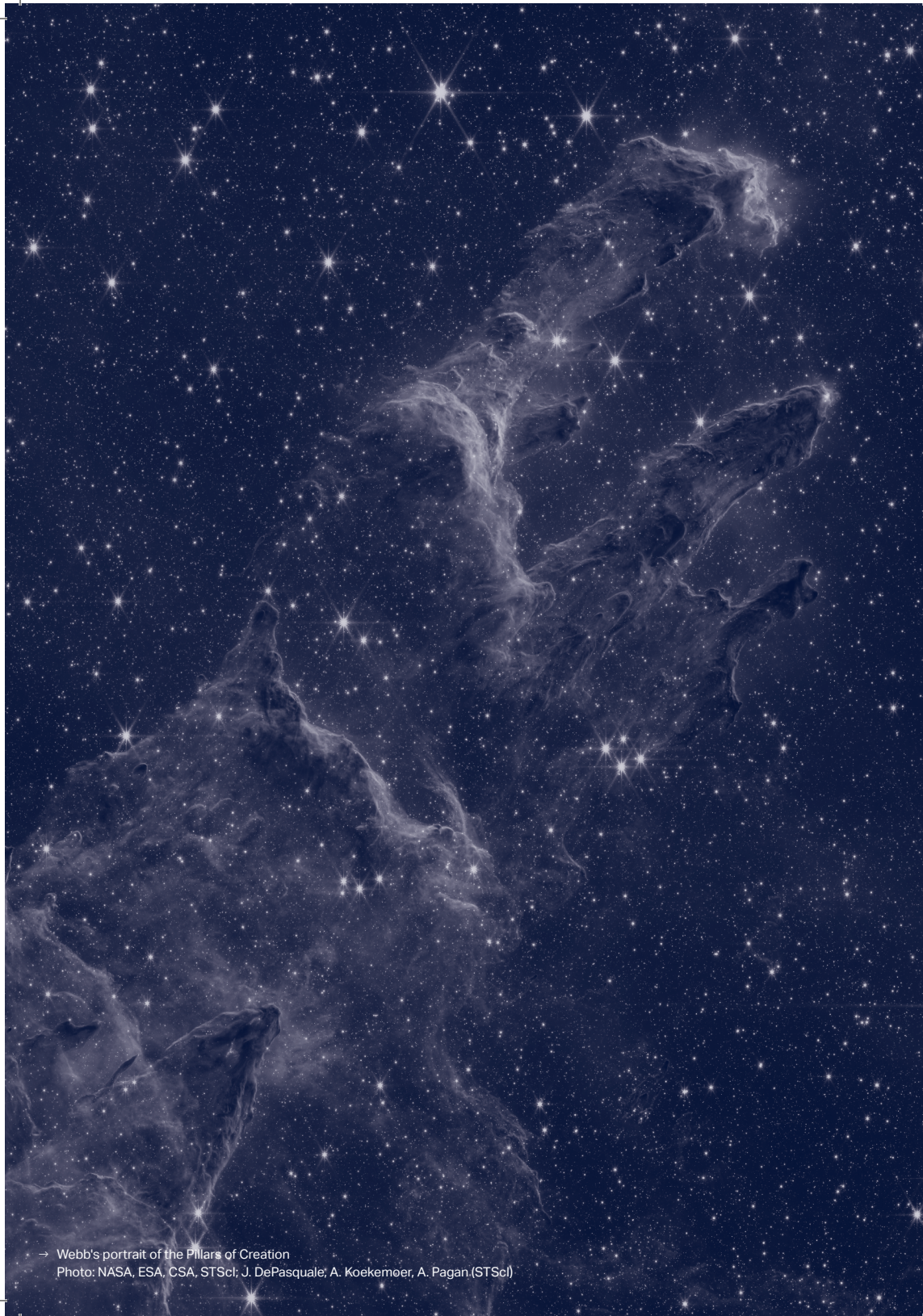


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→ Webb's portrait of the Pillars of Creation  
Photo: NASA, ESA, CSA, STScI; J. DePasquale, A. Koekemoer, A. Pagan.(STScI)

## → 01. INTRODUCTION

WIA-Europe is the reference professional association in Europe 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.

2021 was a year of growth for WIA-Europe. The WIA-Europe network has successfully expanded for 12 years, and the organization has proven to have a solid foundation on which to address the problems posed by the COVID-19 epidemic. We were able to continue taking an active role in helping both our corporate and individual members, giving them regular opportunities to network, grow professionally, and continue working. There were 59 events held over the year: 24 general WIA-Europe events around Europe and over 30 events organised by our local groups, many open to all our members.

Looking back over the past months, I'm delighted to see that the WIA-Europe community is growing and is still connected firmly. In 2021, a new local group was established in Madrid, we welcomed 266 new individual members, and 7 companies joined the association as corporate members. To date, WIA-Europe has more than 800 Individual Members, 36 Corporate Members, 16 International Partners and 16 local groups. 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 majority of our corporate members have extended their commitment, and the number of our corporate members is increasing, which demonstrates their interest in diversity and in the programs offered by WIA-Europe.

## → 02. INSTITUTIONAL

### 2.1 GENERAL ASSEMBLIES

On 26<sup>th</sup> June 2021, the 12<sup>th</sup> annual WIA-Europe General Assembly took place virtually via Zoom, with the participation of 7 board members and 59 members in good standing. During the General Assembly, WIA-Europe President Luisella Giulicchi presented the annual activities of the association and the finances were approved.

### 2.2 COMPOSITION OF THE BOARD



**LUISELLA GIULICCHI**  
PRESIDENT



**ANNAMARIA NASSISI**  
CHAIR OF THE BOARD



**ANNA GREGORIO**  
TREASURER



**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



**MARC HEPPENER**  
TREASURER

### **Farewell to Outgoing Board Members**

We thank our outgoing board members Annamaria Nassisi, Elizabeth Seward and Anna Hogg for their much valued services in the board and for their contribution to the growth and success of the foundation. We have appreciated and are grateful for their insight, ideas, dedication and advocacy for WIA-Europe during their time on the board. Annamaria and Elizabeth remain active and involved in the activities of the association coordinating the Rome / UK local groups respectively.

In 2021, five board positions have been announced as vacant:

- Board Secretary
- Director of Individual Membership
- Director of Professional Development
- Director of International Relations
- Director of Communication

Successful candidates for the vacant positions will be voted for by WIA-Europe members during the General Assembly in 2022.

### **2.3 EXECUTIVE COMMITTEE**

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

## 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

The administrative office consists of three paid part-time freelance staff members:

- Planning and Operations Manager: Christiane Llaca (since 2020)
- Communications Manager: Xenia Pattberg (since 2018)
- Social Media Coordination: Heidi Thiemann (since 2020)

In 2021, the activities of the administrative office were coordinated and supervised by WIA-Europe Chair of the Board Annamaria Nassisi.

In tight collaboration, the Executive Committee and members of the administrative office restructured operational processes of the association, aiming to increase its efficiency and responsiveness to the needs of our individual and corporate members.



**CHRISTIANE LLACA**  
PLANNING AND OPERATIONS  
MANAGER



**XENIA PATTBERG**  
COMMUNICATIONS MANAGER



**HEIDI THIEMANN**  
SOCIAL MEDIA COORDINATION

## 2.6 PARTNERS

In 2021, WIA-Europe continued its partnership with the following organisations:

- Committee on Space Research (Cospar)
- Eurisy: Satellite Applications for end-user communities
- Horizon Europe | European Commission
- Institute of Space Sciences (ICE, CSIC)
- International Astronautical Federation (IAF)
- International Space University (ISU)
- Italian Society for International Organisations (SIOI)
- Libera Università Internazionale degli Studi Sociali (LUISS)
- Reinventing Space - The British Interplanetary Society
- Sapienza- Dipartimento di Ingegneria Astronautica Elettrica ed Energetica (DIAEE)
- Space Generation Advisory Council (SGAC)
- The Netherlands Space Society (NVR)
- TU Graz Life Long Learning
- World Space Week Association (WSWA)
- YouSpace

On 27 October, during the 72<sup>nd</sup> IAC, WIA-Europe president Luisella Giulicchi and Fondazione E. Amaldi president Maria Cristina Falvella signed a partnership agreement.



→ Photo: WIA-E

## → 03. MEMBERSHIP

### 3.1 CORPORATE MEMBERS

As of December 2021, Women in Aerospace Europe has 35 enthusiastic and valuable corporate members (2 Platinum, 3 Gold, 10 Silver, 12 Bronze, 8 Non-Profit). Corporate contributions build the financial backbone of the association. Thanks to their commitment, WIA-Europe is able to develop and strengthen the cross-European network, both internationally and through their regional presence. Corporate membership contributions also directly sponsor the winners of the annual WIA-Europe Grant and Award programme as well as other WIA-Europe initiatives aimed to foster talent in the aerospace sector.

In 2021 the association welcomed 7 new Corporate Members: Telespazio as Gold Corporate Member, GMV Aerospace and Defence S.A.U., HISPASAT and Inmarsat as Silver Corporate Members, and ALTER TECHNOLOGY TUV NORD S. A. U., ESSP SAS, and Qinetiq Space as Bronze Corporate Members.

To strengthen active links between the industry and individual talents, WIA-Europe is regularly hosting "In Conversation With ..." meetings with our corporate members. This year, WIA-Europe UK Local Group was pleased to host "In Conversation with Astroscale", our Bronze corporate member.

The activities of our corporate members are also promoted in our communication channels. Corporate members are invited to share their content in a way relevant to the goals of the association. Their stories and announcements appear in WIA-Europe newsletters and bi-weekly digests as well as on the WIA-Europe website.



PLATINUM



GOLD



SILVER

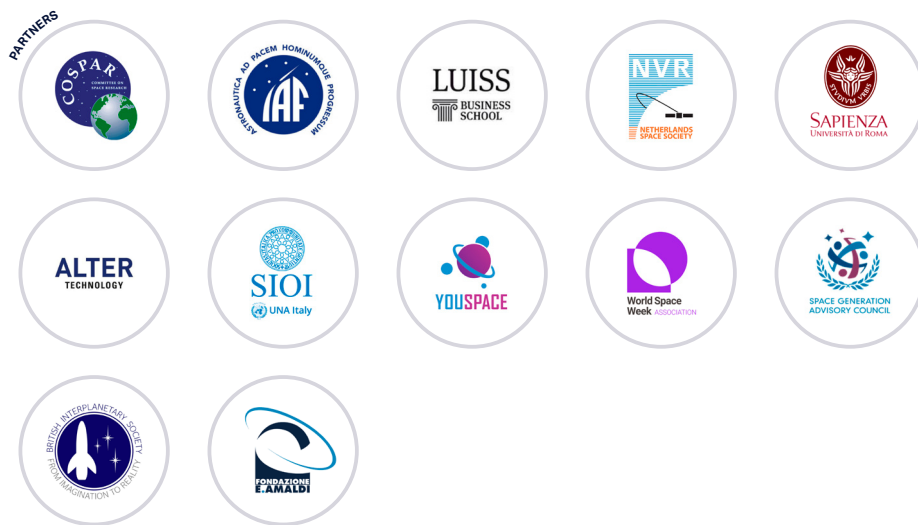


BRONZE



NON-PROFIT





### 3.2 INDIVIDUAL MEMBERS

In 2021, WIA-Europe counted 721 individual members - an increase of 8.42 percent from 2020. WIA-Europe members are active in private companies, public and educational institutions.

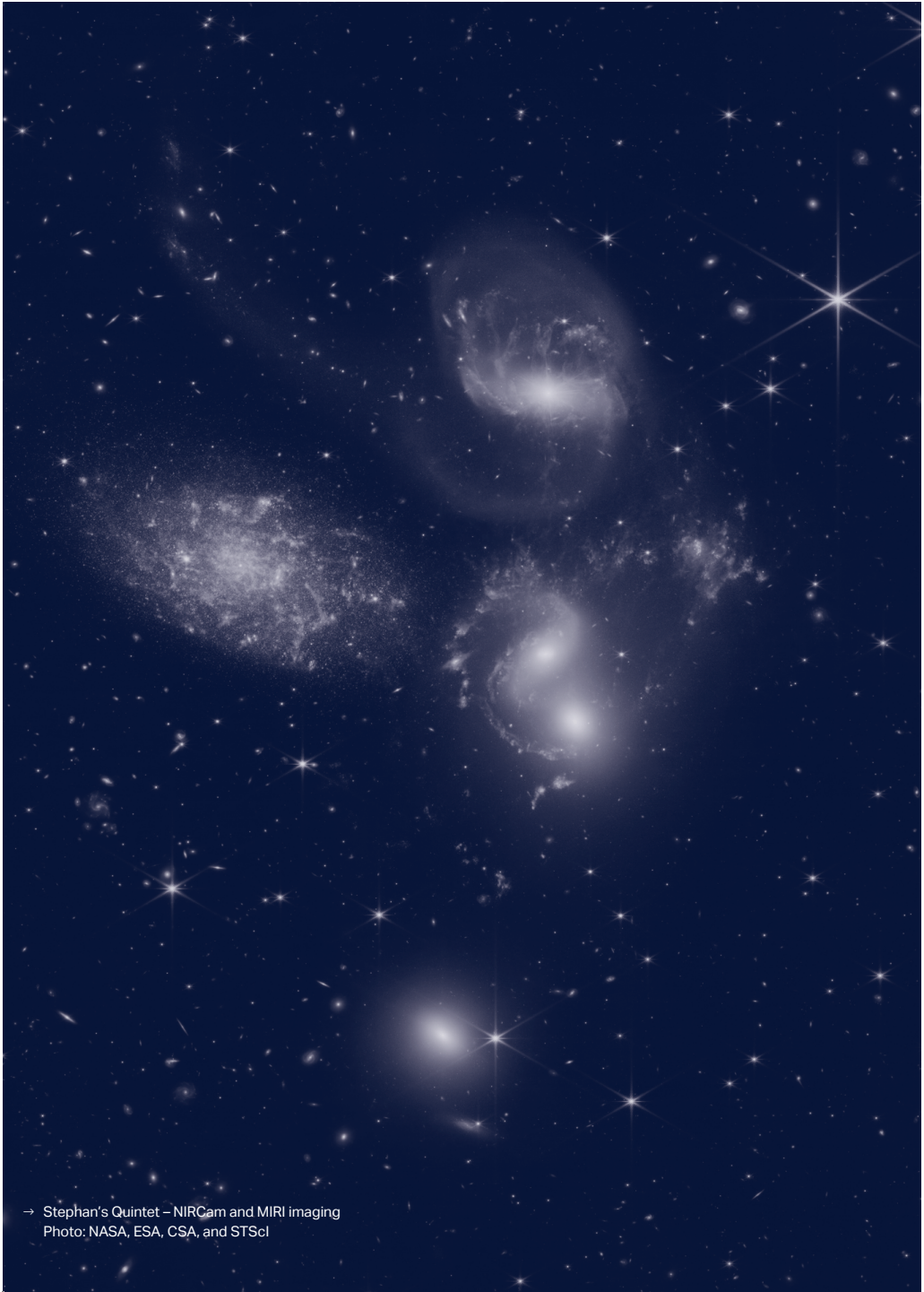
### 3.3 HONORARY MEMBERS

The association recognises outstanding individuals who substantially contribute to the advancement of female talent in the aerospace sector by awarding Honorary Membership.



→ Photo: WIA-E

Honorary Members include WIA-Europe founders Simonetta Di Pippo and Claudia Kessler as well as the recipients of the WIA-Europe Outstanding Achievement Award: Dr. Anny Cazenave, 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.



→ Stephan's Quintet – NIRCam and MIRI imaging  
Photo: NASA, ESA, CSA, and STScI

## → 04. LOCAL GROUPS





The association is currently represented by 16 Local Groups across Europe, with WIA-Europe Madrid as our latest addition. WIA-Europe Local Groups (LGs) drive forward the strategic goals of the association, creating links between individual and corporate members, and actively shaping the regional and international WIA-Europe event programme.

Local Groups organise lectures, communication campaigns, visits, events, training and social gatherings. Many of the events that Local Groups offered in 2021 were available to all members online. This led to a more active exchange and collaboration among members across Europe. With a growing number of WIA-Europe members attached to regional Local Groups, committees and working groups have been created to work on dedicated initiatives of interest for the local communities.

Individual members are encouraged to actively contribute to the activities of WIA-Europe both on the regional and the European level. However, an affiliation with a local group is not obligatory.

Number of members affiliated to a WIA-Europe local group per region in 2021:

## **BARCELONA**

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→ **INDIVIDUAL MEMBERS:**

**5**

→ **CORPORATE MEMBERS:**

**Local presence of IEEC, Aistech, KIM and GTD**

→ **LEADERSHIP:**

**Mireia Colina & Anna Ruiz**

→ **LAUNCH:**

**2019**

## BERLIN

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→ INDIVIDUAL MEMBERS:

7

→ CORPORATE MEMBERS:

Local presence of Airbus and GMV

→ LEADERSHIP:

Juliane Haupt with Rachana Reddy Mamidi and Vera Leister-Taylor

→ LAUNCH:

2019

## BREMEN

---

→ INDIVIDUAL MEMBERS:

23

→ 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

## BRUSSELS

---

→ INDIVIDUAL MEMBERS:

15

→ CORPORATE MEMBERS:

Local presence of ESPI and Secure World Foundation

→ LEADERSHIP:

Sweety Pate

→ LAUNCH:

2013

## COLOGNE

---

→ INDIVIDUAL MEMBERS:

17

→ CORPORATE MEMBERS:

Local presence of DLR and ESA

→ LEADERSHIP:

Sonja Brungs

→ LAUNCH:

2014

## DARMSTADT

---

→ INDIVIDUAL MEMBERS:

12

→ CORPORATE MEMBERS:

ESA ESOC

→ LEADERSHIP:

Olympia Kyriopoulos

→ LAUNCH:

2017

## LEIDEN

---

→ 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

---

→ INDIVIDUAL MEMBERS:

2

→ CORPORATE MEMBERS:

Local presence of SES

→ LEADERSHIP:

Sabrina Alam and Anastasia Nazare

→ LAUNCH:

2020

## MADRID

---

→ INDIVIDUAL MEMBERS:

33

→ CORPORATE MEMBERS:

Local presence of GMV

→ LEADERSHIP:

Rocío García Rubio and Eva Ramírez

→ LAUNCH:

2021

## MUNICH

---

→ INDIVIDUAL MEMBERS:

19

→ CORPORATE MEMBERS:

Local presence of OHB System AG, Serco & DLR

→ LEADERSHIP:

Andrea Jaime Albalat and Maude Robichaud

→ LAUNCH:

2012



## PARIS

---

→ INDIVIDUAL MEMBERS:

29

→ 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

---

→ INDIVIDUAL MEMBERS:

130

→ 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

---

→ INDIVIDUAL MEMBERS:

34

→ PARTNERS:

Local presence of International Space University

→ LEADERSHIP:

Danijela Stupar and Kristell Bars

→ LAUNCH:

2016

## SWITZERLAND (GENEVA LG NEW NAME)

---

→ INDIVIDUAL MEMBERS:

7

→ CORPORATE MEMBERS:

Local presence of SES

→ LEADERSHIP:

Véronique Glaude and Olympia Kyriopoulos

→ LAUNCH:

2015

## TOULOUSE

---

→ INDIVIDUAL MEMBERS:

37

→ CORPORATE MEMBERS:

Local presence of Thales Alenia Space and CNES

→ LEADERSHIP:

Camille Marroffino and Carolina Fernández Dominé

→ LAUNCH:

2014

## UNITED KINGDOM

---

→ INDIVIDUAL MEMBERS:

79

→ 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

## → 05. AWARDS AND GRANTS

The WIA-Europe Grants and Awards programme is designed to support upcoming talent, young professionals and students alike. Applications are open to WIA-Europe members aged 21 to 35, registered as full time students at a European university or employed as a young professional in the aerospace sector in Europe. Candidates may have a non-European nationality. Each winner is awarded €1,000, and is required to provide a brief report six months upon receipt.

Applications submitted during the annual round of the WIA-Europe Grants/Awards programme are assessed and a grant/award allocated to the winner according to predetermined criteria by a committee of aerospace professionals. In 2021, Vassilis Zervos succeeded Juan de Dalmau as Chair of the Grants and Awards Committee. Members of the committee in 2021 were: Maria Antonietta Perino, Marc Heppener, Natacha Callens, and Marie-Claude Salome.

Winners in 2021 were Elfie Roy (WIA-E Grant), Federica Angeletti (WIA-E Grant), Yulia Akisheva (Young Professional Award), Sahba El-Shawa (Young Professional Award).

With the ongoing limitations on live gatherings in 2021, the committee decided to hold a virtual Grants & Awards Ceremony that took place during the New Space Economy Expoforum. The virtual ceremony was hosted by WIA-Europe in partnership with Fondazione Amaldi.

### **5.1 AWARDS**

WIA-Europe Award 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. 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.

## 5.2 GRANTS

The WIA-Europe Grants programme provides grants 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.



→ Cosmic Cliffs in Carina – NIRC2  
Photo: NASA, ESA, CSA, and STScI



## → 06. 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.

Gender equality is a major problem that places women at a disadvantage thereby stymieing economic growth and societal advancement. In the last two decades, extensive research has been conducted on gender related issues, studying both their antecedents and consequences. However, existing literature reviews fail to provide a comprehensive and clear picture of what has been studied so far, which could guide scholars in their future research and businesses in knowing which areas of knowledge are available. The research team on Gender Equality through Data Intelligence (GEDI) reviews a large portion of the research that has been published over the last 22 years on gender equality and related issues, with a specific focus on business and economics studies (15,465) scientific articles. We identified 27 main research topics, we measured their relevance from a semantic point of view and the relationships among them, highlighting the importance of each topic in the overall gender discourse. We find that prominent research topics mostly relate to women in the workforce—e.g., concerning compensation, role, education, decision-making and career progression. However, some of them are losing momentum, and some other research trends—for example related to female entrepreneurship, leadership and participation in the board of directors—are on the rise.

The paper published in 2021 "Twenty years of gender equality research: A scoping review based on a new semantic indicator" which was presented to our corporate members, can be found here: <https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0256474>

### **6.1 THE WIA ROME GENDER EQUALITY RESEARCH GROUP**

The WIA-E Rome Local Group started a comprehensive gender-related analysis within STEM fields in Europe in 2017, with a particular focus on the Italian aerospace sector.

In 2019, the WIA-E Rome LG gender equality research group started a cooperation with the organization UNISEC Global and the Japanese association of women in aerospace (Sorajo). This was used as a starting point for a more subjective investigation and to perform a cross-cultural analysis of the Italian and Japanese Aerospace sectors to verify individuals' perception on gender inequality in these fields and the possible impact of the considered country and culture. In the Summer of 2020, the questionnaire titled "Perception on Gender Inequality in the Aerospace Field" was shared, targeting students and professionals currently studying and working in the Aerospace domain in Italy and Japan. At the beginning of 2021, the complete dataset including translated data from Japan was obtained and analysed. Very interesting data was obtained for what concerned the Italian and Japanese Aerospace Higher Education systems, presented in [1] at the 11 th Conference on Gender Equality in Higher Education (Madrid, September 2021). Also in this case, the focus was on the trends highlighted from survey's participants on their personal perception on gender-related inequalities in the Italian and Japanese aerospace higher education systems. In this case, the obtained results allowed highlighting:

- How important is the role of role models for overcoming gender-related barriers and preconceptions refraining especially women to select and access to STEM faculties
- How common women experience different treatment during university years and within academia because of gender, as gender-related comments or jokes from their colleagues, biased judgements, less chances to progress in their career, etc.

In parallel, the WIA-E Rome LG research group decided to start working on a dedicated outreach activity to increase the awareness about gender inequality in the aerospace sector for any gender, with a particular focus on the Italian situation. Consequently, the "Let's Talk Equity" IGTV video series (shared on the WIA-E Rome LG Instagram channel and on the WIA-E YouTube channel) was initiated, based on 10 episodes to illustrate in a dynamic way the outcome of the latest activities carried out by the research group since 2018, especially for the outcome of the Pilot Survey "Perception on Gender Inequality in the Aerospace Field" shared in 2020.

**Team Members:**

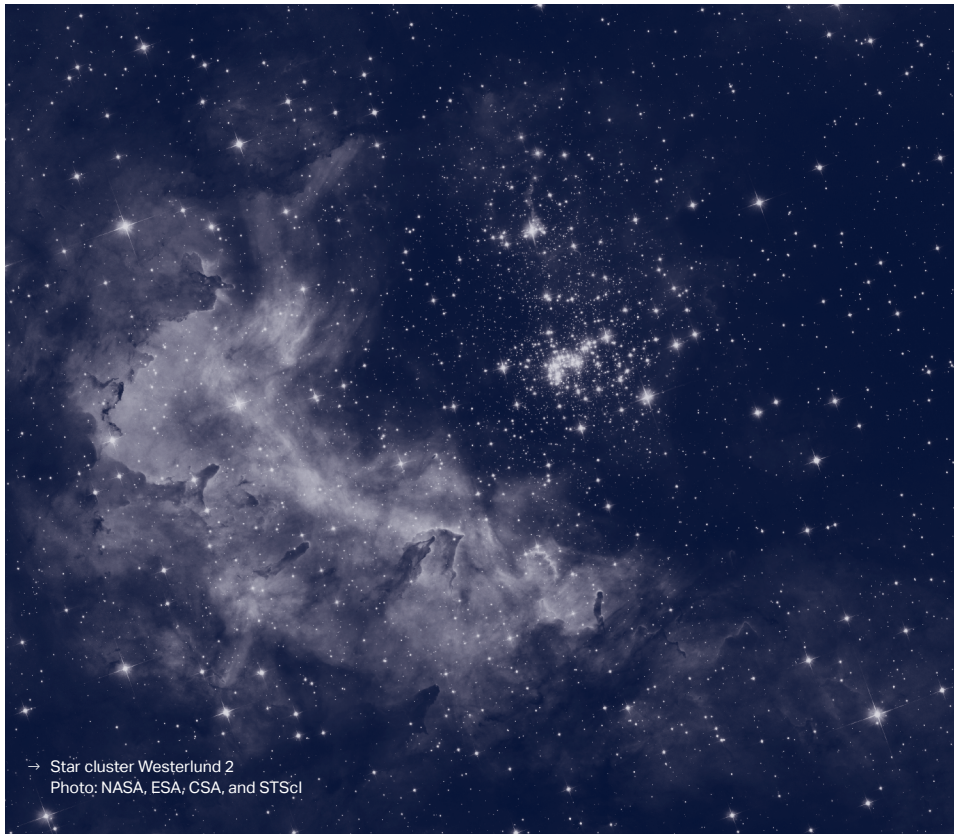
Alice Pellegrino, Marzia Zucchelli, Federica Angeletti, Aloisia Russo, Alessia Gloder

**Bibliography:**

[1] A. Pellegrino, F. Angeletti, M. Zucchelli, A. Gloder, A. Russo, N. Yamazaki, T. Mimura, Person Perception on gender-related inequalities in the Italian and Japanese Aerospace Higher Education systems, 11 th Conference on Gender Equality in Higher Education (Madrid), 2021, 15-17 September.

**Organised/ Sponsored events:**

- Joint online Webinar "The Equalizator" (4th of February 2021)
- Outreach activity "Let's Talk Equity" (video series of 10 episodes released in 2021/2022 to illustrate the main discoveries of the research carried out by the WIA-E Rome LG on gender equality since 2018, based on the paper presented at IAC-2020)



→ Star cluster Westerlund 2  
Photo: NASA, ESA, CSA, and STScI

## → 07. ACTIVITIES

### 7.1 WIA-EUROPE EVENTS

In 2021, we continued to embrace the use of virtual tools and kept our members connected throughout the year. We sustained a varied programme of events that offered our members opportunities to learn and exchange. Our activities, which included workshops, webinars, networking and team working sessions, were held on Zoom. This allowed us to create even stronger ties and a tighter collaboration between our members across Europe.

As an association, we look forward to resuming our face-to-face events and meeting members at conferences, but we also see the value of our virtual presence and will continue to connect our members through our online tools.

The annual WIA-Europe events programme consists of events organised by our Local Groups, individual members as well as on association level. 59 WIA-Europe events were held in 2021, of which 12.5% were diversity and inclusion events, 31.25% conferences and presentations, 25% networking events, and 31.25% professional development opportunities. Highlights of the WIA-Europe programme 2021 include #Women for Space event series with WIA-E Barcelona, #IamRemarkable training with WIA-E Luxembourg, From STEM to Stars event series with WIA-E Rome, Coach to Grow training with WIA-E UK, Productivity Workshop with WIA-E Bremen, Space Policy webinar with WIA-E Brussels, presentation of the WIA-E Madrid Mentoring Programme, and much more.

### WIA-Europe at the World Space Week 2021

The first three WIA-Europe Working Groups completed their work and presented their findings to the WIA-Europe White Paper Panels during World Space Week 2021. Members of the working groups were joined by guest speakers who provided additional perspectives on the topics of STEM education, the Skills Gap in the Aerospace Sector, and Women in C-Suite roles.

### International Astronautical Congress - IAC 2021

Although we did not have our own booth at the IAC conference in Dubai this year, WIA-Europe was present with several in-person activities. On 25 October, at a ceremony hosted by the International Institute of Space Law (IISL), Dr. Pascale Ehrenfreund was presented with the WIA-Europe Outstanding Achievement Award. On 27 October, WIA-Europe president Luisella Giulicchi and Fondazione E. Amaldi president Maria Cristina Falvella signed a partnership agreement.



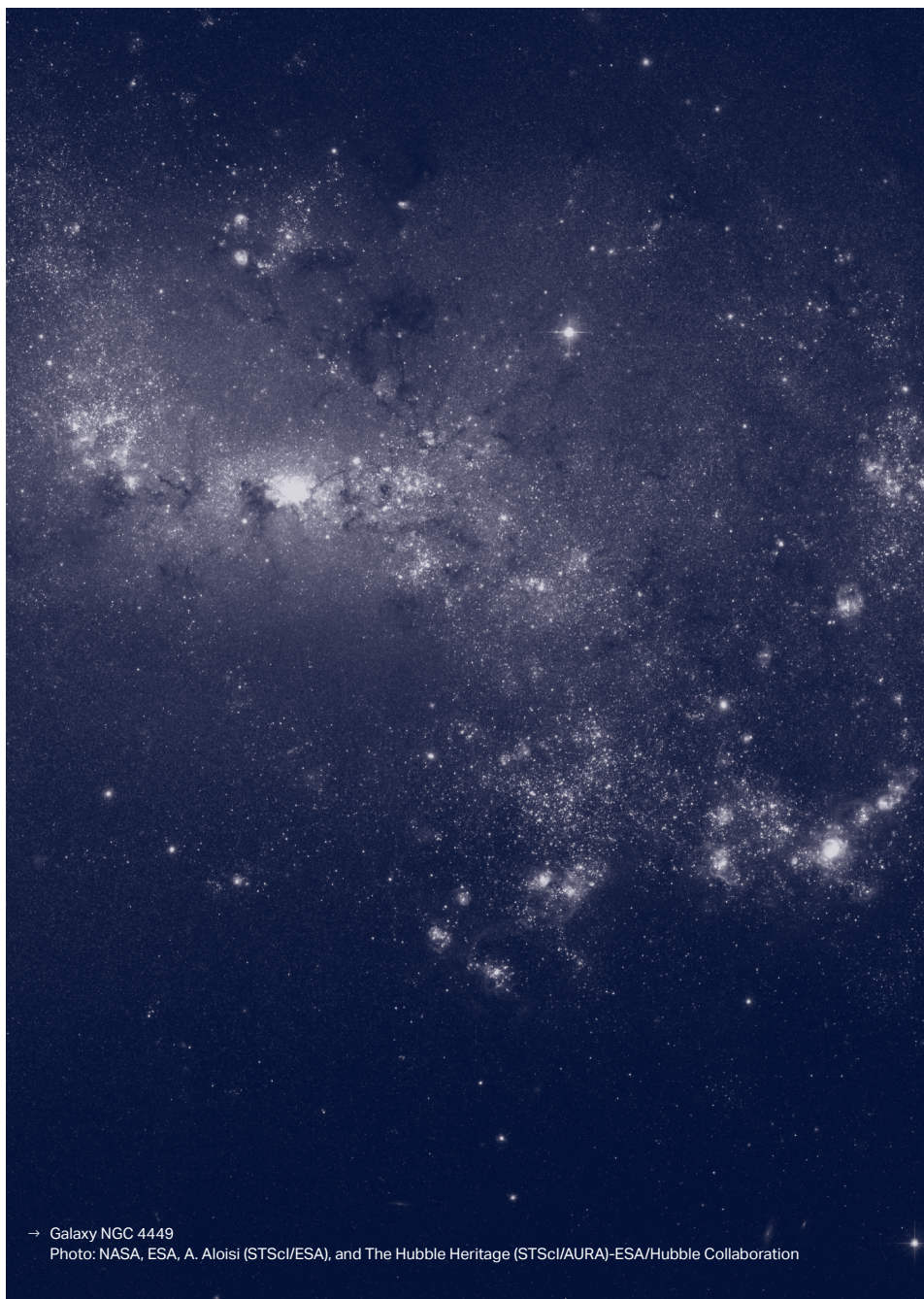


### Book club

WIA-E Bremen, with the participation of WIA-E Berlin, established a members book club. Club meetings were also held during 2021; the book discussed is selected from a pool of suggestions created by club members. Preference is given to female authors and science fiction, and stories are used as a starting point to discuss the role of women in modern society. WIA-Europe Bremen book club has organised three special summer sessions in 2021. Each participant presented his or her suggestion for the summer.







→ Galaxy NGC 4449

Photo: NASA, ESA, A. Aloisi (STScI/ESA), and The Hubble Heritage (STScI/AURA)-ESA/Hubble Collaboration

## 7.2 LOCAL EVENTS

### BARCELONA

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→ APRIL 21, 2021

The Origin of Elements with WIA-E Barcelona

→ JUNE 17, 2021

End of season party with WIA-E Barcelona

→ SEPTEMBER 21, 2021

WIA-E Barcelona: 'Surfing between Lagrange points' by Dr. Ariadna Farrés

→ OCTOBER 7, 2021

WIA-E Barcelona – #Space4Change Conference with Alba Badia

→ NOVEMBER 17, 2021

WIA-E Barcelona – #Women4Space Conference with Laia Ribas

### BREMEN

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→ FEBRUARY 17, 2021

Meet the community: Virtual Aperitif with WIA-E Bremen

→ JULY 4, 2021

WIA-E Bremen Book Club Summer Sessions

### LUXEMBOURG

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→ APRIL 27, 2021

Networking Evening with WIA-E Luxembourg

### MADRID

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→ APRIL 15, 2021

WIA-E Madrid Local Group Launch Event

→ MAY 14, 2021

WIA-E Madrid Webinar "Estrés Positivo"

→ JUNE 2, 2021

Presentation of #inspiring\_experiences, WIA-E Madrid Mentoring Program

→ OCTOBER 5, 2021

WIA-E Madrid: Mujeres En El Espacio

## ROME

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→ SEPTEMBER 15, 2021

SPECIAL PANEL "Women and Space" WIA- E Rome Local Group

→ OCTOBER 4, 2021

WIA-E Rome: Osimo's World Space Week

## SWITZERLAND

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→ JUNE 29, 2021

Kicking Off To Space: Launching WIA-E Switzerland

## TOULOUSE

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→ JANUARY 14, 2021

Meet the community: Lunch with WIA-E Toulouse

## UK

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→ FEBRUARY 11, 2021

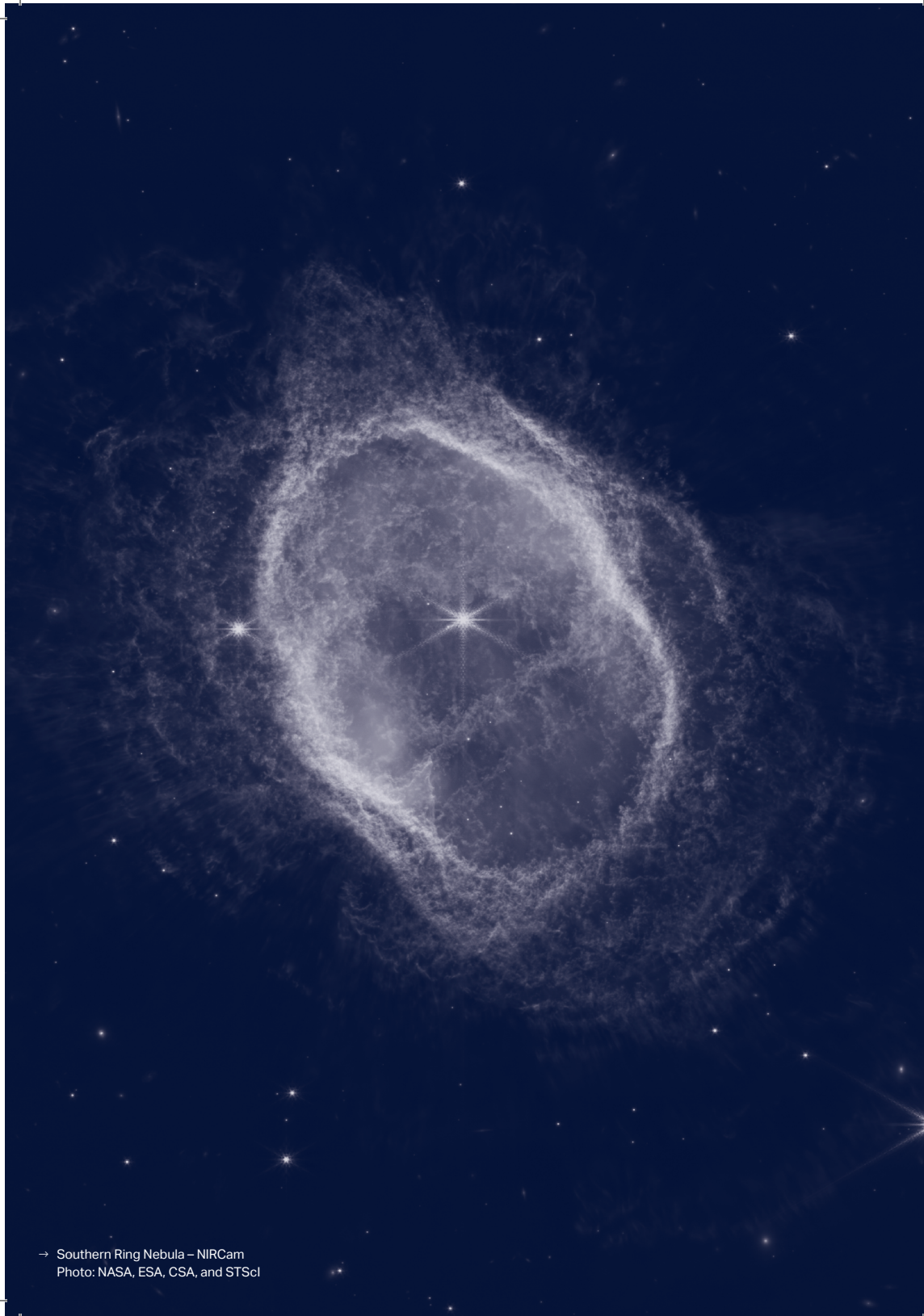
WIA-E UK hosts a Ministerial Roundtable for the International day of Women and Girls in STEM

→ MARCH 11, 2021

Workshop: WIA-E UK RADA Training for Members

→ MAY 6, 2021

WIA-E Conversations with the Industry: WIA-E UK in conversation with Astroscale



→ Southern Ring Nebula – NIRCam  
Photo: NASA, ESA, CSA, and STScI

### 7.3. WIA-EUROPE WORKING GROUPS

In 2021, we introduced a new collaborative initiative: the WIA-E working groups. These groups work on a range of topics relevant to the objectives of our association and our community, suggesting ways forward based on facts. Indeed, they gather research, insights, strategies, and recommendations to share with the community. Furthermore, they give opportunities of leadership and empower each participant to contribute actively on the changes we want to see.

The project was initiated and coordinated by the Director of Regional Development, Diana Pueyo, in tight collaboration with the Communications Manager, Xenia Pattberg. The Working Groups work as virtual teams and consist of WIA-Europe individual members, including representation of corporate members and partners. The specific activities of each Working Group are being coordinated internally by individual WG team members.

The groups have worked throughout the summer to produce the first three White Papers that were presented in panel sessions during the World Space Week 2021 (4-10 October) with the topics:

- STEM Education across Europe
- Skills Gap in the Aerospace Sector
- Women in C-Suite Roles

This initiative will continue on a regular basis and will contribute to establishing WIA-E as the reference point for collective expertise regarding gender diversity & inclusion best practices and other relevant topics for the aerospace sector.



## → 08. COMMUNICATIONS

Communication is the backbone of the association and follows an annual communication plan, which guides the activities of the organisation throughout the year. In 2021, the communications team consisted of the Director of Communications, Communications Coordinator and Social Media Coordinator.

The goals of WIA-E Communications are:

- to create greater visibility of the association and its goals
- to increase the involvement of target groups and key industry players into the activities of the WIA-E network

The main channels used by the communications team in 2021 were: WIA-Europe Website, Social Media, Email Newsletters & Digests, as well as digital and printed communication materials provided to individuals and local groups representing the association during regional and international events.

### **8.1 NEWSLETTERS**

In 2021, WIA-Europe published 4 newsletters containing information about progress, past and upcoming activities of WIA-E and its network. Newsletters are sent out via email to all interested audiences, stakeholders and target groups, and published on the WIA-E website as well as through other channels (social media, partner networks).

Publication dates 2021:

16 March, 15 June, 14 September, 14 December

### **8.2 DIGESTS**

WIA-Europe published 18 digests in 2021. They contain an overview of our weekly virtual meetings and events as well as an overview of free online professional development opportunities, relevant industry news, and other membership benefits. All digests of 2021 are available on the WIA-Europe website and will remain there for

further reference. Single stories from the digest appeared as independent posts on the website and WIA-E social media channels.

Publication dates:

Every other Tuesday, Summer break for July/August

### **8.3. SOCIAL MEDIA**

In 2021, WIA-Europe actively used Facebook (wiaeurope), LinkedIn (WIA-Europe), Twitter (@WIA\_Europe) and a YouTube channel with 26 videos. The YouTube channel includes recordings of some of the WIA-Europe events.

Our Social Media activities are growing and reaching more and more followers. Below, relevant engagement numbers in 2021 are listed in comparison to 2020:

- Twitter: 2038 followers (1379 in 2020)
- Facebook: 2434 page likes (2337 in 2020)
- LinkedIn: 2293 followers (1157 in 2020)

### **8.4. EVENT PROMOTION**

WIA-Europe events are announced in targeted communication via all channels to ensure that a high number of people sign up and participate in the regular and single WIA-E (virtual) events. Visuals and announcement posters are created or edited upon request of event organisers. Events and activities of WIA-Europe corporate members, partners and other affiliated organisations are shared in the same way when relevant to the goals of the association.

### **8.5 COMMUNICATION MATERIAL**

Standard WIA-Europe communication material package provided includes flyer, banner, and the WIA-Europe general presentation.

WIA-Europe has introduced Visual Identity guidelines, which were shared with all Local Groups to be applied in all regional communications.



## → 09. FINANCIAL

According to the WIA-E financial statement for 2021, we had an operating profit of €27.408,65, increasing the value of all our assets to € 162.906,23.

Similar to the previous year, there were few Local Group events that required spending and no General Assembly or board of directors' meetings in person.

Given the total assets in the bank, WIA-E is in good standing. However, as we plan to participate in-person at several events during 2022, the association will need to ensure that expenses are in line with income.

| <b>BALANCE</b>         | <b>BALANCE/<br/>PROFIT &amp; LOSS</b> |                        |
|------------------------|---------------------------------------|------------------------|
| Financial year         | 2021                                  | Period                 |
| <b>ASSETS</b>          | <b>OPENING BALANCE</b>                | <b>CLOSING BALANCE</b> |
| 1000 - PayPal Account  | 2.394,76 €                            | 932,81 €               |
| 1100 - Bank Account    | 63.679,85 €                           | 42.545,34 €            |
| 1200 - Savings Account | 69.422,97 €                           | 119.428,08 €           |
| 1290 - Cash            | 0,00 €                                | 0,00 €                 |
| <b>TOTAL ASSETS</b>    | <b>135.497,58 €</b>                   | <b>162.906,23 €</b>    |
| <b>RESULT</b>          | <b>27.408,65 €</b>                    |                        |

| PROFIT & LOSS   | DEBIT              | CREDIT              |
|---|--------------------|---------------------|
| 5100 - Office Costs   | 143,88 €           |                     |
| 5110 - Internet Costs   | 181,78 €           |                     |
| 5120 - Administration software                                    | 2.238,41 €         |                     |
| 5130 - Charges Administrative Assistant                           | 11.253,00 €        |                     |
| 5132 - Charges Communication Assistant                            |                    |                     |
| 5137 - Charges Administrative Consultant                          | 18.497,00 €        |                     |
| 5150 - Board liability Insurance                                  | 446,75 €           |                     |
| 5160 - Bank charges   | 232,30 €           |                     |
| 5300 - Strategic Initiatives (Sponsorship, new projects + buffer) | 2.061,64 €         |                     |
| 5310 - Communications Budget                                      | 2.510,59 €         |                     |
| 5430 - Local group Rome   | 403,15 €           |                     |
| 5420 - Local group Bremen   | 192,00 €           |                     |
| 5425 - Local group Toulouse                                       |                    |                     |
| 5455 - Local group UK   | 383,91 €           |                     |
| 5465 - Local group Barcelona                                      | 389,94 €           |                     |
| 5340 - Research   | 200,00 €           |                     |
| 5615 - Student and young professional awards                      | 2.000,00 €         |                     |
| 5620 - Grants   | 2.000,00 €         |                     |
| 5800 - International Astronautical Federation                     | 735,00 €           |                     |
| 8010 - Membership fees corporate                                  |                    | 56.150,00 €         |
| 8020 - Membership fees Individual                                 |                    | 15.122,89 €         |
| 8100 - Bank Interest  |                    | 5,11 €              |
| <b>RESULT</b>   |                    | <b>-27.408,65 €</b> |
| <b>TOTAL: PROFIT &amp; LOSS</b>                                   | <b>43.869,35 €</b> | <b>43.869,35 €</b>  |

## → 10. OUR CONTACT DETAILS

**FOR QUESTIONS OR COMMENTS, PLEASE MAIL US AT:**

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**MORE INFORMATION****TWITTER:**

[@WIA\\_Europe](https://twitter.com/WIA_Europe)

**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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