
10 Years

Women in Aerospace Europe

Annual Report 2019



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Artist's impression of the completed International Space Station — Photo: ESA-D. Ducros

01 *Introduction*

In 2019, Women in Aerospace Europe celebrated its 10th anniversary since its foundation, and created an anniversary logo to commemorate the achievement. The association continues to grow thanks to the efforts of our board members, corporate members, local group leaders, committees and individual members. In 2019 a considerable effort was taken to update the organisation with a new website and membership database. These up-to-date tools will allow WIA-Europe, with the support of our corporate members and the dedication of many volunteers, to deliver a better service to our members and enable us to deliver a stronger contribution to the continued expansion 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 programmes, WIA-Europe is one of the reference professional associations in Europe.

WIA-Europe welcomed 165 new individual members and 5 new corporate members in 2019. There were 7 general WIA-Europe events around Europe and over 40 events organised by our local groups.

02

Celebrating 10 years



WIA-E FOUNDER
CLAUDIA KESSLER



WIA-E FOUNDER
SIMONETTA DI PIPPO

Since its foundation in 2009 by Simonetta Di Pippo and Claudia Kessler, the organisation has championed women in the space industry. Our mission is to achieve inclusive representation for women across the European aerospace sector, assure them access to executive jobs, motivate girls to get interested in science, and communicate the key role that space plays in our daily lives. For 10 years now we have been organising events, trainings, grants and awards, bringing together women and men from across our industry to network and share experiences through our local groups. WIA Europe has gained high-level support from its corporate members and a growing individual membership base fully devoted to WIA-E's goal to expand women's opportunities in the aerospace sector.

Looking into the future, in the EU seven million job opening are forecast for the entire STEM field by 2025. Despite the abundant career opportunities, however, this sector is currently facing a significant occupation shortage, which can only be filled if women will be increasingly included and empowered to provide their skills, talents, and resources, resulting in economic growth and prosperity for the European society as a whole.

That is why also in years to come WIA Europe remains committed to promote a strong supportive network of aerospace professionals at all levels, equal pay policy and equal career opportunities to attract more women into the STEM field as well as an educational programme for girls and boys to help the next generation break stereotypes.

MORE THAN
700
MEMBERS



13
LOCAL GROUPS



26
CORPORATE
MEMBERS



11
STRATEGIC
PARTNERS



30
AWARD AND
GRANT
RECIPIENTS



10
OUTSTANDING
AWARD
RECIPIENTS



MORE THAN
300
LOCAL AND
INTERNATIONAL
EVENTS



03

Institutional

3.1 General Assemblies

On October 12th 2019 the 10th annual WIA-Europe General Assembly took place in Amsterdam, Netherlands at the OBA Amsterdam Public Library, with the participation of around 25 members. During the General Assembly, WIA-Europe President Luisella Giulicchi presented the annual activities of the association and the finances were approved.

For the Board composition, Elizabeth Seward was elected to the position of secretary. As Nicholas Peters and Lisa Callahan were not in attendance, it was agreed that they would continue in their positions a.i until they can be presented at the next GA. The returning board members, Annamaria Nassisi, and Marc Heppener were approved, with Marc as Treasurer and Annamaria as Chair of Board and Director of Communications a.i.

3.2 Composition of the Board



LUISELLA GIULICCHI
PRESIDENT



MARC HEPPENER
TREASURER



PAOLA BELINGHERI
DIRECTOR OF RESEARCH



ANNAMARIA NASSISI
DIRECTOR OF COMMUNICATION (UNTIL OCTOBER 2019, BUT
CONTINUING A.I INTO 2020)/ CHAIR (FROM OCTOBER 2019)



CHRISTINA GIANNOPAPA
DIRECTOR OF PROFESSIONAL DEVELOPMENT



DIANA PUEYO
REGIONAL DEVELOPMENT



NICOLAS PETER
DIRECTOR OF INTERNATIONAL AND INSTITUTIONAL
RELATIONS (AD INTERIM FROM AUGUST 2018)



ELIZABETH SEWARD
SECRETARY

3.3 Executive committee

The Executive Committee of WIA-Europe consists of President: Luisella Giulicchi, Chair: Annamaria Nassisi, Secretary: Elizabeth Seward and Treasurer: Marc Heppener.

3.4 Office

The office of WIA-Europe is located in Noordwijk.

Address:

Space Business Park
Huygensstraat 44
2201 DK Noordwijk
The Netherlands

3.5 Administrative office

Richelle Scheffers, as WIA-E Office Manager, has supported the organisation since 2012. At the end of 2019 she moved on to other opportunities and we thank her for her long-term support of WIA-E.

Xenia Pattberg was recruited in November 2018 to support WIA-Europe as Communications Support, on part time, freelance basis.

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

3.6 Support



RICHELLE SCHEFFERS
OFFICE MANAGER



XENIA PATTBERG
COMMUNICATIONS SUPPORT



GAIA GUISO
COMMUNICATION ASSISTANT

3.7 Partners

In 2019, WIA-Europe the total number of partnerships increased to 11:

- 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
- British Interplanetary Association (BIS)
- United Nations Space4Women
- World Space Week
- Sapienza, University of Rome



04 *Membership*

4.1 Corporate Members

Women in Aerospace Europe is pleased to have 27 enthusiastic and valuable corporate members. The corporate members build the financial backbone of the association and are an important stabilising factor. With their financial contribution, WIA-Europe is able to operate and to organise 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 programme. We are proud to show the current corporate members below.

In 2019 we welcomed RAL Space as a Gold corporate member and UK Space Agency & EUMETSAT as Silver corporate members. The International Space University moved from a partner to a non-profit corporate member.



RAL Space joins as a Gold Corporate Member, with Christ Mutlow,
RAL Space Director and Luisella Giulicchi, WIA-E President
— Photo: WIA-E

International Space University

In 2019, ISU, the International Space University, already our long-time partner, joined WIA-Europe as a Non-Profit Corporate Member. This upgrade will deepen our collaboration, allowing us to strengthen our support of talented students and young professionals who aspire to a career in the aerospace sector. ISU provides graduate-level training to the future leaders of the emerging global space community at its Central Campus in Strasbourg, France, and at locations around the world. Its main programmes are the two-month Space Studies Programme and one-year Master's programme where ISU offers its students a unique Core Curriculum covering all disciplines related to space programmes and enterprises – space science, space engineering, systems engineering, space policy and law, business and management, and space and society. Both programmes also involve an intense student research Team Project providing international graduate students and young space professionals the opportunity to solve complex problems by working together in an intercultural environment. Of importance to WIA-E, ISU offers the following discounts to WIA-E members who meet the academic requirements for and are admitted to ISU academic programmes or register for ISU professional development programmes.

Space Studies Program

→ – 50% (half scholarship)

Master of Space Studies

→ – 50% (half scholarship)

Executive MBA

→ – 25%

Executive Space Course, Space Odyssey Institute, other ISU professional development courses

→ – 5%

WIA-E applicants who wish to qualify for these discounts must indicate in their application that they are WIA-E members. ISU will confirm with WIA-E that the applicant is a member in good standing (has properly registered and has paid the membership fee for the year).

PLATINUM



GOLD



SILVER



BRONZE



NON-PROFIT



4.2 Individual members

In 2019 WIA-Europe had 399 individual members, with 165 new individual members joining the organisation. The WIA-Europe membership is active in public institutions, private companies and educational establishments.

4.3 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

4.4 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, Ms. Claudie Haigneré and Ms. Grazia Vittadini.



05

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 13 running local groups at WIA-Europe at the end of 2019. The location of these groups can be found on the following map.

Barcelona in 2019

INDIVIDUAL MEMBERS: 4

CORPORATE MEMBERS: Local presence of IEEC, Aistech, KIM and GTD

LEADERSHIP: Mireia Colina and Anna Ruiz

LAUNCH: 2019

Bremen in 2019

INDIVIDUAL MEMBERS: 63

CORPORATE MEMBERS: Local presence of OHB System, AWI, Airbus Defence and Space, HE Space Operations, DLR & ZARM, ESA BIC and Die Astronautin GmbH

LEADERSHIP: Antonella Sgambati and Michela Cantisani

LAUNCH: 2009

Brussels in 2019

INDIVIDUAL MEMBERS: 30

CORPORATE MEMBERS: Local presence of ESPI and Secure World Foundation

LEADERSHIP: Sweetie Pate

LAUNCH: 2013

Cologne in 2019

INDIVIDUAL MEMBERS: 31

CORPORATE MEMBERS: Local presence of DLR and ESA

LEADERSHIP: Sonja Brungs

LAUNCH: 2014

Darmstadt in 2019

INDIVIDUAL MEMBERS: 20

CORPORATE MEMBERS: ESA ESOC

LEADERSHIP: Olympia Kyriopoulos

LAUNCH: 2017

Geneva in 2019

INDIVIDUAL MEMBERS: 13

CORPORATE MEMBERS: Local presence of SES

LEADERSHIP: Veronique Glaude and Cessy Karina

LAUNCH: 2015

Leiden in 2019

INDIVIDUAL MEMBERS: 68

CORPORATE MEMBERS: Local presence of Airbus Defence and Space Netherlands, HE Space Operations and TNO

PARTNERS: Local presence of The Netherlands Space Society

LEADERSHIP: Barbara ten Berge

LAUNCH: 2009

Munich in 2019

INDIVIDUAL MEMBERS: 48

CORPORATE MEMBERS: Local presence of WIA Corporate members such as Airbus Defence and Space, OHB System AG, Serco & DLR

LEADERSHIP: Andrea Jaime Albalat and Maude Robichaud

LAUNCH: 2012

Paris in 2019

INDIVIDUAL MEMBERS: 79

CORPORATE MEMBERS: Local presence of Airbus Defence and Space, SIPA Press, CNES and ESA

PARTNERS: Local presence of Cospar and IAF

LEADERSHIP: Helene Ben Aim and Kammy Brun

LAUNCH: 2013

Rome in 2019

INDIVIDUAL MEMBERS: 206

CORPORATE MEMBERS: Local presence of Thales Alenia Space, Airbus, ASI, ESA, Planetek, Serco, SITAEL, OHB & AIPAS

PARTNERS: Local presence of LUISS Business School and The Italian Society for International Organization (SIOI)

LEADERSHIP: Cristina Valente and Annamaria Nassisi

LAUNCH: 2013

Strasbourg in 2019

INDIVIDUAL MEMBERS: 61

PARTNERS: Local presence of International Space University

LEADERSHIP: Danijela Stupar and Kristell Bars

LAUNCH: 2016

Toulouse in 2019

INDIVIDUAL MEMBERS: 81

CORPORATE MEMBERS: Local presence of Airbus, Airbus Defence and Space, Thales Alenia Space and CNES

LEADERSHIP: Florence Assouline Roy et Sarah Neumann

LAUNCH: 2014

United Kingdom in 2019

INDIVIDUAL MEMBERS: 132

CORPORATE MEMBERS: Local presence of Airbus, Thales Alenia Space, ESA, Lockheed Martin, SERCO, RAL Space, UK Space Agency, Surrey Satellites, RHEA and Astroscale.

LEADERSHIP: Elizabeth Seward

LAUNCH: 2016



06

Awards and Grants

The WIA-Europe Grants and Awards programme is designed to support upcoming talent, both young professionals and students alike. Every year WIA-E members have the opportunity to apply for an award amounting to € 1000. To be considered for it, applicants are expected to submit an essay, discussing the relevance of studying and working in the aerospace sector as well as their view on their future role in this field. Further, candidates need to indicate what they intend to do with the prize money and which experience they expect to gain. The successful candidate is expected to share their learning outcomes. The winner is chosen by a committee of space professionals, based on the quality of the essay.

The 2019 Young Professional Award Winner was Aloisia Russo and the 2019 WIA-E Student Award Winner was Veronica Bandini. Their profiles 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 it is supposed to be presented. The awards committee of space professionals evaluates and selects the winners.

The 2019 WIA-E grant awardees were: Sara Khan, Shambo Bhattacharjee, Harriet Brettle, Eleonor Frost, Greta De Marco, Merel Vergaaij. Their profiles can be found on the WIA-Europe website.

Juan de Dalmau started his term as the Chair of the Awards and Grants Committee in 2019.

07

Research Activities

In 2019 the Director of Research co-founded the 'Gender Equality through Data Intelligence' group that uses modern data science techniques to gain new insights on gender equality practices in the workforce. The team is collaborating with the University of Pisa, the University of Perugia and the Free University of Bozen. This collaboration allows the combination of knowledge coming from different areas of expertise – both theoretical (e.g., gender issues and human resources management) and methodological (e.g., social network analysis, natural language processing, and machine learning).

At the nexus between data science and gender studies, the research is using novel tools and techniques to extract information from big data – specifically text-based data sources (e.g. vacancy notices, social media, company websites and news) – to gain insights on the management of gender in firms, and more broadly explore gender issues in the society and economy.

7.1 Vacancy notice study

A first result was a study on vacancy notices. They often contain language that is differently interpreted by men and women, acting as a barrier to obtain female applicants. Generally in sectors with low female representation, vacancy notices are also more male-biased. Standard vocabularies have been developed that list male-biased wording (e.g. decision, force, challenge, ...) and female-biased wording (e.g. understand, together, connect, ...).

Using text analysis methodologies, we have demonstrated that these standard vocabularies do not show a uniform gender bias across male or female dominated sectors. For example, the aerospace industry, where there are a majority of male employees, sees significantly lower standard male and female biased terms used in vacancy notices than in other male-dominated fields such as Engineering or IT

support. This effect persists even if we compare only the engineering vacancies within aerospace to a random sample of engineering vacancies from monster.com.

One possible explanation could be that in the aerospace field, specific jargon exists which perpetuates male bias and that is not picked up by general vocabularies. Our network in the space sector could be used to update these vocabularies to identify sector-specific jargon which may potentially be discouraging women from applying.

Flying over Earth — Photo: ESA/ NASA



08

Activities

8.1 Training

Unconscious Bias Training

MARCH 15TH, LEIDEN (THE NETHERLANDS)

WIA-E organised training on Unconscious Bias, for WIA-E LG leaders and Corporate Member points of contact.

Led by the experienced coaches Clare McNamara of Move Ahead Global and Francine Brooks of Engage People Development Ltd., the training enabled participants (Local Group leaders and Corporate contacts) to implement specific measures to reduce the impact of Unconscious Biases on themselves and on others. It also enables them to implement and share the training content with their Local Group or Corporate team members when they returned home.

The Unconscious Bias Training was held in Leiden, Netherlands, on March 15th in a full day session. The training and the dinner at the end of the day provided a great opportunity for networking between board members, Local Group Leaders and Co-leaders as well as with Contact Points of our Corporate Members.

The workshop was held in an interactive, experiential style, building on attendees' current knowledge and experience. It aimed to enhance skills using up to date thinking, discussion, shared best practice and exercises to reinforce learning. Working alone, in small groups with plenary sessions to feedback to the whole group, each section of the workshop contained discussion, feedback and a supporting exercise. The exercises, conducted in a relaxed and non-performance manner, were an opportunity to combine skills and learning from the training in a practical activity.

Workbooks and supporting materials were provided, covering all content and interactive elements to capture and reinforce learning points throughout

the workshop. There were also workshop materials for each participant to take away with them so they could run the session for their own local group or work place.



Photo: WIA-E

The Training Objectives were:

- Explain the concept of unconscious bias and the relationship with implicit association, discriminatory attitudes and stereotyping;
- Explore personal and team experience;
- Investigate how to identify and manage bias in self and others;
- Identify the impact of priming, perception, micro inequity and social influence;
- Create a case for change, and steps that can be implemented with the team;
- Provide tips and techniques to implement and share with local groups and team;
- Network with other Contact Points of WIA-Europe Corporate Members and with Local Group Leaders of WIA-Europe.

The outcomes for participants were:

- Understand unconscious bias and the impact on performance;
- Explore personal levels of unconscious bias and how perceptions influence behaviour;
- Recognise the impact of bias on decision making and influencing skills;
- Address and manage the consequence of bias in others;
- Develop ideas and learn tips and techniques to manage unconscious bias;
- Be able to disseminate information and learning to teams and to local groups.

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

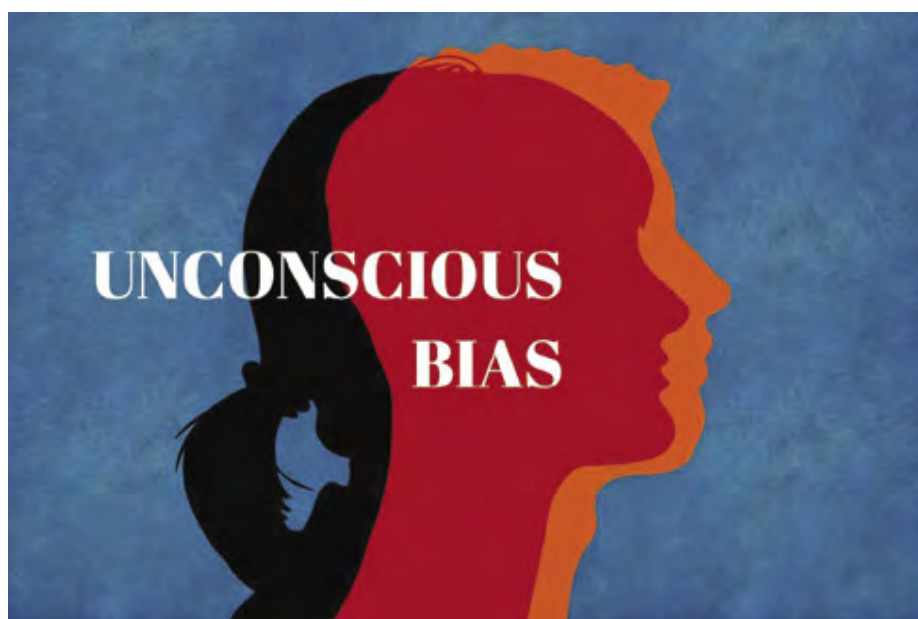
well as to share experiences and opinions. The group left motivated to implement learning back in local groups and teams.

Unconscious Bias Training by webinar

16TH MAY AND 13TH JUNE, ONLINE

WIA-E continued to share the concept at Local Groups and Corporate Members. WIA-E members who could not attend the one day residential training in March had the opportunity to sign up for one of the two webinars led by Clare McNamara and Francine Brooks from Engage to Move Ahead.

Photo: WIA-E



The aim was to raise awareness of unconscious bias and help implement changes to perceptions as a key strategic focus for organisations. The objectives and content were the same in each webinar to allow as many people as possible to access a live session.

The objectives were to: 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.

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

8.2 International Events

Networking opportunity for WIA-E at Le Bourget

On 18th June Women in Aerospace Europe members were invited to join the

International Aviation Women's Association Reception at the Paris Air Show hosted by WIA-E corporate partner Airbus.

WIA-E Secretary, Elizabeth Seward, was at the event and was delighted to meet members and friends of WIA-E who attended at the show.



Photo: WIA-E

WIA-Europe: 10th years of activities & Award Ceremony

On September 10th, the "WIA-Europe: 10th years of activities & Award Ceremony" took place during the «Diversity in Science» session in the frame of ESA's Phi-Week conference. The event supported the aim of the UN Sustainable Development Goals (SDGs), to build a well-balanced and diverse workplace, to contribute to STEM's



Photo: WIA-E

pipeline development, to stimulate more women to cover leadership positions. The award ceremony was introduced by WIA-E President Luisella Giulicchi, who gave an overview of 10 years of achievements and future goals of the organisation.

The awards presented were:

- Outstanding Achievement Award: Grazia Vittadini, Chief Technology Officer of Airbus
- Young Professional Award: Veronica Bandini
- Student Award: Aloisia Russo

Closing Remarks were given by Josef Aschbacher, Director of Earth Observation Programmes at ESA.

Simonetta Cheli, Head of Strategy, Programme & Coordination Office in the Directorate of Earth Observation at ESA gave an Inspirational talk “Space4SDGs”, on the UN Sustainable Development goals. This was followed by the Award Ceremony itself where Juan de Dalmau, Chair of the WIA-E Awards and Grants Committee, ISU President and Christina Giannopapa, WIA-E Director for Professional Development moderated the session.

Photo: WIA-E



WIA-Europe Symposium, “Space economy: women as game changers and innovators”

At the AIDAA 2019 XXV International Congress on 11 September, WIA-Europe was invited to host a Symposium on “Space economy: women as game changers and innovators”.

Annamaria Nassisi, Director of Communication for Women In Aerospace Europe (WIA-E) and Manager Strategic Marketing for Thales Alenia Space, led an Inspiring talk with women and men in leading space roles from politics, industry and institutions. The female-male panel discussed their vision on the role and impact for the future of space with a more inclusive approach of diversity. The participants shared their unique insights and experiences gained through achieving excellence in their respective professional fields in an inspirational and engaging debate.

WIA-E at the 12th European Space Power Conference

On 3rd October 2019, WIA-E was invited to the 12th European Space Power Conference at the Jean-Les-Pins in France. This year's edition of the major space conference for Space Power experts and industries marked the 30th 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.



Photo: WIA-E

Veronique Ferlet-Cavrois, Chair of the conference and Mariel Triggianese, Technical Programme and Organizing Committee coordinator, showed their strong commitment to the issue of gender equality and diversity by celebrating the 10th Anniversary of WIA-E and by organising a very interesting 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.

WIA-E at the World Space Week at Osimo (Italy): “The other half of the Sky”

During the World Space Week at Osimo (Italy), on 6th & 7th October, special attention was 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, an astrophysicist from Warwick University. There was also a lecture given by Umberto Guidoni and presentations focused on women.

Annamaria Nassisi, WIA-E Director of Communications and Thales Alenia Space Strategic Marketing Manager, talked about “The other Half of the Sky: Space and contaminations” and Ersilia Vaudo, Chief Diversity Officer for ESA, presented “Space to the future... of Marche”. In their contributions they discussed Space and STEM, 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 advances in space/astrophysics. The final event was a round table of women with outstanding careers in the industrial and scientific sectors who offered an insight on the space ecosystem.

Photo: WIA-E



70th International Aeronautical Congress (IAC)

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.



Photo: WIA-E

WIA-Europe General Assembly 2019

The WIA-E General Assembly 2019 was held on 12th October in Amsterdam, at the OBA Amsterdam Public Library. All members were invited to join the meeting, and those attending met for dinner the evening before to network and exchange. The Agenda of the General Assembly included: Board composition & elections, overview of activities 2018, overview of local groups, and had time for an open discussion.

It was a great opportunity for everyone to help shape the organisation by sharing their vision and participating in the elections.



Photo: WIA-E

8.3 Local Events

Barcelona

OCTOBER 5TH WIA-E Barcelona: Debate on the women's role on the space sector, both technological and scientific

Bremen

JANUARY 25TH Brainstorming Aperitif

MARCH 6TH Meeting with Dr. Hannah Brocke – Co-founder & COO of PlanBlue GmbH from Bremen winners of Galileo Masters "Overall Space Oscar

MARCH 26TH Gender and Spaceflight from Apollo Mission: Get-together with Dr. Muir-Harmony

JUNE 16TH Valentina's Day at Planetarium

SEPTEMBER 20TH ZARM tour : Drop Tower and MAMBA (Moon and Mars Base Analog)

NOVEMBER 20TH SPACE TECH EXPO- lunch with Senator Kristina Vogt

DECEMBER 2ND "Christmas Space Tales"

Brussels

MARCH 9TH Meeting on next steps for 2019

MARCH 13TH "New Space, New Opportunities?" Event

DECEMBER 13TH European Winter Dinner

Cologne

FEBRUARY 14TH Talk with Prof Dorothea Dzwonnek, former head of the German Research Foundation

JUNE 25TH WIA-E Cologne at the "Porzer Picknick" at DLF

DECEMBER 3TH Christmas Aperitif

Leiden

MARCH 8TH Meet NSO on International Women's Day

Paris

DECEMBER 4TH ConnectX Summit 2019

NOVEMBER 30TH Promoting STEM at a high school forum

Rome

APRIL 28TH Participation at the Earth Day – “Village for the Earth” to the talk on “Stories of resilience” – #4women4earth campaign in Rome

JUNE 11TH Third year of collaboration with the University “La Sapienza”, for Capacity Building Master Italy-Kenia, with Annamaria Nassisi as free lecture

JULY 12TH One-day Workshop “Cross-cultural communication and Management”

DECEMBER 11TH Women in New Space: special session in Rome

DECEMBER 20TH Christmas aperitif at Max Roma Café

Toulouse

MAY 21ST Nuit des Réseaux – Award Winning

JUNE 12TH Influence communication workshop

JUILLET 9TH Networking Apéro

SEPTEMBER Power Boost Camp (21 days activity)

OCTOBER 1ST Coaching workshops evening

NOVEMBER 5TH Stade Toulousain’s Aero Business Club breakfast

NOVEMBER 27TH Event against discrimination, for equality in Occitan Region

United Kingdom

FEBRUARY 5TH Online discussion on ‘We all have bias – fact or fiction?’

MARCH 2-3 UKSEDS National Student Space Conference

MARCH 4TH Networking & panel discussion in Edinburgh on “Filling the gap in Scottish Aerospace: Does Gender Matter?”

APRIL 24TH Networking at the Westcott Business Incubation Centre

MAY 1ST Coffee and Conversation Members Only Event at Harwell

MAY 23TH “Unconscious bias in recruiting” workshop at Goonhilly Earth Station, Cornwall

JULY 2ND Presentation and networking at Inmarsat with Alice Bunn & Rebecca Evernden, International Directors UK Space Agency – “Divide & conquer: discover how job sharing works in government”

JULY 9TH Webinar on “Fatherhood Forfeits – Why they matter for Women in Work”

JULY 17TH Cambridge Institute of Astronomy Film Showing "Madame Mars"

SEPTEMBER 24TH UK Space Conference with WIA-E UK organised Parallel Session: How diversity can be used as a tool for innovation and growth

SEPTEMBER 25TH UK Space Conference Networking Breakfast

WIA-E Networking Breakfast

DECEMBER 5TH Member Offer to attend RAL Space Conference

09 *Communications*

Communication is the backbone of the association and follows an annual strategic plan, which guides the activities of the organisation throughout the year.

9.1 Website and Social Media

Our new website was launched this year, with a fully updated page with new features for our corporate and members as well as document repository sharing options for the board, the local group leaders and individual members to improve relations within the WIA-E Community.

9.2 Social Media

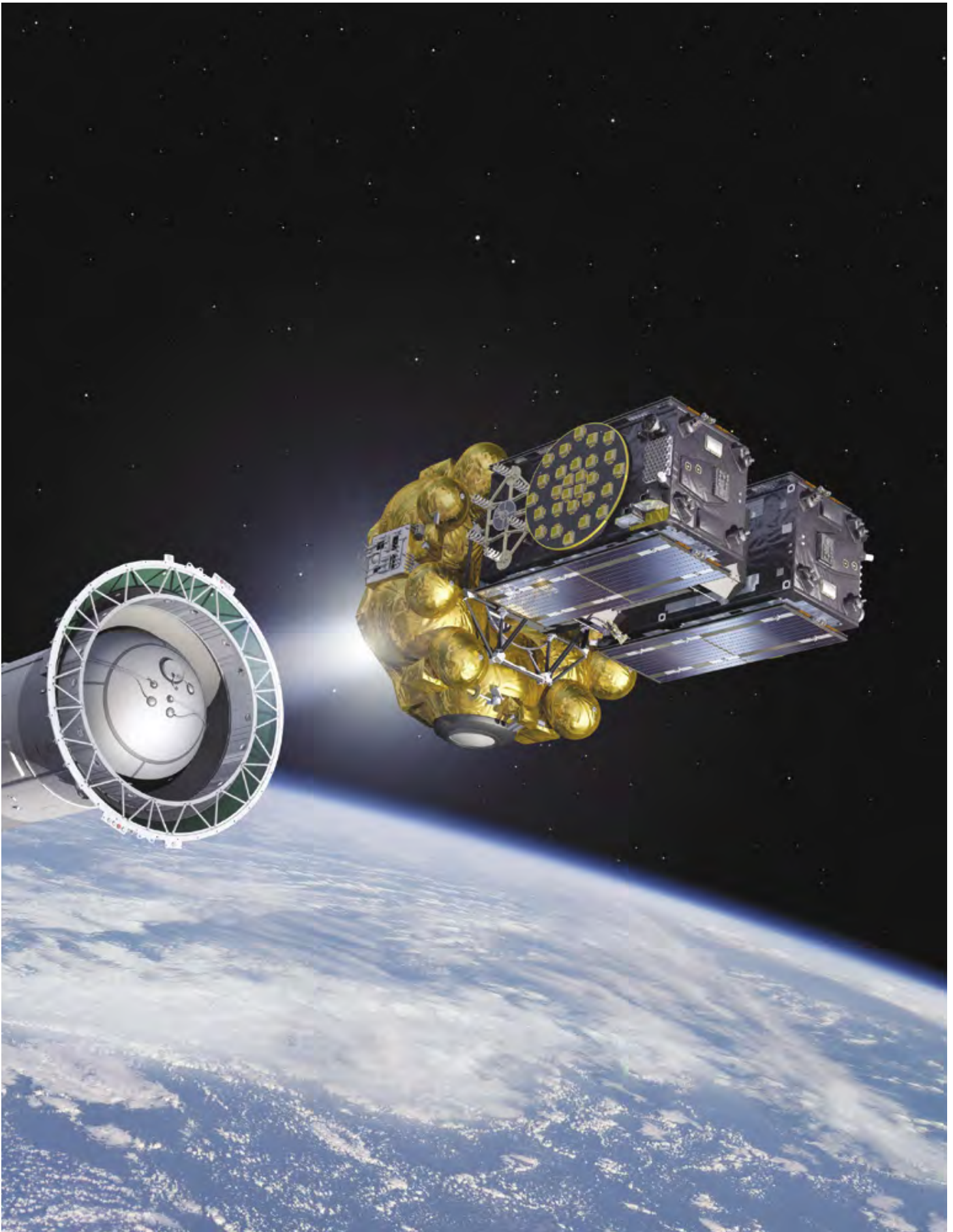
WIA-Europe has accounts on Twitter, LinkedIn, Facebook, and YouTube. Our twitter handle is @WIA_Europe. In LinkedIn we have a group (<https://www.linkedin.com/groups/2594115/>). On Facebook we have a page (<https://www.facebook.com/wia.europe>). Our YouTube channel has 19 videos and is available for future content (<https://www.youtube.com/channel/UCXmXFbXC0LP-C6WhYvq-mug>).

9.3 Newsletters

WIA-Europe published four newsletters in 2019. They each contained a message from the President Luisella Giulicchi, general society news, updates on events and reports of previous gatherings, and progress of the organisation. Additionally, WIA-E articles on various topics including a spotlight features on gender diversity research and on our Platinum, Gold and Silver Corporates as well as event briefings from our Local Groups were included. All newsletters are available and can be downloaded from the website.

9.4 Communication Material

WIA-Europe published Flyer, Postcards, Banner, WIA-Europe Presentation. A complete communication package has been implemented to highlight our identity.



Artist's view of Galileo satellites attached to their dispenser atop their Fregat upper stage separating from the Soyuz upper stage — Photo: ESA–Pierre Carril

10

Financial

PROFIT & LOSS	INCOME	EXPENSES
8010 - Membership fees corporate	€ 43,700.00	
8020 - Membership fees Individual	€ 8,890.01	
8100 - Bank Interest	€ 4.94	
Total Expenses (See Details)		€ 67,994.70

TOTALS	€ 52,594.95	€ 67,994.70
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RESULT		€ - 15,399.75
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ASSETS	OPENING BALANCE	CLOSING BALANCE
1000 - PayPal Account	€ 4,206.18	€ 2,413.53
1100 - Bank Account	€ 34,854.13	€ 21,242.27
1200 - Savings Account	€ 49,413.09	€ 49,418.03
1290 - Cash	€ 19.20	€ 19.02

TOTAL ASSETS	€ 88,492.60	€ 73,092.85
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RESULT		€ - 15,399.75
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WIA Europe Balance Sheet — 31.12.2019

EXPENSES	AMOUNT
5100 - Office	€ 483.42
5110 - Internet costs	€ 277.38
5120 - Administration software	€ 664.09
5130 - Salary Administrative Assistant	€ 16,264.01
5132 - Salary Communication Assistant	€ 5,600.00
5137 - Salary Administrative Consultant	€ 9,287.64
5138 - Communication Advisor	€ 1,902.40
5150 - Board liability Insurance	€ 210.24
5160 - Bank charges	€ 417.49
5200 - Travel expenses Board	€ 5,087.90
5210 - Board meetings and GA	€ 1,185.41
5220 - Local group leaders meeting	€ 2,541.78
5310 - Communications Budget	€ 6,414.68
5405 - Local group Leiden	€ 500.00
5410 - Local group Bremen	€ 232.10
5430 - Local group Rome	€ 1,759.80
5445 - Local group Cologne	€ 135.50
5455 - Local Group UK	€ 965.29
5510 - Training events	€ 6,000.00
5610 - Awards	€ 2,000.00
5620 - Grants	€ 5,330.57
5800 - IAF	€ 735.00
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TOTAL	€ 67,994.70

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Our Contact Details

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