.



This Memorial bronze statue of Albert Einstein at the National Academy of Sciences in Washington, DC has the Einstein quote: "As long as I have any choice in the matter, I shall live only in a country where civil liberty, tolerance, and equality of all citizens before the law prevail."

**Editors' Notes:** Selena Gregory-Krone, with experience in both the military and academic worlds, provides a provocative appeal for equity in the coming human migration to space, and makes specific recommendations for implementation at KSI. The alignment with KSI's stated reverence for all life is evident, as is a focus on establishing systems to ensure success over time. This article is also further evidence of the legacy co-author Bob Krone leaves in the wake of his passing. We are honored to be able to publish Selena and Bob's work in this special issue and at this time of great need in the world. **Gordon Arthur and Mark Wagner.**