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01 INTRODUCTION

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 the reference professional association in Europe.

After celebrating 10 years of successful growth of the WIA-Europe network last year, the association proved to have a strong basis to face the challenges of the recent COVID-19 crisis. We were able to remain actively involved in the support of our individual and corporate members, and our virtual platforms were quickly put in place in early March, providing regular opportunities for our members to connect, learn and continue working.

After renewing our partnership agreement with the SGAC, we carried out co-sponsored events and a workshop dedicated to Gender diversity in the aerospace sector and addressing in particular the younger generation.

Looking back over the past months, I'm thrilled to see that the WIA-E community is as tightly connected as ever and constantly growing. In 2020, three companies joined the association as corporate members bringing our supporters to 28. This is an excellent outcome, considering that the aerospace business, and in particular the aviation sector, has been hit very hard by the crisis, with a ripple effect on the space sector and the branches of big corporations covering both areas.

The renewed commitment of the majority of our corporate members and the growth of our corporate membership shows the interests in diversity and in the programmes provided by WIA-E.

WIA-Europe welcomed 266 new individual members and 3 new corporate members in 2020. There were 77 events held over the year, 24 general WIA-Europe events around Europe and over 50 events organised by our local groups, many open to all our members.

02

ADAPTING UNDER COVID

The COVID pandemic affected us all, across Europe and around the globe, and the organisation and members of WIA-E were no exception. Many of the traditional activities of WIA-E had focused on physical meetings, at conferences or through local group events, and with this no longer possible we had to change our ways of working.

Along with many other organisations, we adopted the use of virtual tools to keep our members connected and created events to bring members together for support and discussion. Our training, networking and discussions moved onto the Zoom platform and we soon realised the benefits of connecting across the continent without needing to travel.

As an association, we are looking forward to resuming our face-to-face events and meeting members at conferences, but we have also seen the value in our virtual presence and we will continue to connect members across Europe through our online tools.

To support working at home, the WIA-E Q1 newsletter included an article from Research Director Paola Belingheri on “Spotlight Research: Reflections on Working from Home”, with information and tips on how to best embrace teleworking.

It was with great regret that we had to cancel the 10 Years WIA-E Anniversary event planned on 23rd March in Paris, and we are still not able to forecast when the association can come together as a whole, but we hope that 2022 will allow us the opportunity and we will have many more milestones to celebrate together.

The General Assembly was postponed to the second half of the year and held virtually for the first time. This proved to be a success, with more members joining than ever before, and networking with the directors set up following the meeting through Zoom breakout rooms. In fact, the member feedback was so good that

a virtual element will be included even when virtual meetings are possible, to allow everyone to an opportunity to join in the discussions.

2.1 COVID Activities

During the early days of country wide lockdowns, we introduced a Virtual Lunch slot on Fridays. Connecting on Zoom, members met to share their projects, ideas, and experiences. Hosted first by WIA-E Secretary Liz Seward, and then by member volunteers from our local groups, some lunches selected a topic of conversation and others were open for anything to be raised. The lunches ran through April-June and September-November. Since then, the lunches have been taken on by the local groups, with a rotating host, open to the entire international association.

Following the virtual lunches, we introduced virtual aperitif meetings to give all members the possibility to join one of our virtual gatherings. During these evening events hosted by our local groups, members have the opportunity to introduce their current projects and discuss relevant questions with the community.

19 of these ‘Meet the Community’ virtual events were run over the year.

Another initiative was the “Meet the Community: Confined Coffee”. By registering an interest, members were connected to meet for a virtual one-on-one chat. The Local Group leaders started the confined coffee activity with the aim to connect members from across WIA-E.

Veronique Glaude, leader of the WIA-E local group in Geneva shared her experience, “We used the 30 min to understand how each was participating in the big picture of our companies; our priorities to evolve in mid-term future, and view of WIA-E”. There were many other topics that discussed: biggest challenges and possible solutions, leadership, mentoring, further education, as well as further networking opportunities.

To ensure that we keep supporting our members in their personal and professional goals, we have introduced a weekly digest, providing an overview of our weekly virtual meetings and events as well as an overview of free online professional development courses, relevant industry news, and suggested readings. The weekly publication became so popular with our members that we continued it on a bi-weekly basis after the summer break, and have now incorporated this format into our regular WIA-E communications.

03 INSTITUTIONAL

3.1 General Assemblies

On 21st November 2020 the 11th annual WIA-Europe General Assembly took place virtually via Zoom, with the participation 9 board members and 53 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 was Nicholas Peters and Anna Hogg were elected. Nicolas takes on the role of Director of Corporate and Partnerships and Anna as Director of Communications. The returning board members were approved.

3.2 Composition of the Board



LUISELLA GIULICCHI
PRESIDENT



MARC HEPPENER
TREASURER



ANNAMARIA NASSISI
CHAIR OF THE BOARD



ELIZABETH SEWARD
SECRETARY



PAOLA BELINGHERI
DIRECTOR OF RESEARCH



CHRISTINA GIANNOPAPA
DIRECTOR OF PROFESSIONAL DEVELOPMENT



DIANA PUEYO
DIRECTOR OF REGIONAL DEVELOPMENT



NICOLAS PETER
DIRECTOR OF CORPORATE AND PARTNERSHIP



ANNA HOOG
DIRECTOR OF COMMUNICATIONS

*Two positions are vacant:
DIRECTOR OF INDIVIDUAL
MEMBERSHIP and DIRECTOR OF
INTERNATIONAL RELATIONS to
be addressed within 2021.*

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

Christiane Llaca joined as Office Manager in January 2020 to manage the Back Office including the membership and financial tracking and support to the Board.

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

Gaia Guiso was recruited on January 1st, 2017 and retired from her position as Communications Assistant end of the year. Gaia has been responsible for the WIA-E website and social media management, and guaranteed continuous updating of WIA-E news and events. We would like to thank Gaia for her devoted support of the organisation in the past years, and wish her all the best.

Heidi Thiemann joined the communications team in June 2020 as social media manager on part time, volunteer basis.

The back office activities were coordinated and supervised by the WIA-E Chair Annamaria Nassisi. She also revamped the WIA-E internal activities organisation, in coordination with the Secretary and in teaming with the Directors and back office, to be more effective and to better answer our members needs with a structured approach and reporting.



CHRISTIANE LLACA
OFFICE MANAGER



XENIA PATTBERG
COMMUNICATIONS SUPPORT



GAIA GUISO
COMMUNICATION ASSISTANT



HEIDI THIEMANN
SOCIAL MEDIA MANAGER

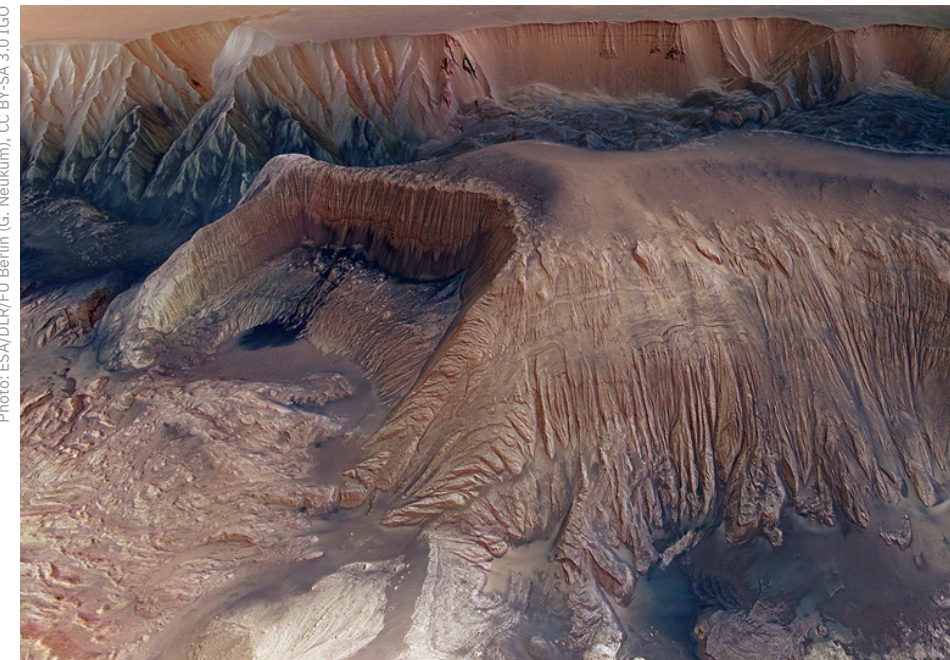
3.6 Partners

In 2020, WIA-Europe had partnerships with 11 organisations:

- 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

During a Virtual Signing Ceremony on 10th June, WIA-E has renewed its Cooperation Agreement with World Space Week Association (WSWA). We are looking forward to a closer collaboration in the upcoming year, with the WSW 2021 dedicated to Women in Space.

Photo: ESA/DLR/FU Berlin (G. Neukum), CC BY-SA 3.0 IGO



04 MEMBERSHIP

4.1 Corporate Members

Women in Aerospace Europe is pleased to have as of today 28 enthusiastic and valuable corporate members (2 Platinum, 2 Gold, 6 Silver, 10 Bronze, 8 Non-Profit). 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 2020 we welcomed Astroscale and RHEA Group and QinetiQ as a Bronze Corporate Members. Airbus and Secure World Foundation cancelled their membership of the organisation from 2020. We are thankful for their many years of support and hope that we can welcome them back in future years.

The first WIA-Europe Corporate Committee Meeting was held on 24 September 2020. This committee aims to foster communication and collaboration between the organisation and its corporate members and to generate ideas of new actions. The second Corporate Committee Meeting was held on 18 December 2020.

This year we introduced our "In Conversation With..." series, giving WIA-E members had a chance to meet our corporate members. New Bronze Members RHEA Group and SSTL provided an engaging insight into their current projects, their strategies on improving gender diversity, their recruitment and employment practices and outreach programmes.

Our Platinum corporate members, ESA and Thales Alenia Space, have actively contributed to WIA-E activities by publishing in our quarterly newsletter on topics such as gender policy and space information, alongside some of our Gold and Silver members.

PLATINUM →	 European Space Agency	 ThalesAlenia Space <small>A Thales / Leonardo Company</small>	GOLD →	 Agenzia Spaziale Italiana
 RAL Space	SILVER →	 EUMETSAT	 VAEROS	 SES <small>your satellite company</small>
 cnes	 LOCKHEED MARTIN	 OHB	BRONZE →	 serco
 SITAEL	 planetek italia	 HE SPACE <small>It's all about people</small>	 European Global Navigation Satellite Systems Agency	 AIRBUS D&S NETHERLANDS
 Astroscale	 SURREY	 RHEA GROUP	 QINETIQ	
NON-PROFIT →	 INTERNATIONAL SPACE UNIVERSITY ISU	 ZARM	 TNO	 SECURE WORLD FOUNDATION
 nereus <small>university of aerospace engineering</small>	 MINES Albi-Carmaux	 DLR	 AIPAS <small>ASSOCIAZIONE DELLA INDUSTRIA PER LE ATTIVITÀ SPAZIALI</small>	 ASAS

4.2 Individual members

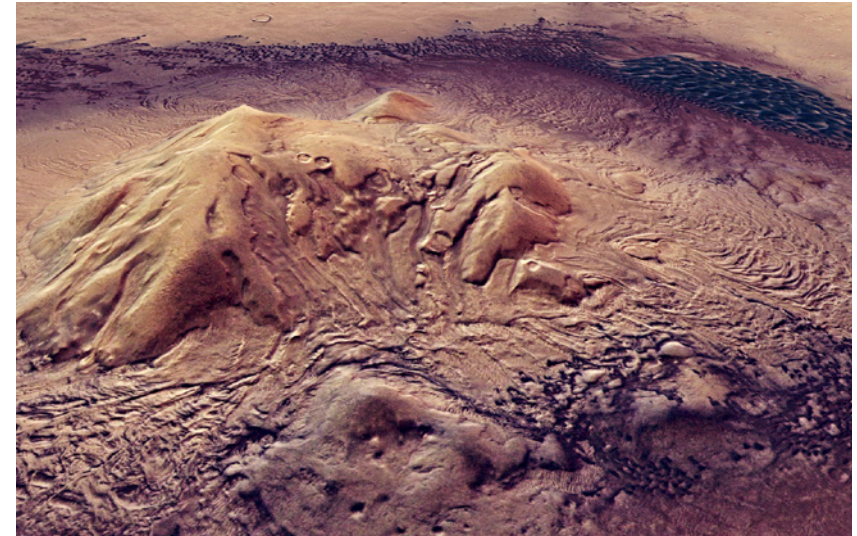
In 2020 WIA-Europe had 665 individual members, an increase of 266 members. The WIA-Europe membership is active in public institutions, private companies and educational establishments.

4.3 Honorary Members

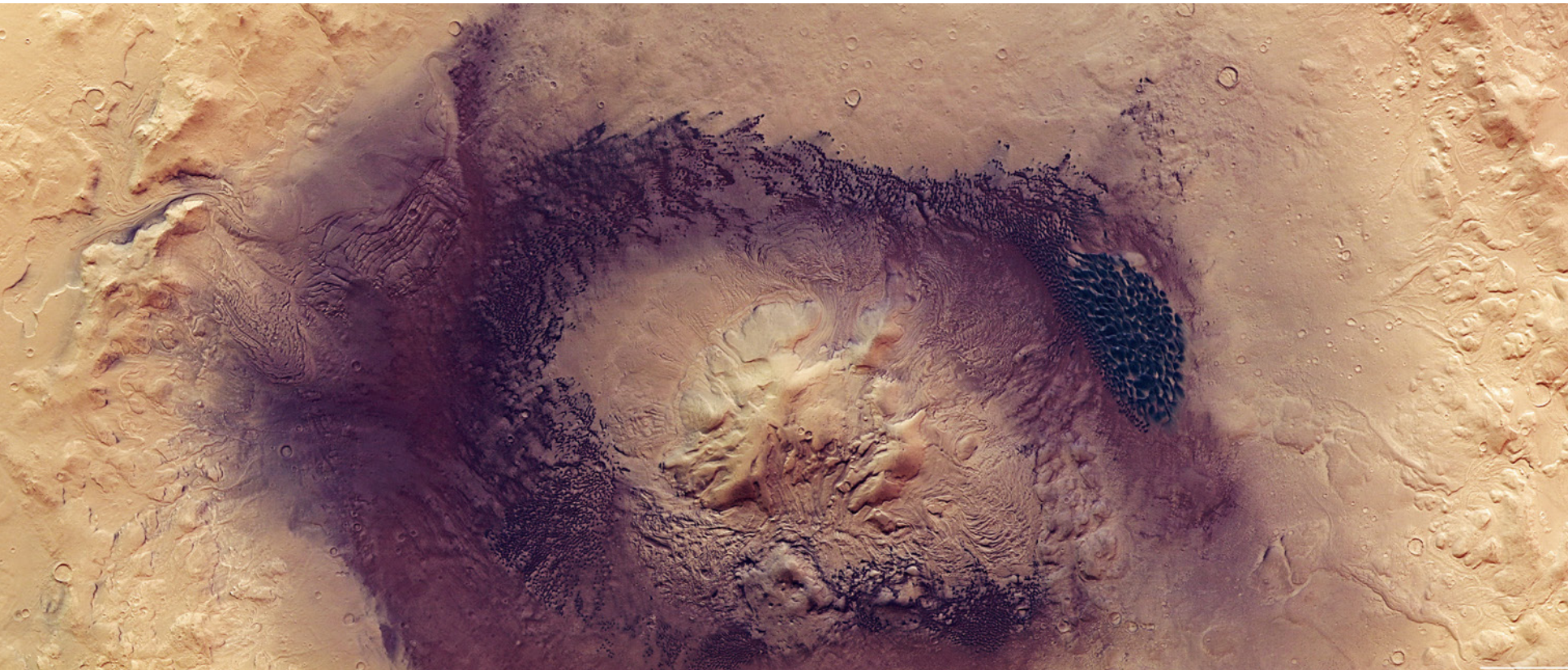
Simonetta Di Pippo and Claudia Kessler are recognised as Honorary Members as the founders of WIA-Europe.

The recipients of our Outstanding award are also recognised as WIA-Europe Honorary Members, and 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, Ms. Grazia Vittadini and Dr. Pascale Ehrenfreund.



Moreux crater on Mars (perspective view)
Photo: ESA/DLR/FU Berlin, CC BY-SA 3.0 IGO



The dark dunes of Moreux crater
Photo: ESA/DLR/FU Berlin, CC BY-SA 3.0 IGO

05 LOCAL GROUPS

WIA-E Local Groups (LGs) give the opportunity to all WIA-E members to attend events, participate in initiatives and network with the local aerospace community. Local Groups organize lectures, communication campaigns, visits, events, trainings and social gatherings. In 2020, linked to the COVID crises, the Local Groups have run many virtual activities and the collaborations among Local Groups have bloomed. As the number of WIA-E members following each of the Local Groups grow, committees and working groups have been created to work on dedicated initiatives of interest for the local communities.

At the end of 2020, we had 15 running local groups at WIA-Europe. Since the last General Assembly, we have welcomed the creation of Berlin Local Group at the end of 2019 and the one of Luxembourg in 2020. Furthermore, the Local Group of Geneva has become Switzerland Local Group. The membership numbers reported below have been updated to reflect the members in good standing who have selected a local group affiliation.

The location of the groups can be found on the following map.



BARCELONA IN 2020

INDIVIDUAL MEMBERS:

3

CORPORATE MEMBERS:

Local presence of IEEC, Aistech, KIM and GTD

LEADERSHIP:

Mireia Colina and Anna Ruiz

LAUNCH:

2019

BRUSSELS IN 2020

INDIVIDUAL MEMBERS:

18

CORPORATE MEMBERS:

Local presence of ESPI and Secure World Foundation

LEADERSHIP:

Sweety Pate

LAUNCH:

2013

BERLIN IN 2020

INDIVIDUAL MEMBERS:

8

CORPORATE MEMBERS:

Local presence of

LEADERSHIP:

Juliane Haupt with Rachana Reddy Mamidi and Vera Leister-Taylor

LAUNCH:

2019

COLOGNE IN 2020

INDIVIDUAL MEMBERS:

15

CORPORATE MEMBERS:

Local presence of DLR and ESA

LEADERSHIP:

Sonja Brungs

LAUNCH:

2014

BREMEN IN 2020

INDIVIDUAL MEMBERS:

29

CORPORATE MEMBERS:

Local presence of OHB System, AWI, HE Space Operations, DLR & ZARM, ESA BIC and Die Astronautin GmbH

LEADERSHIP:

Antonella Sgambati and Michela Cantisani

LAUNCH:

2009

DARMSTADT IN 2020

INDIVIDUAL MEMBERS:

11

CORPORATE MEMBERS:

ESA ESOC

LEADERSHIP:

Olympia Kyriopoulos

LAUNCH:

2017

LEIDEN IN 2020

INDIVIDUAL MEMBERS:

34

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

LUXEMBOURG IN 2020

INDIVIDUAL MEMBERS:

3

CORPORATE MEMBERS:

Local presence of SES

LEADERSHIP:

Sabrina Alam and Anastasia Nazare

LAUNCH:

2020

MUNICH IN 2020

INDIVIDUAL MEMBERS:

22

CORPORATE MEMBERS:

Local presence of OHB System AG, Serco & DLR

LEADERSHIP:

Andrea Jaime Albalat and Maude Robichaud

LAUNCH:

2012

PARIS IN 2020

INDIVIDUAL MEMBERS:

28

CORPORATE MEMBERS:

Local presence of SIPA Press, CNES and ESA

PARTNERS:

Local presence of Cospar and IAF

LEADERSHIP:

Helene Ben Aim and Kammy Brun

LAUNCH:

2013

ROME IN 2020

INDIVIDUAL MEMBERS:

118

CORPORATE MEMBERS:

Local presence of Thales Alenia Space, ASI, ESA, Planetek, Serco, SITAEL, OHB, AIPAS, ASAS, ESA/ESRIN & NEREUS

PARTNERS:

Local presence of LUISS Business School, The Italian Society for International Organization (SIOI) and British Interplanetary Society local chapter

LEADERSHIP:

Cristina Valente and Annamaria Nassisi

LAUNCH:

2013

STRASBOURG IN 2020

INDIVIDUAL MEMBERS:

33

PARTNERS:

Local presence of International
Space University

LEADERSHIP:

Danijela Stupar and Kristell Bars

LAUNCH:

2016

**SWITZERLAND (GENEVA LG
NEW NAME) IN 2020**

INDIVIDUAL MEMBERS:

7

CORPORATE MEMBERS:

Local presence of SES

LEADERSHIP:

Veronique Glaude and Cessy Karina

LAUNCH:

2015

TOULOUSE IN 2020

INDIVIDUAL MEMBERS:

33

CORPORATE MEMBERS:

Local presence of Thales Alenia
Space and CNES

LEADERSHIP:

Camille Marroffino and Carolina
Fernández Dominé

LAUNCH:

2014

UNITED KINGDOM IN 2020

INDIVIDUAL MEMBERS:

66

CORPORATE MEMBERS:

Local presence of 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. The recipients are chosen by a committee of space professionals. In 2020, Juan de Dalmau continued his term as the Chair of the Awards and Grants Committee.

As live conferences and most in-person events were cancelled this year, the committee took the decision to carry over this year's awards and grants to the next application period in 2021.

6.1 Awards

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.

6.2 Grants

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.

07

RESEARCH ACTIVITIES

The Director of Research provides the European aerospace community with:

- insights on gender inequalities and gaps in the workforce
- insights on the factors contributing to gender equality
- best practices to improve women's representation at all levels of the field.

Outputs include both:

- reviews of extant research published in the WIA-E Newsletter, for example advice on home working was reported at the beginning of the global lockdown.
- original research through the members network, corporate members and leading universities.

Published works: Cross-cultural analysis on the Gender Equality Perception as a driver for the future Space Workforce development, IAC-18-E5.5.3, A. Pellegrino, M. Zucchelli, F. Angeletti, A. Russo, A. Gloder, M. G. Pancalli, E. Vestito, N. Yamazaki, R. Kawashima, A. Otsuka, N. Ismail, A. Nassisi, C. Valente, M. L. Battagliere, M. F. Buongiorno, Presented at the 71st International Astronautical Congress, The CyberSpace Edition, 12-14 October 2020

Gender Equality through Data Intelligence (GEDI) Working Papers: The Panorama of Gender Equality Research: A Literature Review based on Text Mining and Semantic Indicators; Attracting Talent Through the Elimination of Gender Bias in Job Vacancies: a Preliminary Lexical Approach.

7.1 The WIA Rome Gender Equality Research Group

The Gender Equality Research Group of the Rome Local Group (WIA-E Rome LG) aims to promote awareness on Gender Equality principles and to foster a fruitful collaboration among international aerospace associations sharing analogous goals. The cooperation with the Japanese association of women in aerospace (Sorajo) enabled a cross-cultural analysis in the Italian and Japanese Aerospace sectors to understand how different cultural environments could

affect the individuals' personal perception of Gender Equality. The results of this study have been presented in the published works: "Cross-cultural analysis on the Gender Equality Perception as a driver for the future Space Workforce development", IAC-18-E5.5.3, A. Pellegrino, M. Zucchelli, F. Angeletti, A. Russo, A. Gloder, M. G. Pancalli, E. Vestito, N. Yamazaki, R. Kawashima, A. Otsuka, N. Ismail, A. Nassisi, C. Valente, M. L. Battagliere, M. F. Buongiorno, presented at the Cyberspace Edition 71st International Astronautical Congress, The CyberSpace Edition, 12-14 October 2020

The understanding of socio-cultural implications and biases is very important to detect what can limit the gender diversity in STEM fields in different countries. People process information from the surrounding social environment by mentally organizing them into groups based on common traits that are typically culturally determined, resulting in prejudices and stereotypes. Recognising the culture's influence on Person Perception and if gender inequality impacts individuals' choices are vital to design measures that can be both widely accepted within the Aerospace community and effective in trying to solve the Gender Inequality situation.

Different events and panel discussions were organized between December 2019 and May 2020, by inviting male and female representatives to share their opinions and experiences about Gender Equality in the Japanese and Italian Aerospace fields, respectively. All the outcomes of these events were contextualized in the socio-cultural environments of both countries, comparing similarities and differences among several aspects (education, social and cultural role of the family, working policies and laws promoted by Governments to address gender equality

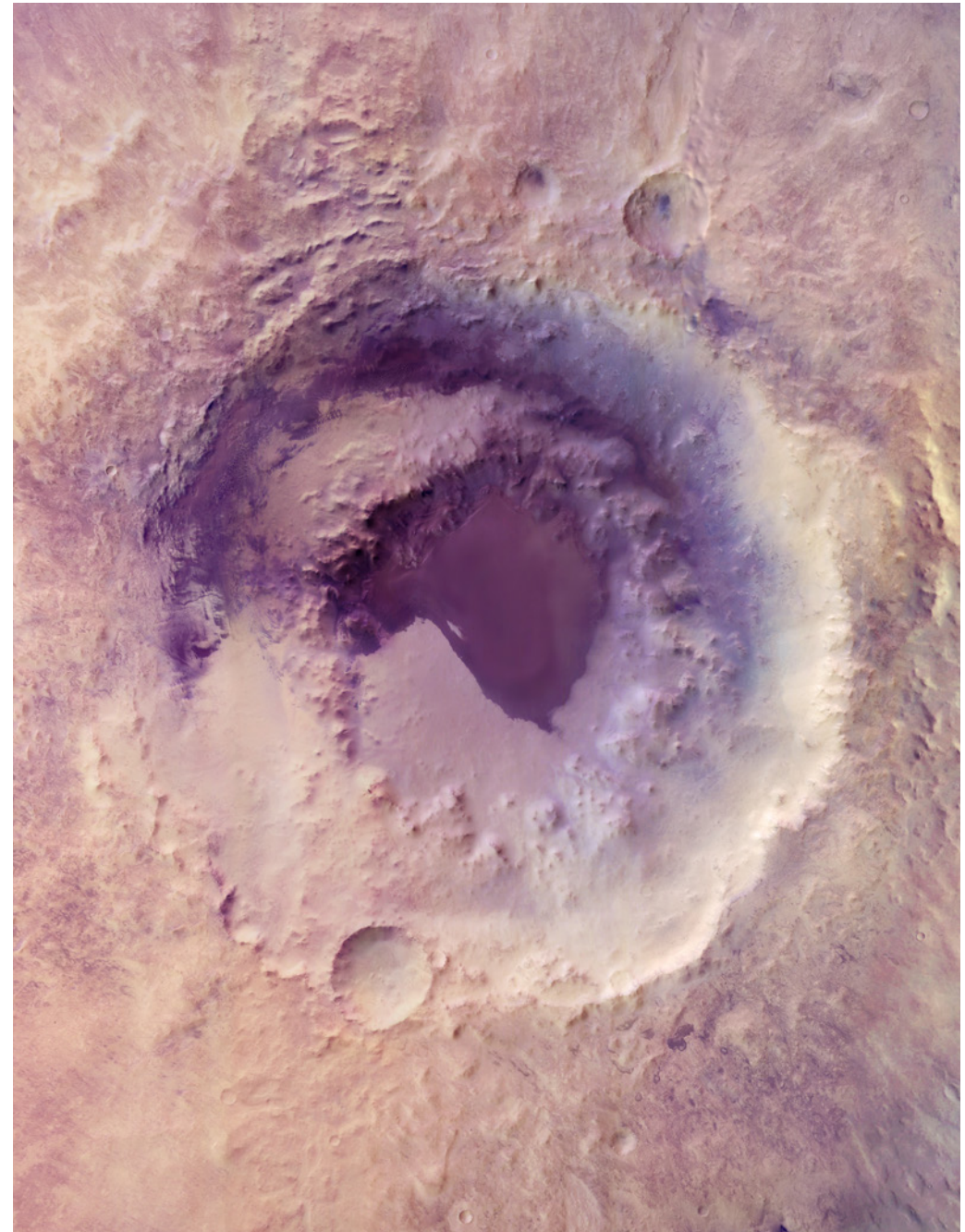


issues, as quotas). Consequently, the need to focus on how gender inequality can impact individuals' person perception on their inclusion, the received treatment, possibilities and career were identified for further investigation.

For this purpose, the WIA-E Rome LG Gender Equality Research Group decided to prepare an online pilot survey, titled "Perception on Gender Inequality in the Aerospace Field" to be shared in Italy and Japan, particularly targeting professionals and students. The survey contained different questions, grouped by the above-mentioned main areas of investigation, defined in order to verify the identified Null Hypothesis: "Subjects believing that their gender creates obstacles for Inclusion/Treatment/Possibilities/Career did not perceived gender inequality in their field of study/work". During the data analysis, the participants' replies were correlated only with their gender to highlight the lack or presence of specific patterns, without differentiating between the Italian and Japanese situation due to the little number of participants from the Japanese Aerospace sector.

The survey's participants (students and professionals) stated that they usually feel included in their studying or working environment, especially when referring to their social and professional network. However, the majority of women experienced different treatment, very often correlated to their gender, in their studying or working environment. Furthermore, most of respondents reported several obstacles for their possibilities and career while studying or working in the Aerospace sector related to their gender, even if the Aerospace sector seems to offer the same career opportunities to everyone, despite gender. This result could be interpreted as an indicator of a predominant perception of the Aerospace field as an intrinsically diverse and open environment, even though historically male-dominated, also because of its international and cooperative nature.

Actions at both social and cultural level are necessary to counteract negative stereotypes and bias related to gender because everyone should feel comfortable and integrated in their studying or working environment. Moreover, the pilot survey allowed to identify four problematic areas where specific measures are required: the need of a more inclusive and diverse (thus creative and productive) studying and working environment, equal opportunities in terms of Inclusion, Treatment, Possibilities and Career granted to each individual, and the need of increase the efforts required to ensure that gender is no longer perceived as a discriminatory factor.



Plan view of Lowell crater
Photo: ESA/DLR/FU Berlin, CC BY-SA 3.0 IGO

08 ACTIVITIES

8.1 WIA-Europe Events

There were 77 events organised by WIA-E and the local groups in 2020.

Virtual Lunches & Aperitif

Bringing the WIA-E members together during COVID, virtual lunches were held weekly in April-June and September-November. Later in the year a virtual aperitif was introduced to offer an opportunity to meet after work. Nearly 20 events were hosted by Liz Seward and the local groups over the year.

Virtual signing ceremony with World Space Week

On 10th June, A virtual ceremony was held to sign a new Memorandum of Understanding with our Partner the World Space Week Association. WIA-Europe was represented by President Luisella Giulicchi and the World Space Week Association by Executive Director Marūska Strah.

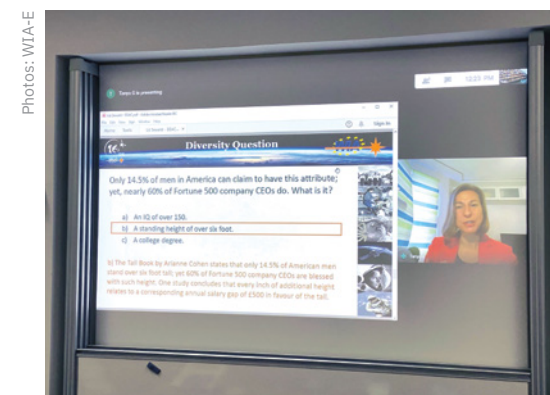
Space Generation Advisory Council (SGAC) and the SpaceGen United (SGU), Invited Key Note Speech

On 24th July, WIA-Europe President Luisella Giulicchi was invited to be the key note speaker at SpaceGenUnited organized the Space Generation Advisory Council (SGAC) and dedicated to gender diversity, in particular addressing the younger

generation of professional in the aerospace section. This was part of a larger collaboration including a series of initiatives where WIA-Europe contributed to the theme promoted by SGAC for 2020.

SG[France] 2020 - Our Giant Leap

On 26th September, WIA-E was delighted to support and participate in the SG[France] 2020 - Our Giant Leap, which took place at ISAE SUPAERO, Toulouse. Under the theme “Women of the aerospace sector”, SG[France] 2020 was a one-day event dedicated to diversity and gender equality in the aerospace sector, organised by WIA-E partner Space Generation Advisory Council (SGAC). As one of the few events held physically, SGAC students and young professionals came together with top experts in a socially distance manner, for a day of inspiring conferences, debates and round tables to find solutions to inspire, promote and foster diversity in space. WIA-E Secretary Elizabeth Seward presented the association and the importance of diversity to the participants and Caro Fernandez represented WIA-Europe in person.



Photos: WIA-E

Photos: WIA-E



End of Year Party

On 17 December, the WIA-Europe community came together via Zoom to celebrate the end of 2020 together. A competition was held to find the best space themed Christmas decorations, hats, or outfits for the chance to win a fantastic space-themed Christmas bauble set. Congratulations to Beate Kern (Berlin), who won the competition with her perfect biscuit creation of the TET-1 Satellite from Astro- und Feinwerktechnik Adlershof GmbH.

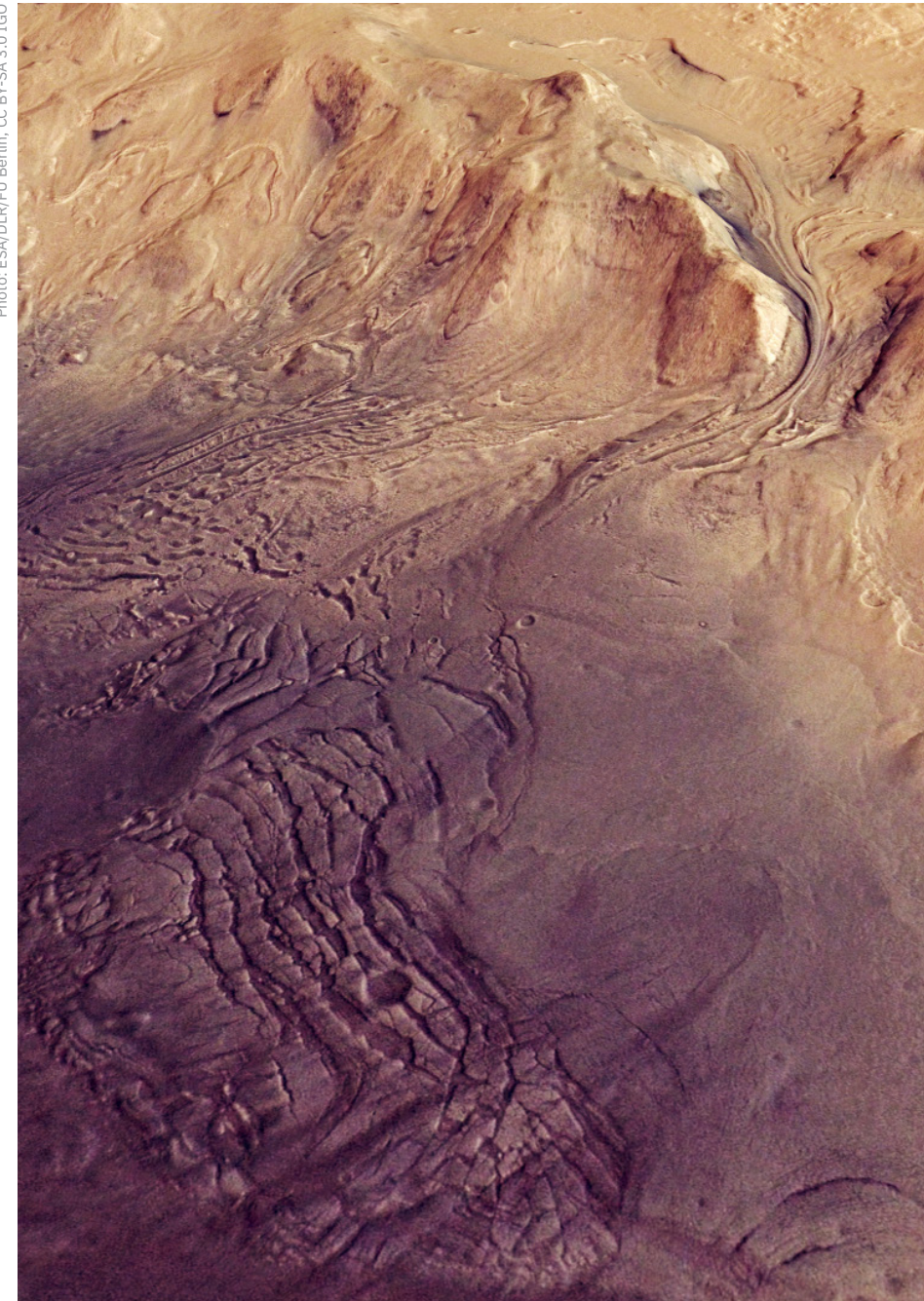


Photos: WIA-E

Book club

WIA-E Bremen with the participation of WIA-E Berlin, established a members book club. The meetings of the club are organized on monthly basis; the book discussed is selected in a pool of suggestions created by the members of the club. The preference is given to female authors and sci-fi, and the stories are used as starting point to discuss the female role in modern society.

Perspective view of Moreux crater
Photo: ESA/DLR/FU Berlin, CC BY-SA 3.0 IGO



8.2 Local Events

BARCELONA

SEPTEMBER 14

A conversation with Claudia Kessler, WIA-E co-founder

OCTOBER 8

World Space Week 2020: A talk on the different fields within the aerospace sector

NOVEMBER 5

Meet the community: Lunch with WIA-E Barcelona

NOVEMBER 26

“GAIA: Revealing the history of the Milky Way by measuring 2 billion stars” by Carme Jordi

BERLIN

OCTOBER 7

World Space Week 2020: “Start-up meets Grown-up”

BREMEN

JANUARY 30

New Year Brainstorming Meeting

FEBRUARY 15-16

“Boost Weekend: Astronautin for a day”

MARCH 4

Establishment of WIA-E Bremen Book Club

JUNE 12

Diversity and inclusion beyond the

gender: Strategies for an Inclusive Work Culture

SEPTEMBER 15

Changing job during the pandemic time: challenges and opportunities

OCTOBER 6

World Space Week 2020: “Interpretation of Optical Satellite Images: An Overview”

OCTOBER 20

How is the ISS Space Research benefiting Earth?

DECEMBER 8

Meet the community: Virtual Aperitif with WIA-E Bremen and “Understanding recruitment operations in the space sector and its possible biases” –with German Cingerli from RHEA.

BRUSSELS

MARCH 5

Career Guidance and Motivational Talk by Sweetie Pate

MARCH 6

Panel discussion: Women’s Day Leadership Talk by Sweetie Pate

MARCH 6

Panel discussion: Women’s Day Celebrations

APRIL 28

Speakers from WIA-E for Women in Copernicus webinar

APRIL 29

Panel discussion: Space Policy: How it impacts Space Missions

COLOGNE

NOVEMBER 20

Meet the community: Lunch with WIA-E Cologne

DARMSTADT

NOVEMBER 27

Meet the community: Virtual Aperitif with WIA-E Darmstadt

LEIDEN

FEBRUARY 4

Panel discussion about Mentoring and Career Development

LUXEMBOURG

NOVEMBER 30

Meet the Community: Virtual Aperitif with WIA-E Luxembourg

PARIS

JANUARY 9

A visit of the Aeronautic partner Dassault

ROME

APRIL 7

Webinar “Da grande voglio andare nello spazio”, for young students and organized by Aloisia Russo

APRIL 26

1st WIA-E Rome LG Sunday Virtual Coffee Break

MAY 10

Round Table “Gender Equality in the Italian Aerospace field”, moderated by Alice Pellegrino

MAY 17

2nd WIA-E Rome LG Sunday Virtual Coffee Break

JUNE 7

3rd WIA-E Rome LG Sunday Virtual Coffee Break

JULY 4

4th WIA-E Rome LG Sunday Virtual Coffee Break

JULY 16

Webinar “From STEM to Stars” series with Donatella Ricci, moderated by Alessia Gloder

JULY 26

5th WIA-E Rome LG Sunday Virtual Coffee Break

SEPTEMBER 4

Webinar “From STEM to Stars” series with Naoko Yamazaki, moderated by Alice Pellegrino

SEPTEMBER 12

6th WIA-E Rome LG Sunday Virtual Coffee Break

SEPTEMBER 25

WIA-E Rome Summer 2020 Networking Event

OCTOBER 5

Webinar “Space applications for Disaster Risk Management”, as a World Space Week event, moderated by Alice Pellegrino

OCTOBER 9

Webinar “Space Efficiency & Mobility” as a World Space Week event

OCTOBER 16

Webinar “From STEM to Stars” series with Ersilia Vaudo Scarpetta, moderated by Aloisia Russo

NOVEMBER 12

Webinar “Discovering Exoplanets: from extreme planetary systems to habitable Earth-like planets” with Francesca Faedi, moderated by Marzia Zucchelli

DECEMBER 15

Webinar "Out of this world Architecture" with Barbara Imhof, moderated by Annamaria Nassisi

DECEMBER 22

WIA-E Rome LG Christmas 2020 Event

STRASBOURG

JANUARY 31

Movie Night followed by a Debate

FEBRUARY 20

Talk with Dr. Angie Bukley

MARCH 3

Workshop on Women in the Workplace

MARCH 12

Celebrating Women’s Day 2020

JUNE 29

“Engaging in Space Communities”

JULY 8

“Ask-Me-Anything” discussion

TOULOUSE

JANUARY 30

Kick-Off 2020

MARCH 30

Webinar WIA-E Toulouse & SGAC Towards a more inclusive space sector for women

SEPTEMBER 9

Networking event!

SEPTEMBER 26

Our Giant Leap of the SGAC & WIA-SGAC collaboration

OCTOBER 7

World Space Week 2020: “Satellite navigation: When precision matters to improve life safety”

OCTOBER 15

“Stop sexism”! Or, how to respond to inappropriate remarks” workshop

NOVEMBER 10

Kick-Off WIA-E Toulouse & ENAC Mentoring program

DECEMBER 5

Training on how to build a successful LinkedIn presence

UNITED KINGDOM

MARCH 16

“1 Million Interactions: More Young People in STEM & Space!” webinar

APRIL 6

Members training session “Coach to Grow” from Gabriella Goddard

MAY 6

Conversation with RHEA Group, WIA-E Bronze Corporate member

JUNE 3

Conversation with SSTL’s CEO Phil Brownnett

SEPTEMBER 25

Virtual Networking session

SEPTEMBER 29

Members training “The Stand Tall” with Gabriella Goddard

DECEMBER 9

A Christmas Quiz!

DECEMBER 10

Members training “Unleash your inner innovator” with Gabriella Goddard

09

COMMUNICATIONS

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

9.1 Website and Social Media

Our website continues to grow and be a repository of all the associations activities, members as well as housing a 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 26 videos and is available for future content (<https://www.youtube.com/channel/UCXmXFbXC0LP-C6WhYvq-mug>).

9.3 Newsletters

WIA-Europe published four newsletters in 2020. 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 home working 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.

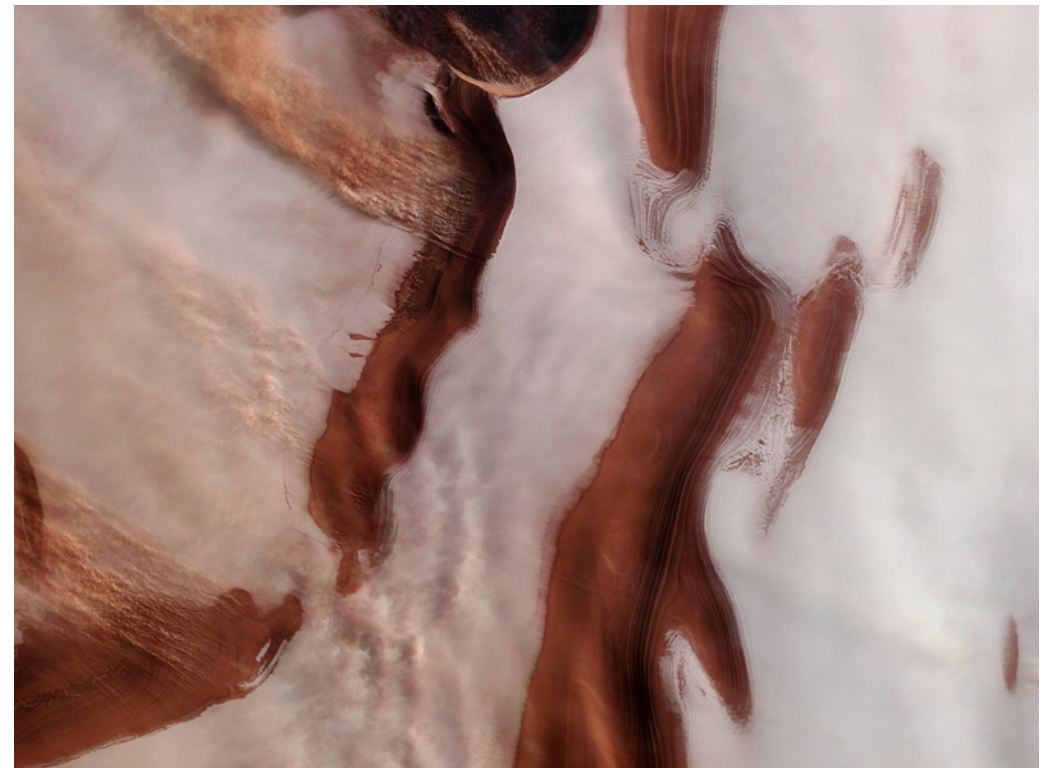
9.4 Digests

WIA-Europe published 21 digests in 2020. They contain an overview of our weekly virtual meetings and events as well as an overview of free online professional development courses, relevant industry news, and suggested readings. All digests

of 2020 will be made available on the WIA-Europe website and will remain there for further reference.

9.5 Communication Material

WIA-Europe has available a flyer, banner, and WIA-Europe general presentation.



A Stormy activity at Mars' icy north pole
Photo: ESA/DLR/FU Berlin, CC BY-SA 3.0 IGO

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FINANCIAL

WIA Europe Balance Sheet — 31.12.2020

PROFIT & LOSS	EXPENSES	INCOME
8010 - Membership fees corporate		€ 91,500.00
8020 - Membership fees Individual		€ 14,812.47
8100 - Bank Interest		€ 4.94
Total Expenses (See Details)	€ 43,893.66	
TOTAL: PROFIT & LOSS	€ 43,893.66	€ 106,317.41
RESULT		€ 62,423.75

ASSETS	OPENING BALANCE	CLOSING BALANCE
1000 - PayPal Account	€ 2,413.53	€ 2,394.76
1100 - Bank Account	€ 21,242.27	€ 63,679.85
1200 - Savings Account	€ 49,418.03	€ 69,422.97
1290 - Cash	€ 19.02	€ 0.00
Correction rounding errors previous years	€ - 19.02	
TOTAL ASSETS	€ 73,073.83	€ 135,497.58
RESULT		€ 62,423.75

In 2020 the accounts of WIA-E show that we have an operating profit of € 62,423.75 bringing our total assets to € 135,497.58. This is unusual for our accounts and is a consequence of COVID. This year there were limited Local Group events requiring expenditure and no in person General Assembly or meetings of the board or Local Group leaders. There was an increase in our internet costs as the association purchased a professional Zoom account to enable our virtual events.

The assets in the bank mean that WIA-E has a reserve of approximately 2 years of operating costs which is healthy status for our accounts. As the world reopens for more physical events, the association will however need to ensure that its outgoings match its income as the previous years showed a trend in overspending.

EXPENSES	AMOUNT
5100 - Office	€ 143.88
5110 - Internet costs	€ 479.24
5120 - Administration software	€ 2,437.68
5130 - Charges Administrative Assistant	€ 11,117.03
5132 - Charges Communication Assistant	€ 4,800.00
5137 - Charges Administrative Consultant	€ 14,899.00
5150 - Board liability Insurance	€ 439.33
5160 - Bank charges	€ 208.89
5210 - Board meetings and GA	€ 2,665.02
5300 - Strategic Initiatives (Sponsorship, new projects & buffer)	€ 500.00
5310 - Communications Budget	€ 4,049.49
5410 - Local Group Bremen	€ 212.10
5425 - Local Group Toulouse	€ 937.60
5465 - Local Group Barcelona	€ 235.60
5620 - Grants	€ 768.80
TOTAL	€ 43,893.66

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OUR CONTACT DETAILS

For questions or comments, please mail us at:

info@wia-europe.org

For membership matters:

membership@wia-europe.org

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www.wia-europe.org

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MORE INFORMATION

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LINKEDIN: <https://www.linkedin.com/groups/2594115/>

FACEBOOK: <https://www.facebook.com/wia.europe>

YOUTUBE: <https://www.youtube.com/channel/UCXmXFbXC0LP-C6WhYvq-mug>

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