Dear Friends,

Is discriminatory behaviour conscious? And does being a generally inclusive person make you less prone to unconscious bias? These and other questions have been addressed during the Unconscious Bias Training, held at the AIRBUS D&S premises in Leiden on 15 March, where Contact Points of corporate members and Local Group leaders of WIA-Europe had the chance to explore their own unconscious biases as well as address and manage the consequence of bias in others. For those who didn't have the chance to travel to Leiden we are excited to announce two upcoming Unconscious Bias webinars in May, which will be open to all WIA-E members. It was wonderful to see our Local Group leaders and Board Members so enthusiastic and full of ideas at the annual Local Group Leaders Workshop held on 16 March at the HE Space Operations Europe in Noordwijk, NL. And I am looking forward to announcing more local activities to mark the 10th anniversary of WIA-Europe soon.

All in all, it was a very productive start of the year, and I am happy to share it with you.

Sincerely yours,

Luisella Giulicchi
President, WIA Europe
Unconscious Bias Training Course

While multiple studies have long since attested to the economic benefits of diversity, unconscious gender bias is still one of the most decisive factors affecting inclusion at the workplace. And what’s even worse to know is that every one of us, man and woman alike, is contributing to gender bias without even realising. To explore personal levels of unconscious bias and to learn how to reduce the impact of unconscious biases on oneself and on others, WIA Europe has invited Clare McNamara and Francine Brooks from Engage to Move Ahead to share their expertise with our members. Are you aware of your unconscious biases?

What is unconscious bias? It is a mechanism both useful and highly restrictive. Useful, as it allows our brain to automatically make quick assessments of people and situations that might be potentially dangerous. Restrictive, as the swift judgement that we are unconsciously passing on others considerably influences our behaviour around diversity, while more often than not being based on stereotypical assumptions that have little to do with reality.

To approach this topic in more detail and to share effective techniques to manage unconscious bias at the workplace, WIA-E has invited Clare McNamara of Move Ahead Global and Francine Brooks of Engage People Development Ltd for a one-day-workshop that was held at the AIRBUS D&S Leiden premises on 15 March 2019.

During the interactive training, participants had the chance to learn about the theory behind Unconscious Bias as well as to take part in practical exercises, which would enable them to implement specific measures to reduce the impact of Unconscious Biases on themselves and on others. The diverse group of attendees consisted of Local Group leaders as well as PoCs of our Corporate Members (AIRBUS D&S Netherlands, HE Space, Thales Alenia Space), and represented a good balance of generations, backgrounds and nationalities. Workbooks and supporting materials provided all content, and interactive elements were used to capture and reinforce learning points throughout the workshop.

Attending WIA-E members enjoyed the diversity of formats offered by the key speakers, and were highly engaged and enthusiastic to take part in all exercises as well as to share experiences and opinions. The group left motivated to implement learning back in local groups and teams.

Link to video, “Inspiring The Future - Redraw The Balance“: https://youtu.be/qv8VZVP5csA

at WIA-E Corporate Airbus D&S
Netherland premise,
Leiden, NL, March 15th

Q1 2019
To raise awareness of unconscious bias and help implement changes to perceptions as a key strategic focus for organisations, WIA-E will continue sharing the concept at Local Groups and Corporate Members. WIA-E members who have missed the training will have the opportunity to sign up for one of the two upcoming webinars (link to sign up) led by Clare McNamara and Francine Brooks.
The webinars will be held on 16th May and 13th June

The objectives and content will be the same in each webinar to allow as many people as possible to access a live session.

**Objectives:** Explain the concept of unconscious bias; Explore personal experience and experience of others; Investigate how to identify and manage bias in self and others; Provide tips and techniques.

**Outline content:** Concept of bias and impact on behaviour and influencing skills; Identifying and managing bias in self and others; Tips and techniques.

**Q & A session.**

**Delivery:** PowerPoint slides, Interactive elements using voting buttons and chat; Access to downloadable workbook, PDF tip sheets and unedited recording.

The sign-up close date is 6th May and 3rd June respectively for the two planned webinar

Applicants should be WIA-Europe members. If you are not yet a member, but would like to join our active and ever-growing community, please send us an e-mail to membership@wia-europe.com

The yearly membership fee for students is € 20.

**The deadline for applications is 30 April 2019!**

The programme provides a grant of € 1000 to cover attendance at aerospace workshops and conferences and is intended to support young colleagues with their first experiences in presenting a paper in an international context.
2019 is an important year for WIA Europe, marking 10 years since the foundation of the association by Simonetta di Pippo and Claudia Kessler. The formation of WIA Europe as WIA’s first sister organisation was announced at the Le Bourget Paris Air Show on Monday June 15, 2009, at the European Space Agency (ESA) in Paris, France. The goal of the new chapter was to expand the network, dedicated to increase women’s leadership capabilities and their visibility in the aerospace community. In the recent years it has been joined by WIA chapters in Canada, Africa, Japan, and Mexico.

In the decade of its existence, WIA-E has become a reference organisation that advocates political commitment in space programmes, promotes professional development in aerospace, and recognises the diverse talent – male and female alike – that is key to the growth of a modern and dynamic aerospace sector in Europe and beyond.

With the support of our dedicated corporate and individual members, WIA-E has continued to drive the creation of a diverse environment in the space sector. Our twelve local groups can be found all over Europe. They are strong, ever-growing, and diverse units that expand our core program with regular networking events, trainings, lectures company visits and much more. Both our regional and central events regularly feature speakers and panel discussions on a wide range of topics of interest to our community, and we keep members updated with valuable information on professional and networking opportunities.

In collaboration with the United Nations Office for Outer Space Affairs (UNOOSA), WIA-Europe has become partner of the project “Space for Women”, aimed to strengthen the awareness, capacity and skills of individuals and institutions related to the importance of promoting gender equality in the space sector and its fundamental educational fields.

Together we have come a long way, and we are looking forward to celebrating our successes together this year. Follow us for further updates on the 10th anniversary celebration events.
The European Space Agency (ESA) has placed the topic of diversity and inclusiveness (D&I) high on its corporate agenda. Through this initiative, ESA intends to enhance its wealth of diversity, and at the same time ensure that the values and the objectives pursued through D&I actions become an inherent feature of the Agency’s policies and business practices.

As underlined in ESA’s Director General Policy Statement on Diversity and Inclusiveness, the Agency’s final aspiration is to create and ensure “a modern, inclusive working environment where people value diversity in teams, take others’ perspectives into account and feel comfortable being themselves – regardless of gender, gender identity and expression, age or working experience, sexual orientation, physical or mental challenges, ethnicity and educational, religious or social background”.

Dealing with diversity has always been at the core of the European Space Agency’s architecture and functioning. In fact, since its inception, ESA has been a place of integration for European states, as well as for their people and their diverse cultural heritages. This bringing together of different perspectives and points of view represents therefore a distinctive feature of the Agency, and one of its most valuable assets. Gender is a central axis of ESA’s focus on Diversity, in line with its long-standing commitment to promoting equal opportunities and inspiring young women across Europe to get in STEM (Science, Technology, Engineering, Mathematics) disciplines and envisage careers in the space sector.

With the aim to start projecting the “ESA of the future”, a renewed effort has been recently devoted to striving to enhance the innovative contributions brought in by a diverse and gender-balanced pool of talent. Indeed, also in light of the significant departures wave coming over the next ten years, this moment offers the ideal occasion to inject more diversity into the workforce and make ESA a modern organisation, able to tackle the challenges ahead by leveraging on the talents of all – men and women alike.

Having this overarching objective in mind, the Agency is now working to create awareness on the benefits of a diverse workforce and has set measurable goals in terms of female recruitment and representation. The results of those initiatives are already very visible.
In 2018, the share of female recruits showed a significant increase and reached 40%, thus contributing to bring the total share of women in post at ESA to 28%. Similarly, the percentage of women in top management positions improved compared to 2017. Female colleagues recruited in 2018 come from 16 different ESA’s countries, including many new Member States, and have an average age of 37, a notable decrease with respect to 41 in 2017. The share of applications to ESA from women also increased significantly, by about 20% with respect to the 2017 level.

Moreover, a special focus has been put on ensuring that STEM careers, and space jobs in particular, are increasingly attractive to girls and women in ESA’s member states. In fact, in terms of perspectives, it has been observed that there is still a low number of women graduating in STEM in Europe, and this number decreases along the different steps of a STEM career. As ESA’s success in recruiting women across all Member States is also highly dependent on the critical mass of European women in scientific and technical fields, it becomes clear that we need to challenge stereotypes, become more proactive in promoting space jobs and work for the right conditions for retaining and ensuring career perspectives to women.

The steps already taken and the first 2018 results appear to confirm the start of an upward trend, which we hope will continue in 2019 and beyond, in order to finally develop that creative and diverse pool of talent essential to address the challenges of the future.
Latest news from Thales Alenia Space’s world

The Factory of the Future
Have you heard of ColRobot? It stands for Collaborative Robotics for Assembly and Kitting in Smart Manufacturing, and it’s a European R&D project being conducted as part of the European Commission’s Horizon 2020 (H2020) program. Coordinated by French engineering school ENSAM [Ecole Nationale Supérieure des Arts et Métiers], the project comprises 11 European partners, including schools, research institutes and two manufacturers, as end-users: Renault and Thales Alenia Space. The project came to an end just a few weeks ago. Consortium partners. Independently of this European study, Thales Alenia Space has already deployed robots in our clean rooms at Cannes, and cobots (collaborative robots) at the plant in L’Aquila, Italy. With the advent of new requirements, especially mega-constellations comprising dozens of satellites, we have to be capable of volume production.

3d printing in the space industry
Additive manufacturing is not a news for Thales Alenia Space, but now the Company is taking 3D printing into series production to make components for telecom satellites built on the company’s new all-electric Spacebus Neo platform. Spacebus Neo will feature four reaction wheel brackets made of aluminum and 16 antenna deployment and pointing mechanism (ADPM) brackets: four in aluminum and 12 in titanium. The innovative 3D-printed technology is designed to meet market demand for lower costs and shorter lead times.

Disrupting the smallsat industry by producing cost-effective satellites at scale
LeoStella, a smallsat design and manufacturing company has recently announced the official inauguration of its production facilities in Tukwila, Wash. The company is a joint venture between Thales Alenia Space and Seattle-based Spaceflight Industries. LeoStella has been developing a state-of-the-art production facility to construct smallsats cost-effectively and at scale. Its production facilities will enable the company to produce up to 30 satellites a year, ranging from Earth-observation and telecom satellites.
Latest news from Thales Alenia Space’s world

International Space Station airlock milestone
Thales Alenia Space is now ready for the ship of the shell for Bishop airlock module to the NanoRacks integration facility in Houston, Texas. The NanoRacks airlock module - dubbed "Bishop" - is the first-ever commercial airlock that will operate on the International Space Station. Thales Alenia Space is bringing to this program over 40 years of experience in design and production of advanced technology solutions connected with the International Space Station and will continue to provide these capabilities for future business opportunities in new commercial markets.

A brand new telecommunication satellite project for Nepal: a key asset to bridge the digital divide
Thales Alenia Space is been selected by Nepal Telecommunications Authority for providing its national satellite. The main mission is to make high-speed internet available throughout Nepal, spearheading services such as telemedicine, e-learning, e-government, disaster management, information technologies, agriculture, tourism, hydropower and other value-added services, along with the provisions of Direct-to-Home television and mobile phone backhauling.

The project will be a key asset to bridge the digital divide and a strong vector of economic growth. We are also thrilled to embark into this long term cooperation with Nepal and support the country develop its space capabilities and services for the benefit of all its citizens.
On 16 March, members of the WIA-E Board of Directors met with Local Group Leaders to exchange on a range of WIA-E related topics, and to discuss join strategies for relevant local and Europe-wide activities. The meeting was hosted by HE Space Operations in Noordwijk, NL, and was attended by Representatives of Local WIA-E Groups from all around Europe. Among topics discussed were the upcoming activities and events to mark the 10th anniversary of WIA Europe, added value activities for individual members, such as "one hour mentoring", promotion of WIA-E members as speakers, webinars as well as some of the challenges Local Groups are currently facing. The fruitful and enthusiastic exchange was very positively received by Local Group Leaders and Board Members alike, and will continue on a regular basis to foster the strong European network of WIA-E member groups.
WIA-EUROPE BREMEN

January 25 - Brainstorming table

On 25 January 2019, WIA-E Bremen organized a brainstorming table in order to plan the new events and involve the members to assure a common interest and opportunities to visit new companies, listen to stories and organize local workshops.

This brainstorming event saw the participation of many different people from a variety of sectors and companies: from OHB to Airbus Defence and Space, from Zarm, DLR to the University of Bremen, and consultants too.

March 6 - WIA-E Bremen Meets Dr. Hannah Brocke of PlanBlue GmbH

During the WIA-E Bremen meeting of 6 March 2019, Dr. Hannah Brocke (Co-founder & COO of PlanBlue GmbH) previously a scientist, currently an entrepreneur, spoke about her passion in facing always new challenges. The mission and vision of PlanBlue was presented and enriched with the personal experiences and stories. Dr. Brocke changes her role from a scientist to a business leader of a start-up from Bremen, but the motivation and enthusiasm remain the same. The meeting brought out similar situations faced by other members, e.g. few female

March 23 - WIA-E Bremen Invites to Stargazing-Night

WIA-E Bremen invited WIA.E members and their families and closest friends for a nice spring night sky view from Oberneuland-Bremen at home of our WIA-E Bremen member. The sky view was by a telescope to look to the Moon (91% full) and Mars (magnitude very close to the max for 2019). The night was delighted with fire, barbecue, wine and any other delicious food that all the friends would like to share with all.
March 26 - Conversations with Dr. Muir-Harmony

On 26 March 2019, our WIA-E Bremen local group organized a get-together event with the support of the U.S. Consulate General in Hamburg with Dr. Muir-Harmony, who has written on the history of science diplomacy, international science exhibitions, and the politics of spaceflight. Her book, Apollo to the Moon: A History in Fifty Objects (National Geographic, 2018), highlights the Apollo Collection at the Smithsonian Institution. Several questions have been addressed regarding untold tales of the Apollo Mission from the favourite artefact of the book to the current Moon race. The talk was so interesting that many anecdotes on human spaceflights travels and International Space Station come out from the participants. It coincides with the day the first fully-women Extra Vehicular Activity outside ISS was cancelled because on board are not available two space suite “size M”!

WIA-EUROPE BRUSSELS

February 7 – Local Group Kick-off

Thursday 7 February marked a new beginning for our local group in Belgium. WIA-E Brussels was relaunched around few drinks at the Brewdog. Sweety Pate, the new local group leader, together with Alice Michel (now co-leader) are looking for space enthusiasts to build a core team and develop a new set of objectives for the group.
March 9 - Meeting on next steps for 2019

WIA-E Brussels invited to their second meeting of 2019, to discuss the next steps and plan for their upcoming events. Participants were active and involved in shaping excellent ideas for the new year activity plan.

March 13 - 7th Space Dinner event at Planetarium Brussels

Agnieszka Lukaszczyk, the Senior Director for European Affairs at Planet and our WIA-E Brussels group space enthusiast, presented at the 7th Space Dinner event held at Planetarium Brussels. The theme of the event was: "New Space, New Opportunities?"

WIA-EUROPE COLOGNE

February 14 - Visit of the :envihab at the DLR

WIA-E Cologne organized an event on the 14th of February at 5 p.m. in the :envihab at the DLR premises. Prof. Dorothee Dzwonnek, former head of the German Research Foundation, gave a short presentation discussed how she (and women in general) could reach one of the top management positions in Germany. Although she has not a career in the aerospace sector, we undoubtedly profited from her experience in business in general. Furthermore, the institute of Aerospace Medicine gave the participants the opportunity to see the :envihab facility.

WIA-EUROPE LEIDEN

March 8 - Meet & Greet on International Women's Day & Introduction of NSO

WIA-E Leiden invited for a special Meet and Greet on International Women's Day on 8th March 2019. This special network event focused on a short introduction of NSO as an organisation, the role of NSO in promoting downstream applications of Earth Observation data in developing countries and the Netherlands. As this event took place on International Women’s Day we also reflected on gender inclusivity and we were pleased to have Veronica La Regina as a special guest speaker on this subject. She held an interactive presentation where attendees could participate using their mobile phones.
February 5 - Lunchtime online discussion on 'We all have bias - fact or fiction?’

Participants joined an interactive online webinar hosted by Move Ahead Global to spot biases you weren't aware you had.

March 4 - Networking & panel discussion "Filling the gap in Scottish Aerospace: Does Gender Matter?"  

Participants joined WIA-E UK and Astrosat at the Edinburgh Centre for Carbon Innovation for a panel discussion and networking celebrating the Scottish space industry.

WIA Europe Local Groups near you

Do you have any questions or would you like to be put on the list for a local group, or propose to start on in your area? Feel free to suggest your idea and play an active role in creating the events you most want to see happen! All local groups are free to organise a program that matches the expectations of the local WIA-E community.

Our local group are strong, every growing and expanding units that meet regularly for networking events, training and lectures. These events include professional trainings and workshops with qualified trainers and coaches, company visits, mentoring evenings or simply chatting over drinks and dinner.

As any professional will tell you, interpersonal connections form the very cornerstone of a successful and fulfilling career. Among WIA-Europe’s goal is building our members’ careers through our network, and what better network to nurture than one you are already in?

Let us know!

Diana Pueyo
Director Regional Development
Regional.development@wia-Europe.org
Questions
If you want to learn more about Women In Aerospace Europe, please do not hesitate to contact us via info@wia-europe.org or take a look at our website www.wia-europe.org

Want to join?
Please fill in our registration form or visit: www.wia-europe.org/join

Contact details
Women in Aerospace Europe
Space Business Park
Huygensstraat 44a
2201 BB Noordwijk
The Netherlands

Watch our Testimonial Video available on YouTube

Facebook  LinkedIn  Twitter