

01	Introduction	2
02	Institutional	4
03	Membership	8
04	Local Groups	13
05	Awards and Grants	17
06	Activities	18
07	Communications	24
08	Financial	26
09	Our Contact Details	28

01 Introduction

In 2018, Women in Aerospace Europe celebrated its 9th anniversary since its foundation in 2009. The association continues to grow thanks to the efforts of our board members, corporate members, local group leaders, committees and individual members. In 2018 WIA-Europe, with the support of our corporate members and the dedication of many volunteers, has continued to expand and to support the creation of a diverse environment in the space sector. This is key to realising the many challenging visions in our profession and to attract the best professionals regardless of their gender.

For women and men in Europe who want to work and develop professionally in the aerospace sector, to create an inclusive and diverse environment, and to promote space programs, WIA-Europe is one of the reference professional associations in Europe.

WIA-Europe welcomed 35 new individual members and 3 new corporate members in 2018. There were 6 general WIA-Europe events around Europe and over 50 events organized by our local groups. A highlight of the year was the WIA-Europe participation to the International Astronautical Congress in Bremen with a booth in the exhibition hall and a week of activities.



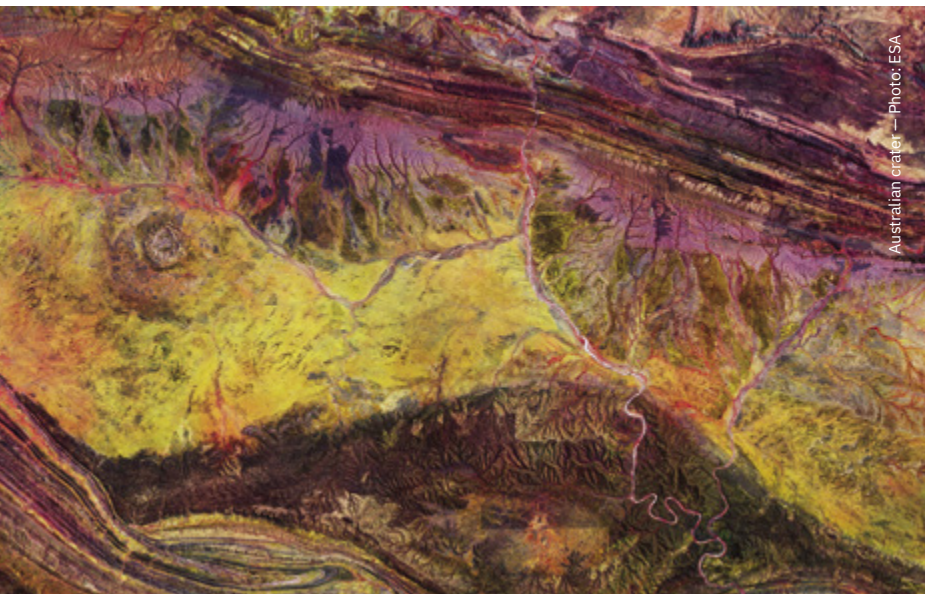
02 Institutional

2.1 General Assemblies

On June 15th 2018 the 9th annual WIA-Europe General Assembly took place in Stevenage, UK, with participation of around 20 participants, hosted by Airbus.

During the General Assembly, WIA-Europe President Luisella Giulicchi introduced the principle of WIA-E new governance proposal to be finalised by illustrating the Growth & Sustainability, the revision of Governance Structure (11 Directors including the president), and an update to the ByLaws and Strategic Plan.

For the Board composition, the terms of Christina Giannopapa, Paola Belingheri and Barbara Imhof expire in 2018 and all were re-elected to their positions. Notice was given that Fiorella Coliolo, Annamaria Nassisi, and Marc Heppener's terms expire in 2019. Christiane Lechtenböcker resigned from the board this year and will be replaced.



2.2 Composition of the Board



LUISELLA GIULICCHI
President and Chair



MARC HEPPENER
Secretary (until November 2018)
Treasurer (ad interim from November 2018)



BARBARA IMHOF
Treasurer (until November 2018)



ELIZABETH SEWARD
Secretary (ad interim from November 2018)



DIANA PUEYO
Regional Development



PAOLA BELINGHERI
Director of Research



CHRISTINA GIANNOPAPA
Director of Professional Development



ANNAMARIA NASSISI
Director of Communication



CHRISTIANE LECHTENBOERGER
Director of International and Institutional Relations (until July 2018)



NICOLAS PETER
Director of International and Institutional Relations (ad interim from August 2018)



FIGRELLA COLIOLO
Director of Corporate Membership (until November 2018)

2.3 Executive committee

The Executive Committee of WIA-Europe until September 2018 consisted of President/a.i. Chair: Luisella Giulicchi, Secretary: Marc Heppener and Treasurer: Barbara Imhof

From September 2018 the Executive Committee consists of President/a.i. Chair: Luisella Giulicchi, Secretary: Elizabeth Seward and Treasurer: Marc Heppener.

2.4 Office

The office of WIA-Europe is located in Noordwijk.

Address:

Space Business Park
Huygensstraat 44
2201 DK Noordwijk
The Netherlands

2.5 Administrative office

Richelle Scheffers was recruited on December 1st, 2012 to support WIA-Europe as Board Assistant, on a part-time, freelance basis.

Gaia Guiso was recruited on January 1st, 2017 to support WIA-Europe as Communication Assistant, on a part-time, freelance basis.

Xenia Pattberg was recruited on November 2018 to support the Board of Directors in the area of Communication, on part time, freelance basis.



RICHELLE SCHEFFERS
Office Manager



GAIA GUISO
Communication Assistant



XENIA PATTBERG
Communications Support

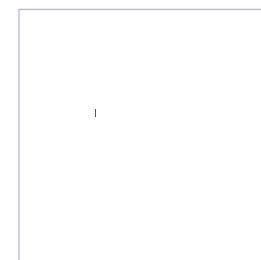
2.6 Support

Fiorella Coliolo stepped down from the Board of Directors in November 2018 to cover the role of WIA-E Event Manager.

2.7 Partners

In 2018, WIA-Europe had 7 partnerships:

- Committee on Space Research (COSPAR)
- International Astronautical Federation (IAF)
- LUISS Business School (LBS)
- The Netherlands Space Society (NVR)
- Space Generation Advisory Council (SGAC)
- The Italian Society for International Organization (SIOI)
- YouSpace

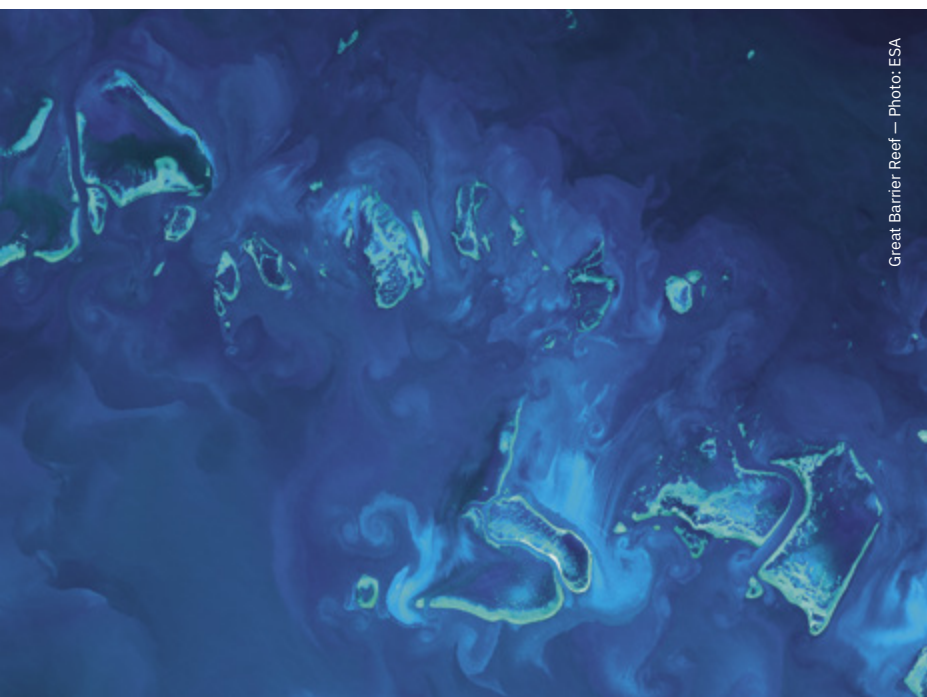


03 Membership

3.1 Corporate Members

Women in Aerospace Europe is pleased to have 23 enthusiastic and valuable corporate members. The corporate members build the financial backbone of the association and are an important stabilizing factor. With their financial contribution, WIA-Europe is able to operate and to organize all the local events, as well as some larger international events. With their support, WIA-Europe is in a position to secure its grant and award program. We are proud to show the current corporate members below.

In 2018 we welcomed SITAEEL as a silver corporate member and two new non-profit members, NEREUS and ASAS.



Great Barrier Reef — Photo: ESA

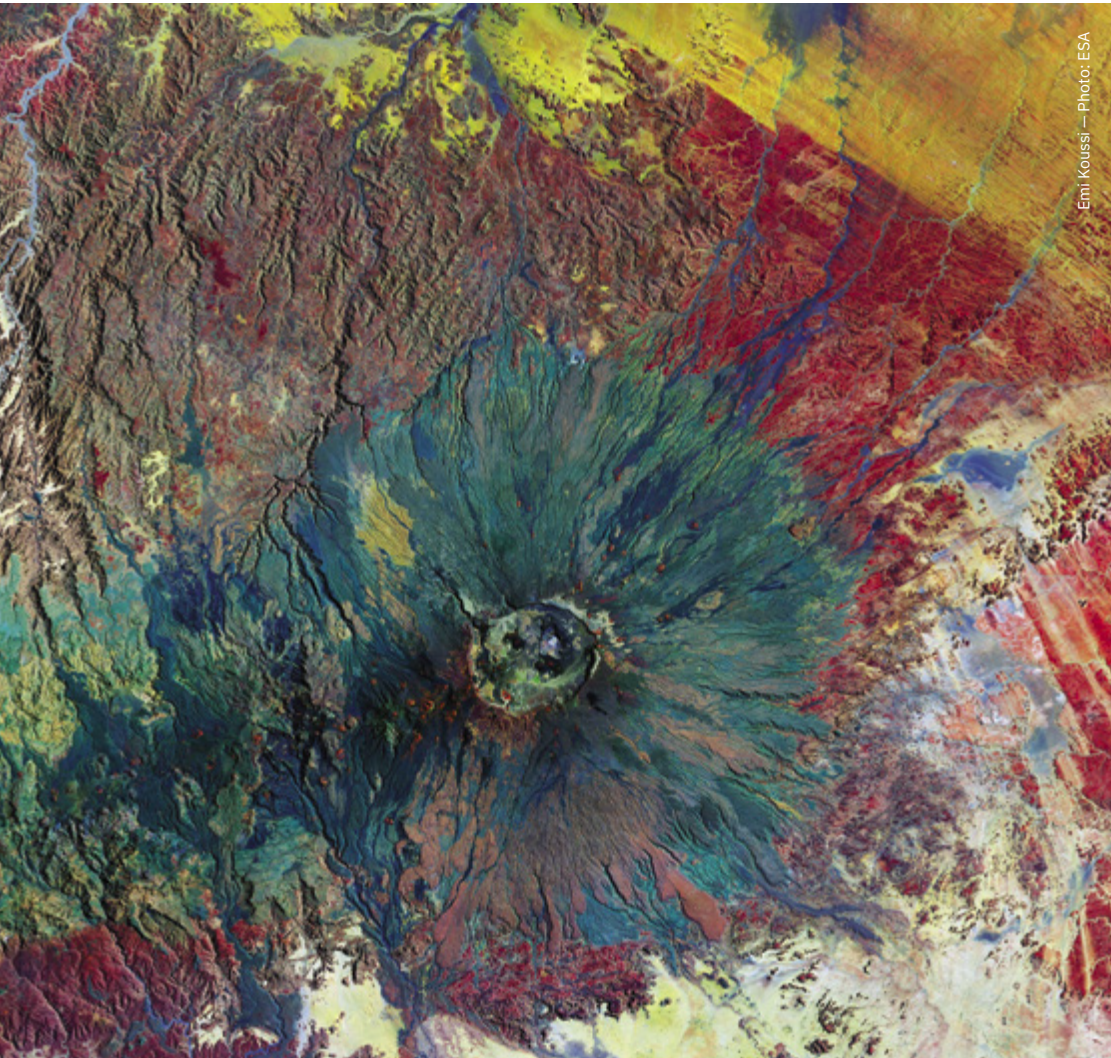
PLATINUM  European Space Agency				
GOLD 				
SILVER 				
BRONZE 				
NON-PROFIT 				
				

3.2 Individual members

In 2018 WIA-Europe had 671 members & alumni, with 35 new individual members joining the organisation. There were 234 members in good financial standing at the close of 2018 and this is the membership total for 2018.

The WIA-Europe membership is active in public institutions, private companies and educational establishments.

www.wia-europe.org



3.3 Honorary Board Members

Simonetta Di Pippo, Honorary President, as founder of WIA-Europe
Claudia Kessler, Honorary Chair, as founder of WIA-Europe



SIMONETTA DI PIPPO
Honorary President

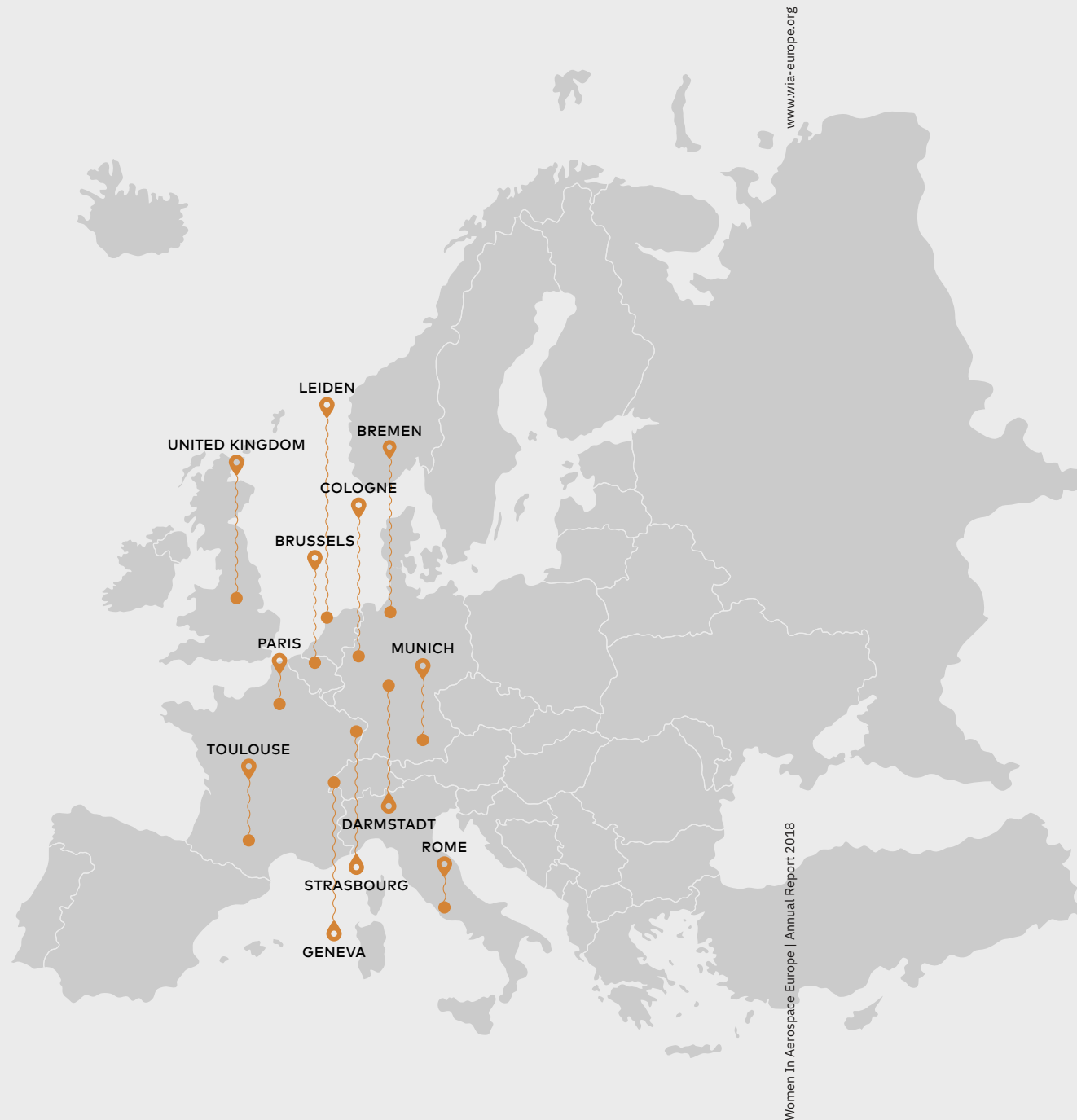


CLAUDIA KESSLER
Honorary Chair

3.4 Honorary Members

The WIA-Europe Honorary Members, recipients of our Outstanding award, are: Ms. Maria Stella Gelmini, Ms. Edelgard Buhlman, Ms. Gerda Horneck, Mr. Jean-Francois Clervoy, Ms. Patrizia Caraveo, Ms. Jocelyne Landeau-Constantin, Ms. Candace Johnson and Ms. Claudie Haigneré.

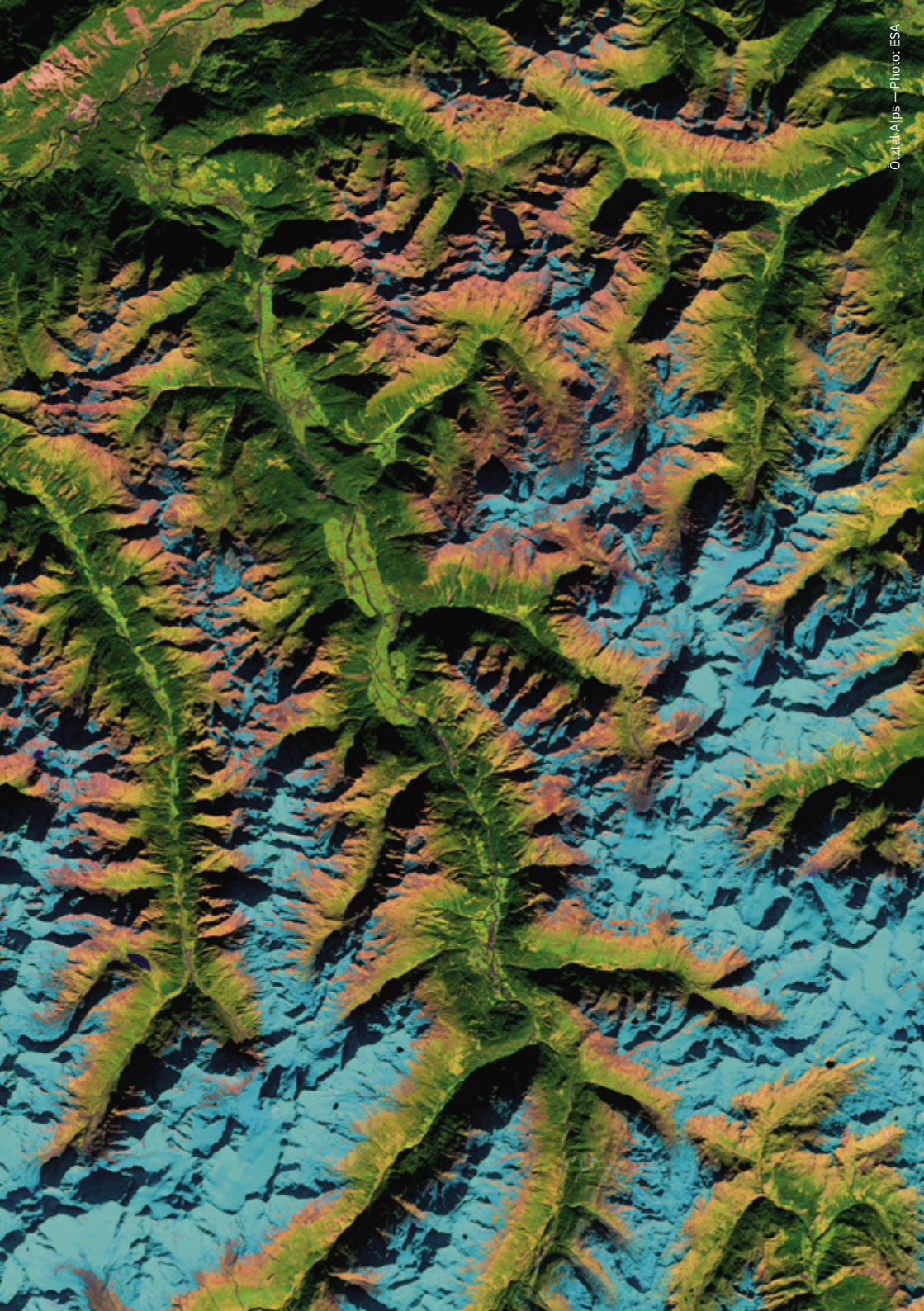




04 Local Groups

The local groups are the voice of WIA-Europe to its members. They organize lectures, visits, events, trainings and social gatherings.

We are proud to have 12 running local groups at WIA-Europe at the end of 2018. The location of these groups can be found on the following map.



05 Awards and Grants

The WIA-Europe Grants and Awards program is designed to support upcoming talent, both young professionals and students alike.

In the award programme, a prize of €1000 is awarded to a WIA-E member for the best essay discussing the relevance of studying and working in the aerospace sector as well as their view on their future role in this field and what the candidate intends to do with the prize money and the experience to be gained through it, including efforts to share what has been learned. An awards committee of space professionals evaluates and decides on the winners based on the quality of the essay.

The 2018 Young Professional Award Winner was Rachel Tilling and the 2018 WIA-E Student Award Winner was Valentina Vecchio. Their biographies can be found on the WIA-Europe website.

The grant programme encourages and supports upcoming talent with a grant of €1000 to cover attendance at aerospace workshops and conferences and is intended to support new and young colleagues with their first experiences in presenting a paper in an international context. Applicants submit their CV and an abstract of their paper which has been accepted by the conference in which they are supposed to be presented. The awards committee of space professionals evaluates and selects the winners.

The 2018 WIA-E grant awardees were: Vasiliki Kondyli, Audrey Berquand, Paula Mas and Marta Cortesao. Their biographies can be found on the WIA-Europe website.

Prof. Chris Welch completed his term as the Chair of the Awards & Grants Committee, and the WIA-E Board would like to thank Chris for the outstanding contribution made in the Committee. We welcomed Juan de Dalmau as the new Chair of the Awards and Grants Committee, and look forward to working with him in 2019.

06 Activities



6.1 International Events

WIA-Europe & COSPAR

19TH MARCH 2018

WIA-Europe were present at COSPAR's traditional Annual Reception at the CNES premises, in Paris. The event was an important opportunity to reinforce our mutual collaboration and to plan future strategic activities for 2018-2020. According to the recent MoU signed by Luisella Giulicchi, President

of WIA-E and Lennard A. Fisk, COSPAR President, both organizations agreed to cooperate together to represent the European space sector, and explore opportunities for attracting more women to the aerospace sector, to strengthen the international network of scientists and to build together a platform of female scientists to act as a role models for:

- inspiring young generations in STEM;
- promoting European space programs;
- highlighting European excellence in science and technology; and,
- acting as an engine for 'diversity and inclusiveness' in space

WIA-Europe General Assembly

On June 15th the 11th annual WIA-Europe General Assembly took place in Stevenage, UK, with good participation of around 20 participants, hosted by Airbus.

During the General Assembly, WIA-Europe President Luisella Giulicchi introduced a new governance proposal, illustrating the Growth & Sustainability, the revision of Governance Structure (11 Directors including the president), and an update to the ByLaws and Strategic Plan.

Around the General Assembly, our UK local group organised a day of networking and workshops with a tour of the Airbus Stevenage factory and a visit to the

www.wia-europe.org

Women In Aerospace Europe | Annual Report 2018



Airbus Foundation Discovery Space outreach centre to see Mars Yard and ExoMars Rover prototypes. The group had a go at making an Alka-splat rocket bag in a workshop designed for school education groups but fun for adults too.

WIA-Europe Local Group Leaders Meeting

The first meeting of all WIA-Europe Local Group leaders took place in Darmstadt, in what will be an annual event. Bringing together representatives from each local group allowed the leaders to share ideas and best practices.

WIA-Europe at the International Astronautical Congress in Bremen

WIA-E BOOTH, THROUGH THE CONGRESS

Instead of the traditional Wednesday early morning breakfast the WIA-E board decided to have a new format for the IAC2018, a WIA-Europe booth with a variety of events. The new approach allowed us to be closer to our members and to better disseminate our key messages and results and present female talent in our field. In the booth we showed our testimonial video, an overview presentation with key messages and a variety of events: "Get together", with aim to promote networking and to present Women In Aerospace Europe; (Innovation)2 = Gender inclusion to foster innovation in Space; Danielle Wood Key Note Speech on "Can Space Help Us Imagine a More Equitable World?"; Helia Sharif Key Note Speech on "WIA-E Grant Experience and Presentation of Winner Project".

A special thanks to the Bremen LG, represented by Antonella Sgambati, Michela Cantisani, Sabrina Melchionna, Narges Khosravi and Francesca Rossi; Darmstadt LG, represented by Olympia Kyriopolous; Cologne LG, represented by Sonja Brungs; as well as our administrative office with Richelle Scheffers and Gaia Guiso, who have guaranteed the success of the initiative. And of course we also want to thank all the other members from other Local Groups.

We also promoted a special discount for individual members and were pleased to see 55 new members – both, women and men – join the association.



IAF IDEA MENTORING SESSION WITH WIA-E / YOUNG ESA / SGAC AND NETWORKING RECEPTION, 3RD OCTOBER

For the first time, the IAF, SGAC, Young ESA and WIA-E joined forces in offering a Mentoring Session aimed to bring Young Professionals together with top space professionals and create a necessary link between the experienced and the incoming generation of actors in the space sector.

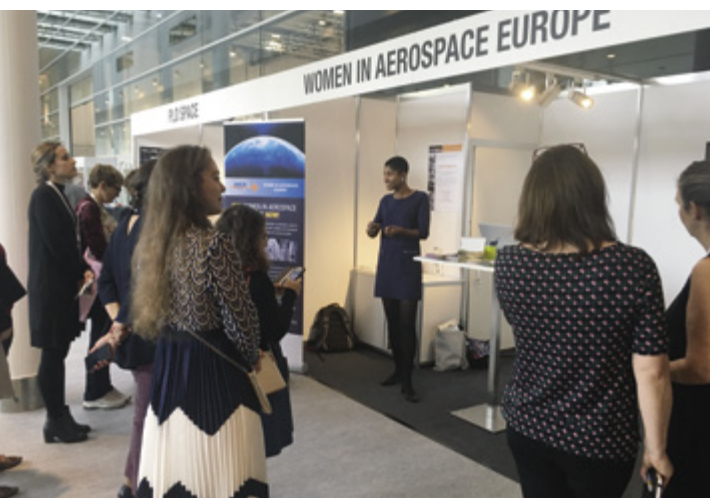
A limited number of mentoring participants were selected beforehand by the host organisations. During a 45-minute-session small groups of participants had the opportunity to engage for nine minutes with five different mentors who joined them at their tables.

Moderated by Christina Giannopapa, Mary Snitch, Christopher Vasko and Clementine Decoopman, the event took place in a relaxed and open atmosphere and was received with great enthusiasm by all participant, mentors and spectators alike.

YOUNG PROFESSIONAL EVENT CELEBRATING THE EMERGING SPACE LEADERS PROGRAMME, SEPTEMBER 30TH

WIA-Europe sponsored a Young Professional networking evening during the congress, celebrating the 10th anniversary of the Young Professionals Programme Emerging Space Leaders Programme. Annamaria Nassisi, Director of Communications, delivered some introductory remarks from WIA-E. The Emerging Space Leaders Programme enables 25 students and young professional between the age of 21 and 35 to participate in the International Astronautical Congress (IAC) each year, as well as in the UN/IAF Workshop and the Space Generation Congress, both held the week prior to the Congress.

www.wia-europe.org



07 Communications

Communication is the backbone of the association and in line with the strategic communication plan the transformation is in place.

7.1 Website and Social Media

The current WIA-Europe website was developed in 2013. All upcoming events and latest news articles are conveniently shown on our homepage. Since 2013, practical changes have been made such as an event archive has been established. A new website design is under development with a planned launch in 2019. In this transition phase the website is daily checked and updated with all the events and news.

7.2 Social Media

WIA-Europe has accounts on Twitter, LinkedIn, Facebook, and YouTube. Our twitter handle is @WIA_Europe. In LinkedIn we have a group (<https://www.linkedin.com/groups/2594115/>). On Facebook we have a page (<https://www.facebook.com/wia.europe>). Our YouTube channel has 16 videos and is available for future content. (<https://www.youtube.com/channel/UCXmXFbXC0LP-C6WhYvq-mug>)

5.3 Newsletters

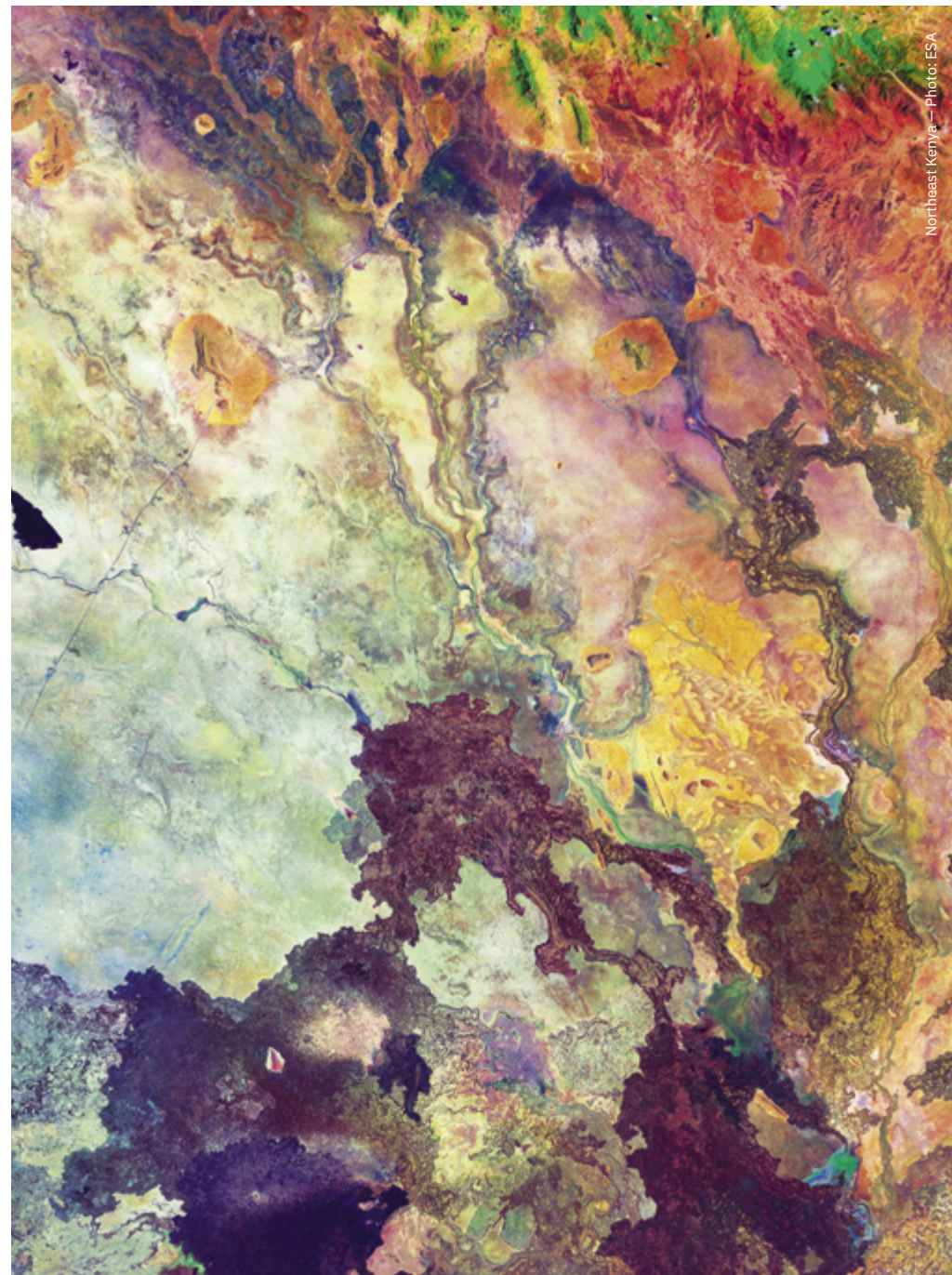
WIA-Europe published three newsletters in 2018. They contained general society news, updates on events and reports of previous gatherings, and progress of other matters. All newsletters are available and can be downloaded from the website.

5.4 Video

WIA-Europe is very proud of its Testimonial Video which was prepared and finalized in 2017 featuring a number of high level representatives from our Corporate members. In 2018, a WIA-Europe YouTube channel was created to host all the WIA-Europe videos and also the Corporate video produced for WIA-Europe

5.5 Communication Material

WIA-Europe published Flyer, Postcards, Banner, WIA-Europe Presentation. A complete communication package to highlight our identity is planned for the next year



08 Financial

INCOME	AMOUNT
8010 - Membership fees Corporate	40.200,00€
8015 - Membership fees Individual - corporate discount	1.355,00€
8020 - Membership fees Individual	7.790,15€
8030 - Membership fees Student	820,00€
8100 - Bank Interest	10,43€
8300 - Association events Income	90,00€
<hr/>	
Total Income (2018)	50.265,58€
<hr/>	
Result (2018)	-2.427,24€

WIA-E ASSETS	START OF 2018	CLOSE OF 2018
PayPal Account	4.206,18€	4.206,18€
Bank Account	34.854,13€	34.854,13€
Savings Account	49.413,09€	49.413,09€
Cash	19,20€	19,20€

WIA Europe Balance Sheet — 31.12.2018

EXPENSES	AMOUNT
5100 - Office	703,93€
5110 - Internet costs	30,25€
5120 - Bookkeeping software	479,16€
5130 - Salary Administrative Assistant	22.729,56€
5132 - Salary Communication Assistant	4.000,00€
5140 - Post and printing costs	1.252,27€
5160 - Bank charges	197,31€
5165 - Paypal charges	94,75€
5200 - Travel expenses Board	6.681,86€
5300 - Strategic Initiatives	3.975,07€
5410 - Local group Leiden	500,00€
5420 - Local group Bremen	390,00€
5440 - Local group Köln	535,50€
5480 - Local group Rome	114,40€
5500 - Association events	4.930,73€
5610 - Awards	2.335,09€
5620 - Grants	2.253,78€
5700 - Communications	754,16€
5800 - Membership IAF	735,00€
<hr/>	
Total Expenses	52.692,82€

09 Our Contact Details

For questions or comments, please mail us at:

info@wia-europe.org

For membership matters:

membership@wia-europe.org

Website:

www.wia-europe.org

WIA-EUROPE

Space Business Park
Huygensstraat 44
2201 DK Noordwijk
The Netherlands

CONTACT:

+31 71 341 7500
info@wia-europe.org
www.wia-europe.org

KVK

27346191WIA-Europe

AUTHORS:

WIA-Europe Board members & Board Assistant

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