

# WIA-E NEWSLETTER

Q4/2019: OCT-DEC



## SPACE MAKES YOU DREAM, AND WE DREAM OF A MODERN SOCIETY WITH GENDER EQUALITY AND INCLUSION



*Dear Friends,*

The milestone year 2019 has been a very productive one for WIA Europe. As we transition into a new decade, I would like to thank you for your continued support and dedication.

I'm thrilled to be able to announce that our organisation has been experiencing a healthy growth in 2019. We were happy to welcome Eumetsat, ISU, UK Space Agency, RAL and SSTL into our committed network of **Corporate Members**, and our regional presence has been expended by the addition of new **Local Groups** in Barcelona and Berlin.

As the association keeps growing and evolving, we have upgraded our administration tools and website to better serve and communicate with our members. I am happy to announce that both will be fully operational in the new year, and will help us to enhance the visibility of our mission as well as further improve our membership services.

Building on this progress, we have plenty of activities planned to continually strive to meet the needs of our members. After a number of successful Events and training series, we are looking forward to providing more networking and professional growth opportunities in 2020.

In the past year we have also embarked on a new stage of our history with the addition of new Board and team members. Personally, I'm proud and humbled to have been confirmed at our GA in October to continue serving as president of this amazing organisation.

As Board President of WIA Europe, I am thrilled to see that Gender Equality has been included in the agenda of many companies and space agencies, and my goal is to provide support to our active

community in its efforts to transform this sector.

I want to express my enthusiasm for the new decade of WIA Europe, my appreciation to my fellow Board members, LG Leaders and staff, and most

importantly a big thanks to all of the corporate members, partners and individuals who make this organisation successful year after year. I look forward to great things ahead for Women in Aerospace Europe and wish you a wonderful new year!

*Yours sincerely,*

Luisella Guilicchi

President Women in Aerospace Europe

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### WIA-E GENERAL ASSEMBLY 2019

On 12 October 2020 the WIA Europe General Assembly was held at the OBA Conference centre in Amsterdam. The GA was a great opportunity to exchange ideas and share visions on the future of the organisation.

During the meeting, the board provided a comprehensive overview of individual and corporate membership figures, the communicational activities of the organisation, the Grants & Awards programme, the Local Groups as well as the financial report, which has been approved by the audit committee and is now available to all members.

The board composition was presented and the mandate of returning board members has been approved by attending members. Luisella Giulicchi is honoured to have been confirmed as the President of WIA-E, Annamaria Nassisi is proud to be confirmed a Chair of Board and still maintain the role of Communications' Director until the selection of new director, and Elizabeth Seward was voted in as Board Secretary. Other members remain as ad interim pending the next general assembly.

Minutes of the GA 2019 will be completed and sent for approval 4 weeks before the next General Assembly.

### WIA-E LOCAL GROUP LEADERS MEETING

Prior to the GA, an LG Leaders meeting was held at the same location. Having the two events on the same day offered the opportunity to discuss a range of relevant subjects, and to later continue the dialogue with other members of the organisation. It was the 2<sup>nd</sup> LG Leaders meeting this year, and was organised upon the mutual wish for a better coordination between Local Groups and the Board.

The LG leaders and the Board discussed the needs of the local groups, as well as questions on budget, communication, and the use of social media. Other topics included the use of Eventbrite, the new membership management tool, and the access to a devoted area for LG groups on our website. Further, training and networking initiatives for the upcoming year were discussed. It was once more a very fruitful exchange, and we are grateful to have such active and thriving WIA-E representation on the local level!

For more detailed information please contact Diana Pueyo at [regional.wiaeurope@gmail.com](mailto:regional.wiaeurope@gmail.com), who remains the contact point between LG members and the Board.

### EDITORIAL NOTE:

Dear Friends,

As outgoing Director of Communications, I am happy to see the progress we have made in the past four years to improve in design and content of our communication channel to attract your attention and to take care of our identity.

We are constantly looking for ways to further bring our communication closer to your needs, and to deliver you the most useful content in order to make sure that you are getting the most benefits from being part of the WIA-E community.

That is why we love to hear back from you, always open to your ideas and suggestions.

Enjoy the current issue, for the last time curated by me as Director of Communications.

I'll continue to sustain WIA-E in my new role of Chair of the Board.

Happy 2020 year where D&I will become a must for all our big family



Annamaria Nassisi  
Chair of Board - Women in Aerospace Europe

## WIA-E SIGNS MEMORANDUM OF UNDERSTANDING WITH UNIVERSITY OF ROME “LA SAPIENZA”

After a WIA-E event held during the AIDAA conference, a cooperation intent for the areas listed below has been formalised between Women in Aerospace Europe (WIA-E) and Dipartimento di Ingegneria Astronautica Elettrica ed Energetica of University of Rome “La Sapienza” (DIAEE). The Memorandum of Understanding has been signed by the President of WIA-E Luisella Giulicchi, and Director of DIAEE, Prof Maria Sabrina Sarto.

Based on the principles of mutual benefit, both institutions intend to collaborate in:

- (a) Organising joint activities and events to further both parties' goals, in particular those fostering the interests of women working in aerospace, and DIAEE goals;
- (b) Exchanging and sharing higher education and public outreach initiatives;
- (c) Exchanging and sharing research relevant to the parties' objectives;
- (d) Informing each other of networking opportunities, in particular those relating to attracting more women and young adults to the aerospace sector. Working together to represent the European aerospace sector; and
- (e) Working together to advocate commitment to aerospace programmes, in particular increasing female and young adult visibility.

Each Party nominates a Referee for this MoU. The Referee will represent the Party for the execution of the MoU and will be responsible for internal reporting and monitoring of the agreed activities.

The Referee of WIA-Europe for this MoU will be Dr. Annamaria Nassisi.

The Referee of DIAEE for this MoU will be Prof. Fabio Santoni.



## WIA-E ANNOUNCEMENTS

We are excited to welcome three new Directors ad interim to our Board: **Lisa Callahan** (Director of Corporate Membership), **Nicolas Peter** (Director of International Relations), and **Anna Hogg** (Director of Communications), who will formally start her duties from January 2020 and will replace **Annamaria Nassisi**, who now covers the role of Chair of the Board.

We would like to thank Annamaria for the excellent work that she has executed as Director of Communications, and also for her outstanding commitment in the last months covering two positions in the Board, Chair and Director of Communications a.i.

### Back Office Changes

**Richelle Scheffers** will be leaving her position as our back-office manager end of the year. We would like to thank Richelle for her devoted support of the organisation in the past years, and wish her all the best!

**Christiane Llaca Salas** will join **Gaia Guiso** and **Xenia Pattberg** at our back-office team vital to support the Board in their activities, and will start her duties in January 2020.

## “NO, MUM, THE MAN SHOULD BE THE BOSS”

Director of Regional Development **Diana Pueyo** on what we might miss when talking to our daughters, and why an Unconscious Bias Training is a good choice for Women in Aerospace Europe.

Recently, my five-year-old daughter and I were playing with several female and male dolls. We made up the story of a horse owner who was calling the rescuers' office because her horse was missing (needless to say, my daughter was playing this most challenging part). To avoid stereotypical role patterns, I usually change the roles in our games, sometimes having male and sometimes female characters in a leadership position. So this time, it was a male assistant who was picking up the phone and reporting to his female supervisor. To my utter surprise, my daughter firmly disagreed with this set-up. "No, mum, the man should be the boss," she said. "But why, darling?" "Because that's how it is," she shrugged.

I was speechless. How was it possible that my five-year-old daughter was convinced that a woman could not be "the boss"? Of course, I am aware of the fact that hardly a classic children's story presents us with what we would consider today as a strong and modern female role model. But what about my daughter's most proximate living example - me? After all, I am head of a department. I am what she'd call "the boss". And I am not the only example in our family. Her aunt is a founding associate of her own company, and surely, she is surrounded by many more examples of successful female leadership. So what was going on?

Retracing my "parental missteps" I came to a startling conclusion. I have indeed not been telling my daughter anything about what it is I do. So how could I expect my child to establish new gender narratives if I was failing to share stories about my daily work life with her, let alone about my successes?

I knew straight away that this had to change. Whatever the reason women often fail to sing praises to their own achievements, or even discuss them in a matter-of-factly fashion, it is crucial to share stories of equality and diversity with our kids, as social stereotypes are being engraved into our perception from the earliest age. My own children are wonderful teachers when it comes to showing me how bias-enhancing some of my behaviours are. Established at an early age, Unconscious Bias has been proven\* to be one of the key factors leading to an unbalanced presence of women in leadership positions.



Therefore, this year we have introduced an Unconscious Bias training campaign at WIA Europe, consisting of one workshop and consecutive webinars.

Presented by coaches Clare McNamara and Francine Brooks from Engage to Move Ahead, the one-day workshop was aimed at our Local Group Leaders and the Contact Points of our Corporate Members.

It was hosted in March by Airbus Defense & Space Netherlands in Leiden, Netherlands. The goal of this workshop was to give tools to the participants to fight unconscious bias, and to consequently transfer this knowledge to other members of their organisations and Local Groups. During the workshop participants had the opportunity to identify Unconscious Biases, both in themselves and in others, and discuss possible tools that could help detect and prevent them.

In a second step, we held two one-hour Webinar sessions open to all our WIA-Europe members. During the webinar's participants were presented with a more compact version of the training, yet covering the same topics as the preceding workshop.

If you are interested in this topic but could not attend any of the webinars, have a look at the training description (<https://www.wia-europe.org/2019/03/15/wia-europe-invites-to-uncosnscious-bias-training/>) or access the members restricted area of the [www.wia-europe.org](http://www.wia-europe.org) for further relevant training materials. For any further questions concerning the Unconscious Bias training campaign, please contact

[RegionalDevelopment@wia-europe.org](mailto:RegionalDevelopment@wia-europe.org)

**Diana Pueyo - Director for Regional Development**

\* See the following Harvard article if you are interested in how to counteract stereotyping and discrimination at an early age: <https://www.gse.harvard.edu/news/uk/18/11/preventing-gender-bias>

## “NEW SPACE ECONOMY AND GENDER DIVERSITY: CLOSING THE GAP”

WIA-E member Isabella Palati about News Space Economy dynamics and Diversity. Interview with cyber expert at Spacewatch.global Tiziana Casinelli on female role models, on how to eliminate gender bias in space industry, and on opportunities for gender diversity in the context of the NSE.

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On December 10<sup>th</sup>, the New Space Economy (NSE) ExpoForum started in Rome, for 3 days intensive kermesse of over 2700 attendees, 140 exhibitors, 184 speakers among the most influential world experts in the space sector, 60 vertical sessions on data analytics, future markets, new mobility, new finances and services, and 11 side events, including a special focus on women contribution with the WIA-Europe panel on “Women in the New Space” and the Thales Alenia Space Poster on “The role of women in New Space Economy environment as game changers and innovators”.

The forum aimed to convey the key message that the New Space Economy acts as a growth engine within the global economy, and Europe intends to be one of the most prominent players. During the panels, the best practices for the development potential of the space ecosystem have been illustrated, as well as the tools and approaches designed to promote and guarantee innovation and competitiveness on the global markets.

A light has been shed on how the space sector is not anymore just science and research but acts as a value generator. Under this new perspective and understanding of space, it becomes imperative to collaborate, on all levels, across and within different sectors and realities. In the context of the New Space Economy, it has been possible to observe how the space industry is not anymore a singularity, but it has been contaminated and improved by different sectors (e.g. IT): this results in a diversity approach that is driving the space ecosystem away from the traditional model, not only on a technological level, but also in teamwork dynamics and business models.

Within this framework, the New Space Economy’s major driver is innovation, which is not achievable if the environment turns out to be a static one. Diversity proves to be a key element for the promotion of innovation and a competitive environment, especially when considering that the space sector tackles daily some of the most important and challenging problems on Earth, which require new, gravity-defying means of working.

As we need multiple sectors to come together to deliver the best services, same applies for gender: we need diversity of thought to achieve success. While correlation does not equal causation, multiple studies have proved that the correlation does indicate that when companies commit themselves to diverse leadership, they are more successful.

Diversity in gender becomes a strength, on the grounds that women bring a complementary vision to men. Women become driver of innovation by positively mediating the decision-making process, by making a habit of asking for feedback and by creating superior team dynamics: all this result in improved productivity, creativity and problem-solving skills. By expanding the collective variety of skills, knowledge and ideas, diversity becomes a precious economic asset for a business economic development.



We have asked some questions on the subject to Tiziana Casinelli, who works in the space industry since 1997 and is currently serving as a space security and cyber expert at Spacewatch.global, and who was also among the speakers in the New Space Economy ExpoForum:

- ❖ Do you think that women could be really considered an added-value to the business if they keep their full personality and promote female role model?

Promoting new female role models is essential both for inspiring future professionals and for overcoming the current biased business world. Nowadays only few women have really made their way upstream, and they are too limited in number to be considered reference role models for new generations. There is a need to increase their number and create a sufficient set of female role models.

- ❖ How important becomes diversity as an economic asset within the framework of the New Space Economy?

Diversity is fundamental. There are numbers to demonstrate this, and those numbers are undebatable. E.g. 57% of the companies that have established diversity policies have seen their customer satisfaction increase, furthermore it has been proved that companies with a more diverse management team have an EBIT (operational earning) 48% higher than other companies who do not.

- ❖ How could we eliminate gender bias in space industry?

Imposing quotas at each level of employment. This could be seen as an unfair methodology, but it is clearly a mandatory phase if we want to eliminate gender bias. Once the equilibrium is met, these rules could be reconsidered.

- ❖ How can we create opportunities for gender diversity in the context of the NSE?

Developing strong networking among women, who need to learn to support each other regardless the fact whether they are great friends or not.

The message given by the forum and multiple research is clear: diversity mean business, and business is now an integral part of the New Space Economy movement. And in today's constantly changing and competitive landscape, having diverse workforce has never been more critical.

Isabella Patatti

## WIA-E AT THE APPLETON SPACE CONFERENCE



On 5 December 2019, WIA-E was present at the 15<sup>th</sup> Appleton Space Conference that took place at the Rutherford Appleton Laboratory (RAL) on the Harwell Campus, Oxfordshire.

This major space conference celebrates the latest UK advancements in space science and Earth observation and gives leading figures from within the Space sector the opportunity to meet and discuss the latest developments on a range of current and future Space activities.

During the conference, WIA-E President Luisella Giulicchi and Director of RAL Space STFC Prof Chris Mutlow signed a Corporate agreement between the two organisations.

RAL's pioneering work in areas such as particle physics, scientific computing, laser development, space research, and technology addresses some of the important challenges facing society.

Moreover, RAL offers a range of diverse training schemes including engineering apprenticeships and summer student placements. These schemes help attract young people into science, technology, engineering and mathematics (STEM).

We are thrilled to welcome RAL Space as our new Gold Corporate Member!

## WIA-E AT THE EUROPEAN SPACE POWER CONFERENCE

On 3<sup>rd</sup> October 2019, WIA-E was invited at the 12th European Space Power Conference that took place at the Jean-Les-Pins in France.

This major space conference for Space Power experts and industries and this year edition marked the 30<sup>th</sup> anniversary of the ESPC. The theme of ESPC 2019 is "Space Power, Achievements and Challenges". The conference brought together experience and knowledge in the field as well as looked forward to the future directions and milestones.



Veronique Ferlet-Cavrois, Chair of the conference and Mariel Triggiani, Technical Programme and Organizing Committee coordinator, showed their strong commitment and sensibility to the issue of gender equality and diversity

by celebrating the 10<sup>th</sup> Anniversary of WIA-E and by organising a very interested and well attended session dedicated to "Innovation in Space", as seen by women in Aerospace that featured WIA-E President Luisella Giulicchi and Claire-Anne Reix, Copernicus data and services exploitation Director at Thales Alenia Space and Chair of SAFE. The meaning of innovation in space and the challenges of it were discussed as well as the importance of diversity for fostering innovation.

## PANEL: WOMEN IN NEWS SPACE

On December 11, WIA-E organised the special session "*Wo-men in New Space*" in the frame of the first edition of the New Space Economy (NSE) European Expoform.



"This international con-text

was the ideal frame for us to invite a very diverse panel of speakers to share their views on the role of Diversity and Inclusiveness in the New Space Economy", says Luisella Giulicchi, President of WIA-E.

The panel, moderated by Luisella Giulicchi, focused in particular on:

- opportunities and challenges in "New Space", from the scientific, technological and economic points of view;
- the role of Diversity and Inclusiveness (D&I) in the evolution of the space sector;
- the role of "D&I" to foster innovation and growth;
- the importance of partnering with space faring nations and private space as well as non-space firms for achieving socio-economic impacts and global challenges;
- how young professionals can support the new space business in terms of D&I.

Speakers included :

- Maria Cristina Falvella President, Fondazione E. Amaldi ;
- Agnieszka Lukaszczuk, Senior Director for European Affairs, Planet Lab ;
- Amanda Regan, Head of Invest Office, ESA ;
- Luca Rossettini, CEO, D-Orbit ;
- Joerg Kreisel, CEO, JKIC ;
- Maria Antonietta Perino, Director Space Economy I-CIOS Program, Thales Alenia Space;
- Clementine Decoopma, Executive Director, SGAC.

The NSE Expoforum was organized by Fondazione E. Amaldi and Fiera di Roma in collaboration with Space Foundation and with the support of ASI and ESA. The NSE gathered together the main players of the New Space Economy including new industrial players, small and medium innovative companies, investors, startppers, research centres and space agencies.

Organised by Fiorella Coliolo, WIA-E events manager, the panel "Women in New Space" was also an opportunity to promote WIA-E activities and to celebrate the 10 years anniversary of the association.

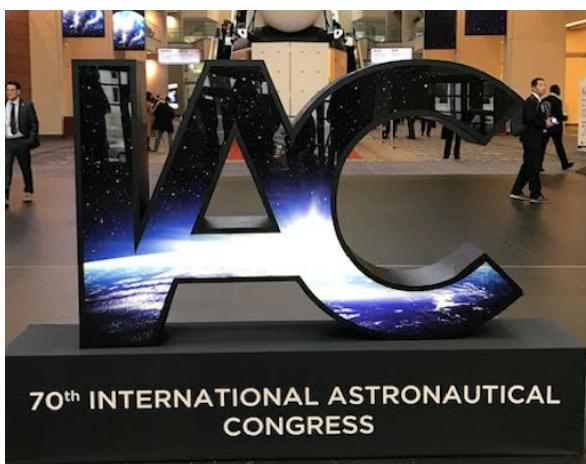
## WIA-E EVENTS

### WIA-E AT THE INTERNATIONAL AERONAUTICAL CONGRESS

21-25 October 2019, WIA-E delegates attended the 70th International Aeronautical Congress (IAC), an annual event that was held in Washington D.C. this year. Next to attending all of the IAF “3G” IDEA Events, representatives of WIA-E joined the “Networking Reception with WIA Global Networks”, organised by WIA with the aim to strengthen the relations between all WIA groups on a global level, and explore new opportunities for collaboration between the various branches of the association.

With the 60th anniversary of the first moon landing this year, the IAC 2019 has dedicated special attention to the event that has for decades captured the imagination of people everywhere around the world, and is now back on the agenda of space agencies worldwide. The events at IAC 2019 focused particularly on the collective, on the international story of limitless exploration, the inspiration, promise and discovery as well as collaboration and cooperation of a global community.

The centre of attention and the key narrative throughout the congress was the Artemis programme (named after Apollo’s sister) that aims to bring the US and their partners once more to the Moon by 2024. The crew will consist of two women and two men. The emphasis on gender equality throughout the event was impressive and unprecedented. Its crucial importance was repeatedly stressed by speakers in the course of the congress, among them by honourable Mike Pence, Vice President of the United States as well as James Bridenstine Administrator, National Aeronautics and Space Administration (NASA). Exciting years are ahead for the “Artemis generation”!



### WIA-E AT THE WORLD SPACE WEEK IN OSIMO, ITALY

During the World Space Week at Osimo (Italy), special attention has been devoted to the role of women in the STEM field. One of the central contributions on this topic was the talk “Women and Science, the perfect binomial”, delivered by **Francesca Faedi**, astrophysics from Warwick University. After the lecture given by **Umberto Guidoni** on the 6<sup>th</sup> of October, the following two days focused on women, among others with presentations by **Annamaria Nassisi** and **Ersilia Vaudo**, titled “The other Half of the Sky” and “Space to the future... of Marche” respectively. In their contributions they discussed the furtherance of female professionalism, reviewing the specific female experience in this field, and taking a look at the future of both, the role of women and the space/astrophysics.

On October 7th, a round table of women with outstanding careers in the industrial and scientific sectors offered a long excursus on the space ecosystem.

#### Agenda:

Keynote speech: Annamaria Nassisi, THALES ALENIA SPACE (Manager Strategic Marketing OEN), WOMEN IN AEROSPACE EUROPE (Chair a.i. and Director of Communications). Annamaria delivered a speech on the space industry (based on her long experience as an employee of Thales Alenia Space) with a special focus on the role of women in STEM, supported also by the Women in Aerospace association.

The round table, moderated by Claude Ngirumpatse, Internationalisation expert, included distinguished women employed in STEM, industrial and institutional fields:

- Meri Marziali, Equal Opportunities Regional Commission President;
- Francesca Faedi, Astrophysics Warwick University; Premio Donna dell'Anno 2019
- Maria Massi, Astrophysics Max Planck Institut fur Radioastronomie;
- Francesca Micozzi, Centre of Innovation and Entrepreneurship of the University “Politecnica delle Marche”;
- Giorgia Pontetti, Aerospace Engineer, CEO Ferrari Farm;
- Teresa Cecchi, I.T.T. Montani di Fermo.

## SPOTLIGHT: RESEARCH

Last year, the WIA-E board has appointed **Paola Belingheri** as Director of Research. The Director will provide the European aerospace community with insights on gender inequalities and gaps in the workforce, the contributing factors and effective solutions to improve women's representation at all levels.

In each newsletter, we will therefore have a spotlight on an issue with women in the workforce and a discussion of what has been discovered by researchers. In the next few newsletters, we will tackle what it takes to create and maintain a healthy pipeline of women in the aerospace sector.

### THE MYTH OF THE PIPELINE: JOB ADVERTISEMENT & APPLICATION

In the last newsletter, I examined the different aspects of a firm's "pipeline" which is a big part of the equation for companies to hire a diverse cohort of candidates to support their success:

- STEM and higher education*
- Job advertisement and application*
- Hiring*
- Retention*
- Appraisal and promotion*

In the past issue I talked about the gender-equality paradox in STEM and higher education, whereas in this issue I focus on the step of job advertisement and promotion.

Most companies perform the recruitment of their staff through two channels. First is by method of referral, which is quite popular in many countries. It allows employees to recommend those candidates from their existing networks, which they deem to be a good fit for the company. The other way is through publishing public vacancy notices, which requires a proactive application of candidates. The first type of recruitment is often cheaper and less time-consuming for companies. However, it is known to suffer from bias, as employees tend to recommend candidates that share similar beliefs, backgrounds and traits as them. This can therefore hinder diversity. On the other hand, vacancy notices should reach a broader and therefore more diverse public and are generally considered a less biased instrument for recruitment.

But are they?

Research has proven that language can often be gender-specific, and that people from different genders may ascribe different meanings or connotations to certain words. If these words are included in vacancy notices, often due to unconscious biases from the individuals writing the text, these vacancy notices may be less appealing to women and other diverse candidates.

Extensive research by Gaucher, Friesen and Kay (2011) has indeed uncovered that in vacancy notices for jobs in sectors dominated by men, there is more masculine wording than in those from female-dominated sectors. Indeed, the presence of more males in a field is a strong predictor of masculine wording in the vacancy notices. When women are confronted with a vacancy notice that has stronger male wording, they find the job less appealing and they experience a feeling of non-belonging to the corresponding sector. Therefore, they may be discouraged from applying not only to that particular vacancy but also to other jobs in the same sector. The same doesn't happen for men: they are not discouraged from applying if they come across a job vacancy with strongly female wording.

The company Mya (see below) rightfully claims that "you cannot hire someone who doesn't apply". Therefore, it is paramount to write vacancy notices that can appeal to a broad range of candidates in terms of gender, cultural and religious background or minority status. What are some tools

that can help? The first is ensuring that vacancy notices are written by committees with a balanced gender representation. This should help to mitigate unconscious bias of participants. Moreover, the field of data science is offering new tools to help businesses improve their vacancy notices. Here are a few examples:

<http://gender-decoder.katmatfield.com/> identifies gendered language bias in texts, based on the male and female wording identified in the above-mentioned paper by Gaucher, Friesen & Kay

<https://textio.com/> This is a paid "augmented writing" tool to identify and eliminate biases. It includes a bias meter with one-click replacement suggestions.

<https://www.myamya.com/> This is a paid suite of tools to support companies on the job market, powered by Artificial Intelligence.

#### References:

Gaucher, D., Friesen, J. and Kay, A.C., 2011. Evidence that gendered wording in job advertisements exists and sustains gender inequality. *Journal of personality and social psychology*, 101(1), p.109.

Are you interested in volunteering to contribute to our original research? Please contact [research@wia-europe.org](mailto:research@wia-europe.org)

## SPOTLIGHT: WIA-E LOCAL GROUPS



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

Our local groups are strong, ever-growing and expanding units that meet regularly for networking events, trainings 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.

In 2019, we were pleased to welcome new LG Groups in Barcelona and Berlin. And we are looking forward to more events coming to Zurich in 2020.

**For a full overview of LG Events see our website [www.wia-europe.org](http://www.wia-europe.org)**

Do you have any questions or would you like to be put on the list for a local group, or propose to start one in your area? Feel free to suggest your ideas and play an active role in creating the events you most want to see happen!

Let us know!

Diana Pueyo  
Director Regional Development  
[regional.development@wia-europe.org](mailto:regional.development@wia-europe.org)



## SPOTLIGHT CORPORATE MEMBERS: THALES ALENIA SPACE (PLATINUM)



The most ambitious plan for the European space sector will be an excellent opportunity for Thales Alenia Space to deploy its expertise and capabilities to contribute to the new challenges and breakthrough discoveries about Earth, our Solar System and the Universe.

The company is particularly enthusiastic about Europe's decision to continue the journey to Mars and participate in the Mars Sample Return mission, designed to collect samples from the surface of Mars and bring them back to Earth - a major new step forward in our exploration of the Solar System.

Pushing the frontiers of human space travel has been at the very heart of Company's commitment to the International Space Station, and its fundamental role in the ISS infrastructure that allows people to stay permanently and safely in space. Thales Alenia Space will be engaged in the future Moon exploration missions by providing vital modules for transportation and for the first space station to orbit the Moon. Furthermore, the Space Rider, the next-generation reusable auto-

mated transportation system will provide Europe with the unique capacity for routine access and return from low Earth orbit.

ESA's world-leading position in Earth observation will be strengthened with the advent of several new missions, in particular addressing topics concerning climate change. The European Union's Copernicus program, which plays a key role in monitoring our environment, will expand its scope with new flagship missions. In the science field, Thales Alenia Space welcomes the renewed ambition of ESA and its Member States aiming at increasing knowledge and giving mankind inspiration, with exciting missions, such as ARIEL, Athena and LISA.

Finally, this exciting year was crowned with the launch of COSMO-SkyMed Second Generation (CSG-1) on 18<sup>th</sup> December from Europe Space Port in French Guiana. CSG-1 will be an outstanding tool for observing our planet with its innovative operational capabilities, and its contribution to the continuous monitoring of the Earth's surface, to safety-related needs and to the management of natural events.



## SPOTLIGHT CORPORATE MEMBERS: ESA (PLATINUM)



At the European Space Agency we believe that focusing on, and strongly committing to, the involvement of women in space and STEM (Science, Technology, Engineering, Mathematics) careers is more important today than ever in order to continue and expand our enduring values. Indeed, the Agency is aware that global challenges cannot be faced without the contribution of a diverse and creative pool of talent.

In 2019, ESA's efforts and commitment to Diversity and Inclusiveness (D&I) have been increasingly recognised at the international level. In fact, the Women's Forum for the Economy and Society nominated for the second time ESA Director General Jan Wörner among the 50 CEO Champions committed to promoting diversity, thus boosting ESA's visibility as a global player engaged in accelerating and leveraging women's advancement and diversity in the workplace, and in showing how space can contribute to cultivate an inclusive culture. In addition, ESA has been included in the shortlist for the European Diversity Awards 2019 in the category "Head of Diversity of the Year", confirming the growing visibility of ESA's actions in promoting the values of D&I, as well as the interest in the Agency's initiatives for other organisations pursuing those efforts. Particular attention has been put to set measurable goals in terms of female recruitment and representation. With the end of year approaching, it is worth recalling some of the very positive results achieved in attracting and retaining a diverse workforce.

In 2018, the share of female recruits reached 40%, showing a significant increase from the 2017 level (+39%), 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, passing from 10% to 12%. Female colleagues recruited in 2018 come from 16 different ESA's countries, including many new Member States. The share of applications to ESA from women also increased significantly, by about 20% with respect to the 2017 level, and reached an historical height of 28%. Overall, these notable results appear to suggest the start of an upward trend, which we hope will be confirmed in 2019 and beyond. As part of ESA's engagement in reaching out to young generations, and girls in particular, a partnership has been established with Mattel in support of Barbie's Dream Gap Project, a role model programme aiming at encouraging girls to pursue careers in STEM fields. In addition, many other



initiatives a national level have been launched, with the involvement of female colleagues in technical and scientific job, including a cooperation with the STEM Talent Girl Programme at ESAC which encourages women developing their professional careers to inspire female students to pursue university studies in STEM areas. ESA also participated in a number of reflections and talks on Women and Space/STEM matters in ESA Member States.

With respect to external activities, ESA has initiated cooperation and alliances with several other international institutions. Gender, in particular, represents one of the main focuses of the work of the EIROforum ad hoc Working Group on Diversity and Inclusion, which brings together eight of Europe's largest research organisations, including CERN and ESO. In this framework, on 11th February 2019 the first EIROforum Director Generals' joint statement for the International Day of Women and Girls in Science was released, reiterating the commitments of those organisations to the promotion of women's and girls' involvement in STEM fields.

Fruitful exchanges and participation to dedicated reflections took place with OECD, where particular attention was given to gender matters within an overall understanding of the intrinsic intersectionality of diversity, aiming also at identifying innovative approaches to create equitable, adaptable and inclusive work environments, thus reinforcing ESA's cooperation with the OECD and with other prominent organisations on this thematic.

Moreover, ESA has been official partner of the first IAU Symposium on "Astronomy for Equity, Diversity and Inclusion" which took place on 12-15 November 2019. Organised by the International Astronomical Union in the occasion of its 100th anniversary, the Symposium aimed to be a roadmap to action, highlighting, inter alia, the role that gender diversity and inclusion play in producing better science, to contribute for competitiveness and innovation and to focus on specific steps leading to change on the field. As the first IAU Symposium of its kind, the event laid the ground for future IAU Resolutions on Equity, Equality, Diversity and Inclusion policies in Astronomy in order to seek official endorsement by the Executive Committee and in the IAU General Assembly in 2021. ESA Chief Diversity Officer contributed as observer to the draft of the resolutions and an intermediate meeting will be organised jointly by IAU, ESA and other organisations at ESAC in November 2020.



Very Best Wishes  
for the New Year  
2020

Women in  
Aerospace Europe

Space makes you dream and we dream of a modern society with gender equality and inclusion

#### CORPORATE MEMBERS

##### Platinum



##### Gold



##### Silver



##### Bronze



##### Non-Profit



##### PARTNERS



If you want to learn more about Women In Aerospace Europe, please do not hesitate to contact us at

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[www.wia-europe.org](http://www.wia-europe.org)

Please fill in our registration form or visit:

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