



WOMEN IN AEROSPACE EUROPE



Annual Report 2010

WIA-Europe is dedicated to expanding women's opportunities for leadership and increasing their visibility in the aerospace community.

This is the first Annual Report from the Association.



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1. Introduction

This first annual report marks the first steps that WIA-Europe has taken and our results to date. It describes our plans and the actions we propose to take for a long and successful future together. Indeed, you can find all the information you need here about programmes, projects, plans, activities, events. These are the tools, important and even instrumental in reaching our goal, which will create first a network and then build a strong team. Our goal must be a working environment, and a society, in which diversity is no longer worthy of mention. Let's shape our future together!



Foreword of the Founders

Women in Aerospace Europe was discussed for the first time in a meeting that the two of us had in March 2009. It became clear immediately from our discussions that it was time to create a network in Europe for women, so, at the beginning of June 2009, we met the notary. The association had started officially. Why were we so convinced about the need for WIA-Europe? What is our vision two years later? The answer is straightforward: to increase the prospects of Europe with key contributions from the “other side of the sky”.

Where are we now?

Europe is confronted with an intrinsic loss of dynamism in its economic system, which has a significant impact on its ability to innovate and on its own social and economic development. Rejuvenation, sustainable development based on innovation and knowledge, can come about only through increasing the role and influence of women in European society. The Economist calls this the war of talents. One key

question needs an answer, the sooner the better: what happens when women form more than half the workforce? In a society based on innovation and knowledge, as envisaged in the key objectives of the Lisbon Treaty, the aerospace sector has a crucial contribution to make, and can do more and more in the future, mainly in terms of expansion of mankind’s frontiers, through the systematic and sustainable exploration of space.

Women in Aerospace Europe has been created to answer the need in Europe to mobilize men and women, who share the same perspectives and the same values. Our aim is to create a strong and positive association in Europe with strong links in space at a global level, as a concrete example of talented people devoted to supporting a shared and optimistic vision of the future. This has been made possible thanks to the commitment of key female managers who are regarded as role models in Europe and worldwide, who have created a European network to offer

opportunities to younger women and who support European leadership in space where the female population is well-represented.

We are very tired of being treated as a minority. We never again want to be considered as the target for diversity management, because soon our diversity will no longer matter. That’s why we have to keep our diversity strong – it’s our strength and gives us a real chance to win the “war for talent”. This goal can be achieved only if we unite together – those with the same aspirations for a better social environment, global and peaceful. The space world is international, with no boundaries, at least in principle. In decades from now, when exploring our solar system, we will have to deal with potential alien mentalities. Humankind has to manage diversity as we manage international cooperation - through autonomy with strong individuals working together for better cooperation. Those of us who have already entrusted WIA-Europe as an effective means

to achieve this goal, but also all those who feel the same way but have not yet decided to take an active part in this process, have an important duty: to help to create a better world. We can only start from our environment - the aerospace sector - where we are even less appreciated due to the fact that many sectors of activity are still considered a male domain.



Simonetta Di Pippo
President



Claudia Kessler
Chair

2. Institutional matters



Women in Aerospace Europe launched at the ESA Pavilion at the Paris Air Show, Le Bourget, 15 June 2009. From left to right: Jean-Jacques Dordain, ESA Director General, Simonetta Di Pippo, ESA Director of Human Spaceflight, Daryle Lademan, President WIA USA, Michael Griffin, former NASA Administrator, currently eminent scholar/professor at the University of Alabama in Huntsville, the United States, and Claudia Kessler, Chair WIA Europe & CEO HE Space.

WIA-Europe was founded on June 12th, 2009 in Katwijk, the Netherlands. The formation of WIA-Europe, was launched at the Le Bourget Paris Air Show on June 15th 2009, France. Women in Aerospace Europe is dedicated to expanding women's opportunities for leadership and increasing their visibility in the aerospace community.

Our Vision: A European aerospace sector with a balanced representation of women at all levels.

Our goals are to:

- Be a networking platform for women in aerospace
- Attract more women to the aerospace sector
- Foster the interests of women working in aerospace
- Improve access of women to leadership positions in aerospace
- Advance aerospace education
- Advocate political commitment to aerospace programmes
- Recognise the achievements of women in aerospace
- Be an ambassador for aerospace in Europe

2.1 Composition of the Board



From left to Right: Simonetta Di Pippo (President), Claudia Kessler (Chair of the Board), Andrea Böse (International Relations) Bérengère Houdou (Membership) Tanja Masson-Zwaan (Legal Affairs), Maria Cristina Falvella (Mentoring Programme) Karin Südkamp (Treasurer), Barbara ten Berge (PR and Marketing), Raffaella Pappalardo (Programmes), Andrea Guidi (Secretary)

On 28 January 2010 the WIA-Europe Board was elected by consensus as follows:

- Simonetta di Pippo, President
- Claudia Kessler, Chair of the Board
- Andrea Böse, Director of International Relations
- Tanja Masson-Zwaan, Director of Legal Affairs
- Bérengère Houdou, Director of Membership
- Raffaella Pappalardo, Director of Programmes
- Barbara ten Berge, Director of PR and Marketing
- Karin Südkamp, Treasurer
- Andrea Guidi, Secretary

At the 2nd General Assembly the Board was extended with the election of:

- Maria Cristina Falvella, Director of the Mentoring Programme.

2.2 Board meetings

Board meetings are held regularly. Due to the geographical spread these are sometimes held as teleconferences.

During these meetings every board member reports on the status of assigned action items and new ideas are discussed, activities planned.

Between meetings, contact between the board members is maintained by frequent e-mail correspondence and phone calls.



2.3 General Assembly

A General Assembly is held at least once a year. In this general meeting members can nominate and elect the board members and use their voting rights. In this general membership meeting the Board presents its annual report on the affairs of the association and presents the balance sheet and the profit and loss account for approval.

In 2010 two General Assemblies were held. For more information see 4.1 General Assembly Meetings.



2.4 Office



The office of WIA-Europe is located in the Satellite Services building on the Noordwijk Space Business Park adjacent to ESTEC. The building was purpose-built by the Satellite Holdings Group for companies active in the space segment. WIA-Europe uses the conference facilities for board meetings and the canteen facilities for hosting drinks.

Address:

Space Business Park
Huygensstraat 44
2201 DK Noordwijk
The Netherlands

3. Membership

Our members share an interest in a broad spectrum of aerospace issues, including human space flight, aviation, remote sensing, satellite communications, robotic space exploration, and the policy issues surrounding these fields.

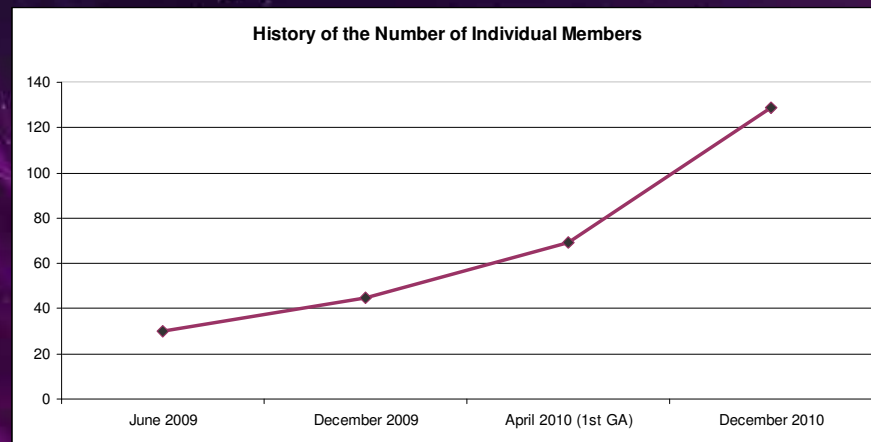


Figure 1: Growth in the Number of Individual Members since the creation of WIA-Europe

3.1 Individual Members

In June 2009, WIA-Europe started with 30 individual members. This number has been increasing steadily (see Figure 1) and at the end of 2010, WIA-Europe had 129 individual members.

WIA-Europe is open to men and 12 of our members are men. 10 members have student membership status.

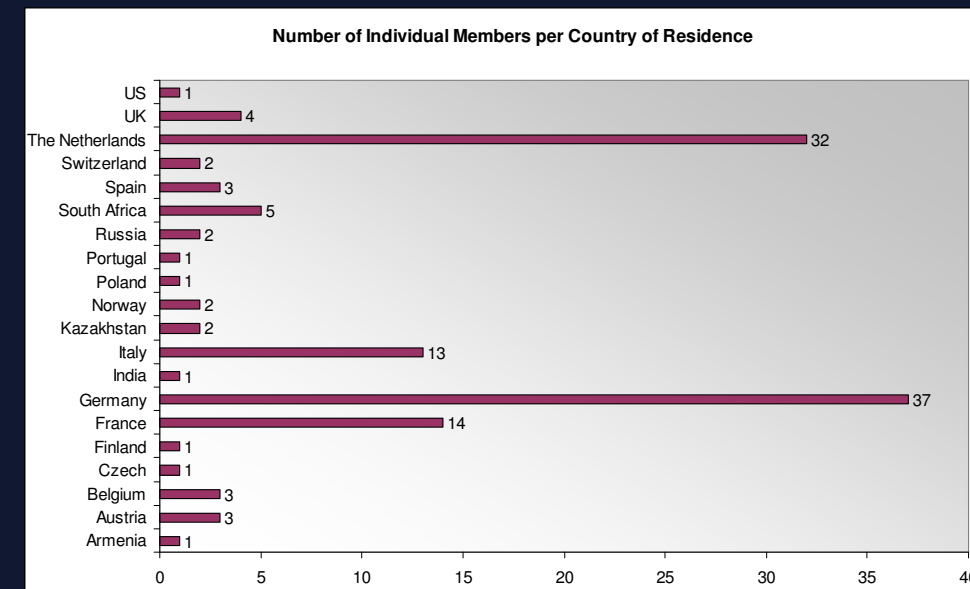


Figure 2: Number of Individual Members per Country of Residence (December 2010)

In short, WIA-Europe represents a very dynamic community.

Our goal is to reach 180 members by the end of 2011, as well as to raise WIA-Europe visibility amongst students.

Here are some key facts about the members of WIA-Europe:

- almost 30 different nationalities
- residing in 20 different countries (see Figure 2)
- working in all types of professional sectors – public, private or academia
- working in various fields of activity: engineering, management, business, human resources, law, policy, finance, sciences, marketing, research etc.
- working in 60 different companies / institutes / universities / agencies

3.2 Corporate Members

5 organisations have been very supportive of WIA and have joined the association at corporate level (see Figure 3). This is an incentive for their employees to join at an individual level (they represent 22% of the individual members).

| | |
|------------|---|
| Platinum |  |
| Gold |  |
| Silver |  |
| Bronze |  |
| Non-profit |  |

Figure 3 WIA-Europe Corporate Members (December 2010)

Our goal is to continue to develop our partnership with our current corporate members (via the organisation of joint events for example) and to attract new corporate members.

3.3 Honorary Members

WIA-Europe has 2 honorary members Mrs Edelgard Bulmahn and Mrs Mariastella Gelmini

In a personal letter addressed to Mrs. Simonetta Di Pippo, President of the Women in Aerospace Europe association, the current Chair of the ESA Ministerial Conference and Italian Minister for Education, University and Research, Hon. Maria Stella Gelmini agreed to give the High Patronage of the Italian Minister for Education, University and Research to WIA-Europe scope and activities.



4. Activities

This section describes the events and activities WIA-Europe has organised for its members in 2010.

4.1 General Assembly meetings

The first General Assembly of WIA-Europe took place on January 28th 2010 at Space Expo in Noordwijk. We were very impressed that almost 50% of our members took the effort to travel from all over Europe to come to this assembly. Simonetta Di Pippo and Claudia Kessler took the opportunity to welcome in person the 21 members who attended the assembly.

The Board members were elected (see more information about them: <http://www.wia-europe.org/officers.html>) and a report on the financial and membership status was given. At that time we had more than 50 members, coming from various companies, institutes, universities etc. with Astrium

as platinum member, HE Space Operations as a golden member and ESPI as an institutional member. This meeting was also the opportunity to exchange ideas on how to attract new members and what could be part of the Programme. The informal drink organised afterwards at Space Expo attracted even more people, in a very friendly atmosphere. Women In Aerospace is growing steadily and on 27 April 2010 the 2nd General Assembly was held. Jean-Jacques Dordain, the Director General of ESA, was present and gave a keynote speech in which he showed his support but also challenged the organisation to attract young students, act as a connection between different actors in the space sector such as industry, universities and space agencies and work on international relationships.

At this meeting a new director joined the Board. Maria Christina Falvella was elected to set up the Mentoring Programme to support young women in their careers. We were also pleased to announce that the current Chair of the ESA Ministerial Conference and Italian Minister for Education, University and Research, Hon. Maria Stella Gelmini, agreed to become an honorary member and to give patronage to WIA-Europe scope and activities. After the General Assembly, members and interested non-members, were invited for a reception at WIA Headquarters next to ESTEC.

4.2 Networking breakfasts

In 2010 we organised two networking breakfasts. These breakfasts start around 8.30 and offer the opportunity to members to meet some of the WIA board members, WIA members and other interested parties. It offered us a chance to welcome some new members and catch up with our colleagues from our sister organisation in the US. Our first networking breakfast took place on Wednesday 24 March 2010 at the Les Salons du Cercle Republicain in Paris. Even at this early hour before the IAF Spring Meeting had started for the day, the breakfast was well attended. We would like to thank the IAF for giving us this opportunity.

Another Networking Breakfast was held on Tuesday 28 September 2010 at the IAC in Prague, in the Corinthia hotel across from the conference centre (see also below).



4.3 Presence at conferences and meetings



ILA 2010

Our first Panel Discussion was organised on 9th June 2010 at ILA, Berlin. Louis Gallois, CEO EADS and Simonetta Di Pippo, ESA Director Human Spaceflight and President WIA-Europe spoke on the topic "How can more Women in the Aerospace Business get in leadership positions?" The next day, a WIA reception was held at the DLR stand in the Space Pavilion.

COSPAR

3800 space scientists from all over the world gathered in Bremen for the COSPAR 2010 conference from 18 to 25 July 2010. The WIA-Europe Networking event at COSPAR on



21st July turned out to be a great success with over ninety people pre-registering but more than two hundred actually participating on the day itself. Claudia Kessler, WIA-Europe Chair, and Andrea Böse, WIA-Europe Director of International Relations gave a brief welcome speech to the international audience. Lancaster Cosmetics kindly offered to sponsor the event with two hundred and thirty beauty bags. They were handed out to the women present and they proved to be so popular that they ran out within the first twenty minutes! Moreover, we had the pleasure to welcome new members to the organisation who signed up on the spot. Lots of great, new ideas came up during this event which will be explored in the next year.

ICES

An informal networking drink was held at the Piano Bar at Fira Palace Hotel in Barcelona on Tuesday, 12th July from 19:00 - 20:30 in the framework of the 40th International

Conference on Environmental Systems, convened by AIAA. We had a group of 30 guests including women from WIA US and AIAA organizers, but also a number of men, from a wide range of career stages and aerospace disciplines. Throughout the evening, there were lively discussion and networking, which may result in future cooperation's - one conversation we took part in concerned a possibly mutual Mars simulation project of 4 parties, all women from Europe and the US who had previously not met.

IAC

Forty-eight people attended the Women In Aerospace Europe Networking breakfast, which was held at the Corinthia Hotel in Prague within the framework of IAC 2010.

Women in Aviation and Aerospace Conference

WIA-Europe President, Simonetta Di Pippo was a guest speaker at the "Women in Aviation and Aerospace

Conference - Expanding Our Opportunities" which took place on Friday 15 October 2010 in London.

WIA event in Washington DC

Several Board members of WIA-Europe participated in the WIA International Strategy Meeting on 18 November 2010, at the Stevens Institute of Technology in Washington, DC. After this meeting, Women in Aerospace, WIA Europe and WIA Canada organised a well attended international panel on The Future of Human Spaceflight: Prospects, Programs, and Educating the Pipeline.

5th Spanish Space Students Congress

On 25th November Ana Blasco, a WIA member from Spain, gave a presentation on behalf of WIA-Europe about our association at the 5th Spanish Space Students Congress in Madrid organised by LEEM.

4.4 Regional events

We would like to thank our active members for organizing local meetings. On July 12th, Irene Schlacht and Regina Peldszus organised an informal gathering at the 40th International Conference on Environmental Systems in Barcelona. Some of these initial meetings have led to forming local groups.



Local Groups

Silvia Ström and Anna Schubert established our first local WIA group. In 2010 they initiated WIA networking dinners to be held every last Thursday of the month. They also organised a lunch in September and an early Christmas Dinner in November.

4.5 Overview of Activities 2010

28 January

1st General Assembly

24 March

IAC Spring Meeting,
Paris Networking Breakfast

27 April

2nd General Assembly

8-13 June

ILA international Airshow, Berlin
Stand to promote WIA
Panel discussion
Networking reception
Press coverage

18-25 July

COSPAR , Bremen
Stand to promote WIA
Networking reception

27 Sept. - 1 Oct.

IAC, Prague
International meeting with WIA global
Stand to promote WIA
Networking reception
Plenary session

17 - 18 Nov.

WIA US strategy meeting and panel
in Washington DC

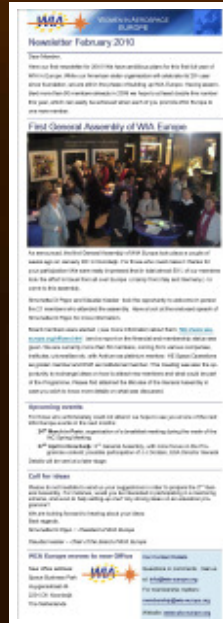


5. WIA Communication

Communication to and from our members is essential to meet our goal of building a network across Europe. Our communication strategy is based on the following:

5.1 Newsletters

In 2010 WIA-Europe launched its regular newsletter. This newsletter was published 4 times (February, March, June and August). These newsletters included announcements of events, summaries of past events and features on relevant topics.



5.2 Public Website and collaboration area restricted to Members

WIA-Europe recognises the importance of being accessible and of communicating events and activities to the public across Europe. The WIA-Europe website – www.wia-europe.org - came into existence in October 2009, increasing visibility for the organisation and its objectives. It is a promotional tool, which allows us to disseminate information and facilitates easy membership renewal via PayPal. As our support base grew during the year WIA-Europe further enhanced its member-focused strategy with the launch of a portal exclusively reserved for all WIA-Europe's members: www.wia-europe.org/member.



- Using the new services web portal, members can access quick and easy-to-use information such as:
- The WIA-Europe latest Newsletter and all past issues
 - A document library
 - A calendar with all major WIA-Europe dates and events
 - The statutes
 - Members' information
 - Minutes, agendas and other relevant documents

This initiative will enable us to continue adding value to our relationships with our members by providing a dedicated communal area.

5.3 WIA Connections

Women in Aerospace Europe considers use of the Social Media such as Facebook and LinkedIn essential to stay in touch with its members and reach out to potential new members. A WIA-Europe presence was therefore created on these media, and is being maintained regularly by the Board.

You can find us here:

- <http://www.facebook.com/wia.europe>
- http://www.linkedin.com/groups?mostPopular=&gid=2594115&trk=myg_ugrp_ovr



5.4 WIA-Europe in the media

Space News

On 17 May 2010 Space News featured an interview with Claudia Kessler about WIA-Europe.



Radio interview

On 5th April 2010 Barbara ten Berge was interviewed for Dutch news radio about the foundation of WIA Europe. The interview is in Dutch. <http://nos.nl/audio/148660-record-aantal-vrouwen-in-de-ruimte.html>

ESA articles

On the 1st March 2010 the launch of WIA-Europe was announced on the ESA website.

5.5 Webcast General assembly

As our membership base is spread across Europe we try to make our General Assemblies available online. The first webcast was used for this purpose at the 2nd General Assembly held at ESTEC, Noordwijk, the Netherlands.

6. Mentoring Programme – Ipazia can fly

In 2010 WIA-Europe set up a mentoring programme for promoting and supporting women’s careers in aerospace. The program, named “IPAZIA CAN FLY” is devoted to outstanding students and young talent, supported and encouraged by women already involved in aerospace science and technologies. The WIA Mentoring Programme aims at providing conferences, meetings, grants and other facilities to form a network of members, who act as success example, and a web site (yet to be launched) to exchange advice, circulate useful articles and suggest relevant books.

The Director of Mentoring, Maria Cristina Falvella, explains: “As a result of the first year of activity we registered an increasing number of people asking for support or simply for information/advice. We learnt a lot from this experience: the more people get involved in Mentoring, the better service we can offer in term of contacts, ideas and encouragement. Members are strongly



invited to join the Mentoring Programme, both as mentors and as protégées, and of course to benefit from new initiatives such as awards and grants projects, conferences plans, or the collection of useful data.”

7. Awards and grants

One of the main goals of WIA-Europe is to recognize and to give visibility to the achievements of women in aerospace. Another important goal is to support upcoming talent.

In 2010 we initiated an Awards programme with two categories

- 1) WIA-Europe Outstanding Achievement Award and
- 2) WIA-Europe Student and Young Professional Award.



8. Financial

WIA-Europe has hired a Dutch tax advisor to compile the annual accounts.

WIA has an Audit Committee to verify its financial records. At the General Assembly on 28 January 2010 the following members were unanimously appointed as members of the Audit Committee, in accordance with the WIA-Europe statutes:

- Sabine Ritter
- Mark Heppener

8.1 Income

| | 2009 | 2010 |
|----------------------------|--------------|---------------|
| Income | | |
| Individual membership fees | 2.275 | 2.095 |
| Corporate membership fees | 5.000 | 12.500 |
| Donation | | 2.000 |
| Total Income | 7.275 | 16.595 |

8.2 Expenditure

| | 2009 | 2010 |
|---|--------------|---------------|
| Expenditure | | |
| Start up cost (Notary) | 3.311 | - |
| General cost (Chamber of Commerce, Website, Bank) | 51 | 3.495 |
| Events | | 1.723 |
| Marketing materials | | 1.365 |
| Total spendings | 3.362 | 6.583 |
| Balance | 3.913 | 10.012 |

| Expenditure for Major Events | 2010 |
|--|----------|
| WIA Breakfast Paris (invoiced in 2011) | 1.213,00 |
| ILA Berlin, Panel Discussion and Reception | 732,69 |
| COSPAR Reception, Bremen | 240,00 |
| IAF Prague WIA Breakfast | 600,00 |

8.3 Budget for 2011

| Budget | 2011 |
|-----------------------------------|--------------|
| WIA Breakfast Paris | 1.000,00 |
| General Assembly | 500,00 |
| Annual Report | 500,00 |
| IAF South Africa WIA Breakfast | 600,00 |
| Training | 1.000,00 |
| Awards | 2.000,00 |
| Intern for Administrative Support | 2000,00 |
| Total | 7.600 |

8.4 Balance Sheet

| | 31.12.2010 | 31.12.2009 |
|-------------------------------------|---------------|--------------|
| Assets | | |
| Savings account | 11.000 | |
| Cash account | 2.924 | 3.913 |
| Total Assets | 13.924 | 3.913 |
| Equity and liabilities | | |
| Capital WIA | 13.924 | 3.913 |
| Total equity and liabilities | 13.924 | 3.913 |

9. External Relations

As WIA-Europe is dedicated to expanding women's opportunities for leadership and increasing their visibility in the aerospace community it is important to maintain good external relations. Promising steps have been taken to enhance the exchange with existing stakeholder groups and to develop new contacts. WIA-Europe Board Members have participated in WIA US events and joint events are under discussion. The successful networking events (see 4.2 and 4.3) will be continued in the future and WIA-Europe is planning to expand its activities in an collaborative effort with WIA US to accomplish our ultimate goal of a global network. Our board members keep in close contact with several space agencies (i.e. ESA, NASA, DLR) and organisations like the International Astronautical Federation (IAF), the International Council for Science, the Committee on Space Research (COSPAR) and the International Space University (ISU). Preliminary discussions regarding future collabora-

tion with the International Academy of Astronautics (IAA) have started. In the next section we would like to point out the highlights of 2010.

IAF

Besides networking events, a major achievement with IAF was that Dr Maria Antonietta Perino, from Thales Alenia Spazio, Italy and a member of WIA-Europe from the beginning, was elected Vice-President for IAC Evolution and the International Program Committee to the Bureau of the IAF. WIA-Europe is also pleased that Lyn Wygbels from WIA US was elected IAF Vice-President for Youth and Workforce Development.

ISU

In order to give women an equal chance of further career development, ISU and WIA established a partnership whereby WIA recognizes ISU as a preferential educational

institution for space studies, and in return ISU grants a 1/3rd discount on tuition fees for members of WIA. WIA members are therefore invited to add a letter of recommendation from WIA to their MBA application for ISU, if they wish to add this postgraduate degree to their curriculum and, in this way, pave the future for higher level positions in the space sector.

The ISU Executive MBA is intended to provide in depth understanding of business in the context of the special challenges of the space sector and similar fields. This MBA attracts students from a broad cross-section of the specialties on which successful space missions and activities depend. We are proud to announce that your WIA-Europe membership will save you one-third on the next Executive MBA class offered by the International Space University set to start in March 2011. More info on the course can be found under ISU Executive MBA

10. Outlook for 2011

Membership

We are aiming for 180 members by end 2011 (approx. 5000 women are working today in aerospace in Europe).

Activities for 2011

- 23 March IAC Spring Meeting, Paris, Networking Breakfast
- 8 April Yuri's Night Event, Noordwijk
- 9 June 3rd General Assembly, Noordwijk
- 20-26 June Le Bourget Airshow, Paris
- 3-7 October IAC, Cape Town



WOMEN IN AEROSPACE EUROPE

Our Contact Details

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Colophon

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