

WOMEN IN AEROSPACE EUROPE

_annual report 2017



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introduction ¹

In 2017, Women in Aerospace Europe celebrated its 8th anniversary since its foundation in 2009. The association has grown fast thanks to the efforts of our board members, corporate members, local group (co-)leaders, committees and individual members. In 2017 WIA-E, with the support of our corporate members and the dedication of many volunteers, has continued to expand and to support the creation of a diverse environment in the space sector. This is key to enable to succeed realizing the many challenging visions in our profession and to attract the best professional 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, to promote space programs, WIA-E became even more one of the reference professional association in Europe.

We are proud that we welcomed 78 new individual members, 1 new local group and 4 new partnerships in 2017. We also would like to mention that we organized 6 general WIA-Europe events around Europe and over 55 events, organized by our local groups.

Wia-E has also become partner of an important project in collaboration with the United Nations Office for Outer Space Affairs: “Space for Women”.



Mystic Mountain in Carina nebula

_institutional²

2.1 General Assemblies

WIA-Europe hosted its annual General Assembly in June 2017.

This 10th General Assembly, took place at CNES, Paris, France. Claudia Kessler, WIA-Europe President resigned as a President of WIA-Europe. Luisella Giulicchi was elected as the new WIA-E President and ad interim Chair of the Board.

Diana Pueyo, Director of Regional Development was up for re-election. The proposed Board composition was approved by the Assembly.



2.2 Composition of the Board

Since 22 June 2017, the composition of the Board is the following:

Luisella Giulicchi President and Chair 	Marc Heppener Secretary 	Barbara Imhof Treasurer and Corporate Identity 
Christina Giannopapa Professional Development 	Paola Belingheri Research 	Diana Pueyo Regional Development 
Christiane Lechtenboerger International & Institutional Relations 	Annamaria Nassisi Communications 	Fiorella Coliolo Corporate Membership 

2.3 Executive committee

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

2.4 Office

The office of WIA-Europe is located in Noordwijk.

Address:

Space Business Park
Huygensstraat 44
2201 DK Noordwijk
The Netherlands

2.5 Administrative office

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

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

Richelle Scheffers

Board Assistant



Gaia Guiso

Communication Assistant



2.6 Partners

In 2017, WIA-Europe had 9 partnerships:

- ISU
- LUISS Business School
- SGAC
- CoSpar
- IAF
- The Netherlands Space Society (NVR) (new in 2017)
- The Italian Society for International Organization (SIOI) (new in 2017)
- World Space Week (new in 2017)
- YouSpace (new in 2017)

_membership³

3.1 Corporate Members

Women in Aerospace Europe is pleased to have 21 enthusiast and valuable corporate members. The corporate members build the financial backbone of the association and are an important stabilizing factor. With their financial contribution, WIA-Europe is able to operate and to organize all the local events, as well as some larger international events. With their support, WIA-Europe is in a position to secure its grant and award program.

We are proud to show the current corporate members below.



 PLATINUM	 PLATINUM	 PLATINUM	 GOLD	 SILVER
 SILVER	 SILVER	 SILVER	 SILVER	 BRONZE
 BRONZE	 BRONZE	 BRONZE	 BRONZE	 NON-PROFIT
 NON-PROFIT	 NON-PROFIT	 NON-PROFIT	 NON-PROFIT	 NON-PROFIT
		 NON-PROFIT		

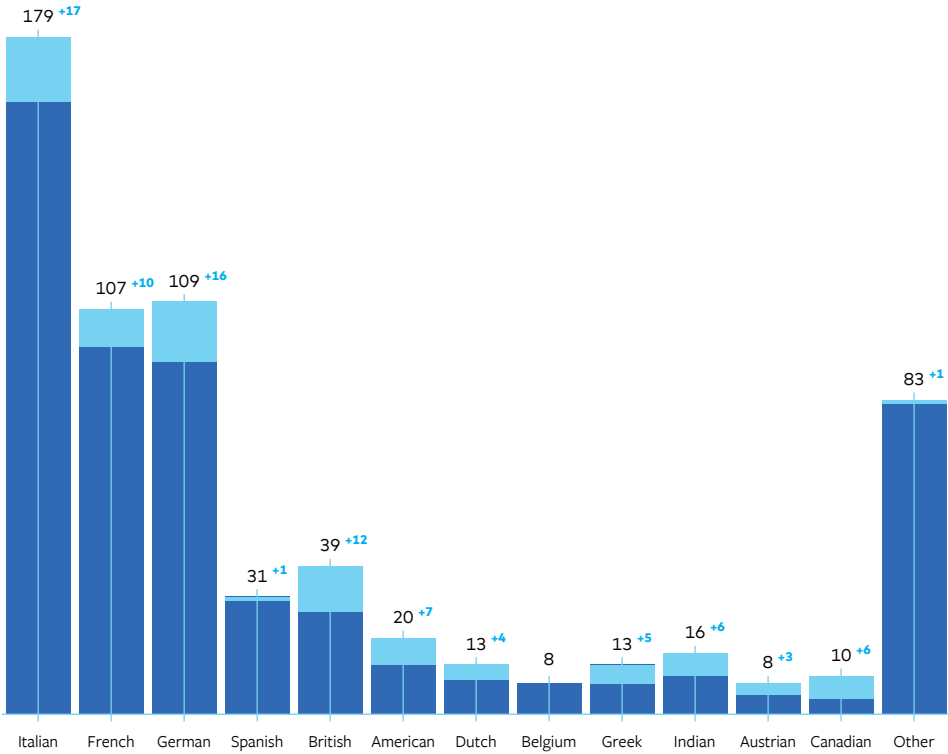
3.2 Individual members

WIA-Europe concluded its annual membership figures for 2017 with 636 members. This is an increase of **13%** compared to 2016, when it ended the year with 558 members. The membership of WIA-Europe is active in public institutions, private companies and educational establishments.

3.3 Honorary Members

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

Members per Nationality



The Bubble Nebula

_awards and grants ⁴

WIA-Europe assured a budget to assign 4 grants and 3 awards in 2014. On the basis of the WIA Europe Board assessment of the applications, only 2 grants have been assigned in 2017.

The 2017 Outstanding Achievement Award winner was Ms. Claudie Haigneré. The Student and Young Professional Awards were won by Ms. Damiana Catanoso in the Student Category and Ms. Olympia Kyriopoulos in the Young Professional Category. The 2017 grants have been assigned to Helia Sharif and Rita Neves.

Claudie Haigneré

2017 Outstanding Achievement Award



The biographies of these winners can be found on our website.

The Awards and Grants committee reviews all applications and makes a proposal to the Executive Board. The chair of the committee is Prof. Chris Welch.

_activities⁵

5.1 International Events

WIA-Europe General Assembly

20 June, 2017

On June 20th in the morning, the 10th annual WIA-Europe General Assembly took place in Paris, hosted by CNES at its headquarters.

During the General Assembly the announcement of Claudia Kessler to step back as President was made. Luisella Giulicchi was elected as our new President. She will remain also as ad-interim Chair of our organization. Paola Belingheri was elected for a new Board position as Director of Research. She also will remain ad-interim in her role as Director of Membership until a suitable replacement has been found. Diana Pueyo was re-elected in her position of Director of Regional Development.



WIA Europe Round Table Event at Le Bourget

20 June, 2017

On June 20th in the afternoon, our flagship roundtable “Our common future on space and security. Where are we today?” took place the International Paris Air&Space Show at Le Bourget at the ESA pavilion, moderated by Christina Giannopapa and Fiorella Coliolo.



After the introduction performed by Jan Dietrich Woerner, ESA Director General, the roundtable took place with Jean-Yves Le Gall, President of IAF and CNES; Kai-Uwe Schrogl, President of the International Institute of Space Law; Gerd Kraft, DLR Space Administration in Bonn; Roberto Battiston, President of ASI; Jean Loic Galle, President and CEO of Thales Alenia Space; Fatoumata Kebe, Ph. D. Paris Observatory. At the end an impressive speech by Claudie Haigneré, ESA Astronaut and DG Special Advisor, on “Space for Inspiration and Women’s Leadership”, was followed by the launch of the WIA-Europe Testimonial Video. Also the Award Ceremony took place which was presented by Prof. Chris Welch in his capacity of the selection committee chair. After the ceremony a closing networking session took place.

WIA-E participation at Cranfield Alumni Paris Airshow Conference on Digital transformation

21 June, 2017

WIA-Europe participated to the Digital Transformation panel in Paris on 21 June 2017. Led by Professor Graham Braithwaite, the panel was comprised of Steve Murray, Strategy and Marketing Director at Thales UK; Annamaria Nassisi, Director of Communications, Women in Aerospace Europe and Strategic Marketing Manager at Thales Alenia Space; Tony Spouncer, Global Director of Safety and Operational Services at Inmarsat; and Professor Iain Gray, Director of Aerospace.

WIA Europe special guest at Master in “Space Mission Design and Management”

26 June, 2017

On Monday, 26th of June 2017, the inauguration of the Master in “Space Mission Design and Management” by the University “La Sapienza” of Rome took place. Several personalities attended, including Simonetta Di Pippo, Director of UNOOSA; Roberto Battiston, President of the Italian Space Agency, John Kimami, Chief Scientist of the newly established Kenya Space Agency; Hiroki Akagi, Japanese Space Agency, Mwangi Mbutia, Professor of University of Nairobi and Riccardo Grazi, Director of Vitrociset. At the end, as special guest, the WIA-Europe Director of Communications, Annamaria Nassisi, presented the association. A lot of interest for WIA-Europe was demonstrated during the networking session.

WIA-Europe event at GNF – IAC 2017

27 September, 2017

“Reducing Diversity Gaps – Inducing Space Environment Dynamic with Benefits for a Country’s Economy, Education, Strategy and Sovereignty”

Following the yearly tradition, Christiane Lechtenboerger, WIA-E Director for International and Institutional Relations, organized a Global Networking Forum (GNF) event on “Reducing diversity gaps”. The panel focused on the role of diversity in ensuring success for organisations in inclusion of diversity including gender, generation and geography. The panel comprised of high level speakers: Simonetta Di Pippo, WIA-E Honorary President and Director of UNOOSA; Jean-Yves Le Gall, president of IAF and CNES; Naomi Mathers, Deputy Chair of IAC and Director for Space Industry Association of Australia. The panel was moderated by Mary Snitch, IAF Vice President Global Membership Development and Diversity Initiatives.

IAF / IDEA & WIA-Europe Joint Breakfast

28 September, 2017

The conference topic suggested three fields of exploration: imagination, innovation and security. Translating this we might think of Unlocking Imagination as daring to dream, to think beyond the

known horizons; Fostering Innovation is about venturing into unknown territory and take risks; Strengthening Security might seem as a contradiction to taking a risk and being daring. Can this be in line with fostering imagination and innovation in the context of a gender diverse space workforce?

Jan Wörner gave an elevating talk about past, present and future female role models in space and also presented the famous utopian movie by Fritz Lang titled “Woman in the Moon” from 1928/29. It was revolutionary and is inspirational in many things, firstly, because it put a woman on the moon first, secondly because the film team invented the countdown and thirdly because they developed a lot of novel special effects. The film was created after the science fiction novel by female writer Thea von Harbou.

Pascale Ehrenfreund gave an update about recent gender supporting updates at DLR that new schemes are implemented that include a quota for employing females with financial drawbacks if they are not kept and a suggestion for shared responsibility in top positions.

Jean-Yves Le Gall stressed how important a 3G diversity is for a balanced and productive work life. An equal distribution of gender, geography, generation will also create role models for and give inspiration to the young generation.

Roberto Battiston presented measures the Italian Space Agency is taking to support women such as new infrastructure for children to support the family life.

When Mary Snitch started her closing remarks she invited the youngest generation to stage, Alexa and her friend of 3 years of age.

Christina Giannopapa, WIA-E Director for professional development introduced the event and Barbara Imhof, WIA-E Treasurer and Director of Corporate Identity moderated the breakfast.

WIA-Europe joins – United Nations Expert Meeting on Space for Women

4 - 6 October, 2017

WIA-E President, Luisella Giulicchi, was invited to contribute, at the United Nations in New York, to the high level panel to the project “Space for Women” of the UNOOSA (United Nations Office for Outer Space Affairs). With a special focus on Sustainable Development Goals 4 (Quality Education) and 5 (Gender Equality) the UN “Space for Women Project” seeks to promote the critical role of women in the implementation of all the Sustainable Development Goals (SDG) as many targets specially recognizing women’s equality and empowerment



as both the objective, and part of the solution. SDG 5 targets include ensuring women’s empowerment and calling under targets (5b) for enhancing the use of enabling technology, in particular information and communications technology, to promote the empowerment of women.

The Space For Women Project will facilitate the strengthening of the awareness capacity and skills of individuals and institutions related to the importance of promoting gender equality in the space sector and its fundamental educational fields by:

- Facilitating access to the space sector education as well as the space sector itself
- Provide policy relevant advice and awareness raising to institutions and governments on the Space for Women and women for Space
- Facilitating capacity-building/training of individuals on access to and use of space-technology
- Promote a mentoring platform on “Space for Women” Champions.

For more information: <http://www.unoosa.org/oosa/en/ourwork/topics/spaceforwomen/index.html>



5.2 Local Events

Bremen

January: Brainstorming table
 February: Cinema for 'Hidden Figures'
 February: Ceramic Painting Night
 April: Yuri's Night Celebration
 April: Visit to the Research Vessel Polarstern at Alfred Wegener Institute
 June: Valentina's Space Night 2017: Stories of Women in Space
 June: Visit to the DFKI Robotics Innovation Institute
 July: Lady marathon
 October: "Piccole donne crescono": Story of a Self-Employee in the Remote Sensing Field
 December: Christmas dinner

Brussels

Month: Little Break, more activities soon

Cologne

January: Breakfast at: envihab DLR with Speed Networking
 May: Visit at EASA in Cologne
 June: "Porzer Picknick" at DLR with visit of Institute of Material Research
 October: ESA SpaceShip EAC presentation at DLR
 December: Christmas come-together at DLR

Darmstadt

December: Kick-off of Darmstadt local group

Geneva

Month: Little Break, more activities soon

Leiden

March: Dinner and Movie night "Hidden Figures" at Trianon Cinema in Leiden
 May: Mindset, Body Language & Communication for Leaders workshop by professor Castelvocchi held at HE Space
 May: Aerospace Women's day at TU Delft
 June: WIA signed an MOU with the Netherlands Space Society (NVR) at TNO, Delft.
 Presentation given by WIA-Europe President Luisella Giulicchi
 September: Mindfulness lunch workshop by Jennifer Hordijk
 October: Create the life you love by Dagmar Hopf from Sevenbirds
 November: Discover your space event of NVR- WIA promoted by Barbara ten Berge
 November: Negotiation skills lunch workshop by Arthur Pop from Digne Consult

Munich

February: Visit iABG
 March: Visit OHB facilities Oberpfaffenhofen

April: Yuris night
 June: Meeting with Dr. Pascale Ehrenfreund
 November: Visit EDRS MOC and Optics department Airbus Ottobrunn
 December: Christmas Market Get-together

Paris

December: Lunch gathering to reactivate the group

Rome

March: Meeting: WIA-E Rome meeting to set the Local Group Activity Plan 2017
 April: Networking: during the Conference about the evolution of the Italian Space economy
 May: Conference: WIA-E Rome Space debris conference in Rome, Sapienza University, Aerospace Engineering Department
 July: Networking: Local Group activities sharing and next actions
 July: Conference: WIA-E Rome LG invited to 5th UNISEC Global Meeting with a booth and speech
 December: Conference ASAS invites WIA-Rome to Space Economy award ceremony

Strasbourg

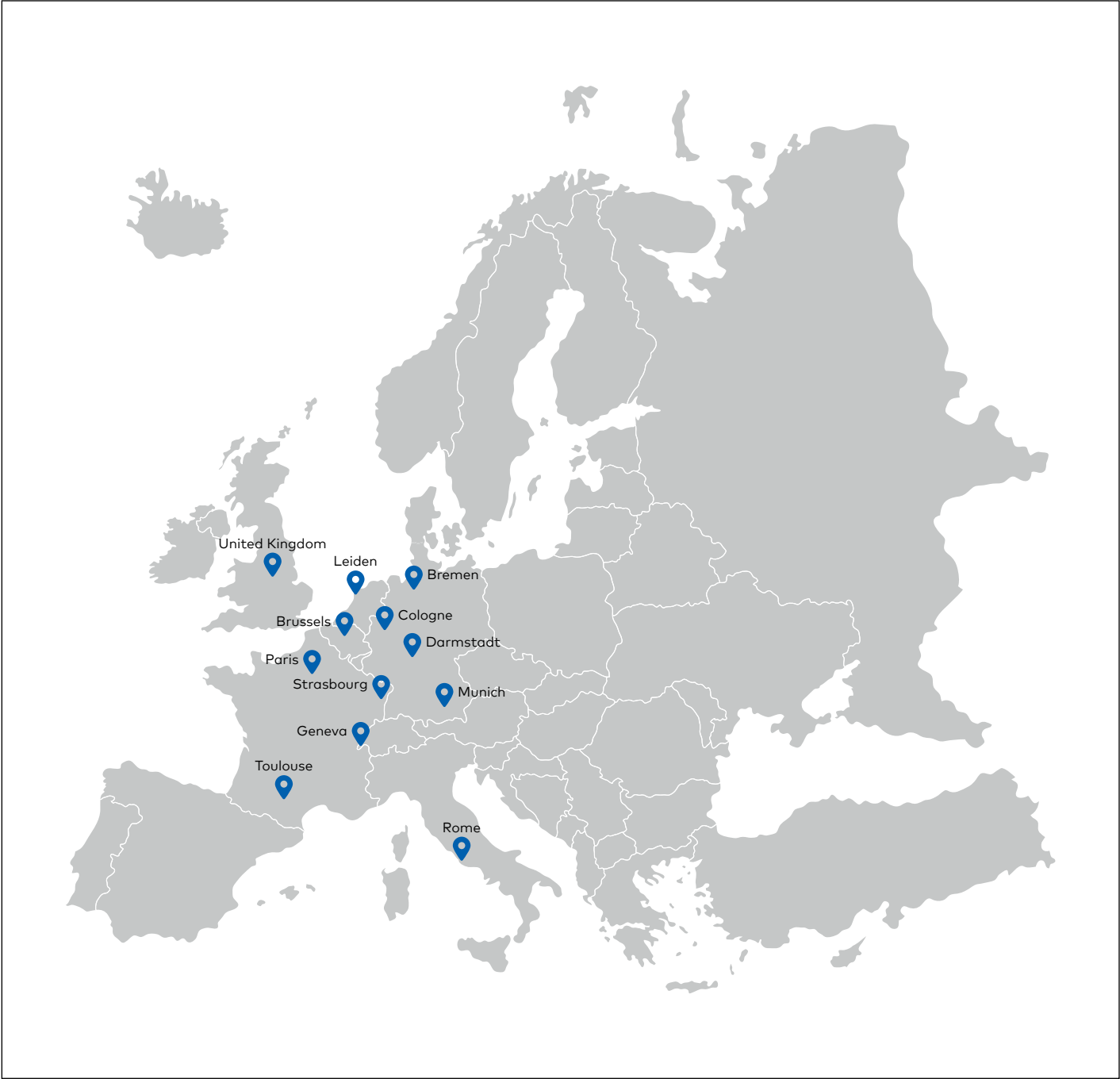
February: Barbara Imhof with the topic: "Dare to leave the capsule"

Toulouse

February: 2017 Kick off event sponsored by Liebherr, LeanIn presentation
 March: Apéro Réseau
 March: Conference "Les Femmes dans l'Aérospatiale"
 April: Marketplace @ Airbus Defence & Space
 April: Forum entreprise à l'ENAC
 May: Apéro réseau
 June: Prix Diversité C Genial & WIA-E Toulouse
 September: Apéro réseau
 October: ELLE Active in Toulouse
 October: Comité des villes Ariane event at the Cité de l'espace with Claudie Haighneré
 December: Get together ENAC with Grazia Vittadini

United Kingdom

March: Mars Analogue Experience online presentation, Mamatha Maheshwarappa
 May: Talk & Tour of Harwell, Oxfordshire
 June: UK Space Conference - Networking Breakfast, Glasgow, Scotland
 July: Tour of Goonhilly Earth Station, Cornwall (including livestream talk & networking evening)
 August: Unconscious Bias online webinar, Clare McNamara
 October: Flexible Working Networking Event, Airbus, Portsmouth
 October: Reinventing Space Conference Networking Breakfast and Innovative Women Panel, Glasgow, Scotland
 December: Lunch & Learn on Unconscious Bias, Harwell, Oxfordshire



_local groups⁶

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

With the launch of Darmstadt as new local groups in 2017 and the re-launch of our local group in Paris, we are proud to have 11 running local groups at WIA-Europe at the end of 2017. The location of these groups can be found on the following map.

Bremen in 2017

Individual Members: 49 WIA individual members

Corporate Members: Local presence of OHB System, AWI, Airbus Defence and Space, HE Space Operations, DLR & ZARM

Leadership: Antonella Sgambati and Michela Cantisani

Launch: 2009

Brussels in 2017

Individual Members: 35 WIA individual members

Corporate Members: Local presence of ESPI and Secure World Foundation

Leadership: Alice Michel

Launch: 2013

Cologne in 2017

Individual Members: 27 WIA individual members

Corporate Members: Local presence of DLR and ESA

Leadership: Sonja Brungs

Launch: 2014

Darmstadt in 2017

Individual Members: 19 WIA individual members

Corporate Members: ESA ESOC

Leadership: Olympia Kyriopoulos

Launch: 2017

Geneva in 2017

Individual Members: 13 WIA individual members

Corporate Members: Local presence of potentially INMARSAT, RUAG, S3, Swiss Space Center, OnAir

Leadership: Veronique Glaude and Cessy Karina

Launch: 2015

Leiden in 2017

Individual Members: 61 WIA individual members

Corporate Members: Local presence of Airbus Defence and Space Netherlands, HE Space Operations and TNO

Partners: Local presence of The Netherlands Space Society

Leadership: Priel Manes & Co-Leader: Barbara ten Berge

Launch: 2009

Munich in 2017

Individual Members: 19 WIA individual members

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 2017

Individual Members: 63 WIA individual members

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 2017

Individual Members: 111 WIA individual members plus 16 followers

Corporate Members: Local presence of Thales Alenia Space, Airbus, ASI, ESA, Planetek, Serco & 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 2017

Individual Members: 11 WIA individual members

Partners: Local presence of International Space University

Leadership: Danijela Stupar with support of Kristell Bars and Claire Byrski

Launch: 2016

Toulouse in 2017

Individual Members: 63 WIA individual members

Corporate Members: Local presence of Airbus, Airbus Defence and Space, Thales Alenia Space and CNES

Leadership: Jennifer Newlands and Catherine Lambert

Launch: 2014

United Kingdom in 2017

Individual Members: 47 WIA individual members

Corporate Members: Local presence of Airbus, Thales Alenia Space, ESA, Lockheed Martin, Vaeros, SERCO

Leadership: Elizabeth Seward

Launch: 2016

_communications ⁷

7.1 Website

The current WIA-Europe website was developed in 2013. All upcoming events and latest news articles are conveniently shown on our homepage. Since 2013, practical changes have been made. For example, an event archive has been established. In 2018, a new website design is expected to be launched.

7.2 Newsletters

WIA-Europe published four newsletters in 2017. They contained general society news, updates on events and reports of previous gatherings, and progress of other matters. In addition two Special Newsletters devoted to the Le Bourget/GA and IAC2017 big events, were published. All newsletters are available and can be downloaded from the website.

7.3 Video

WIA-Europe is very proud of its Testimonial Video which was prepared and finalized in 2017 featuring a number of high level representatives from our Corporate members. In 2018, a new WIA-E short video is expected to be launched.

7.4 Communication Material

In 2018, a new WIA-E communication material set is expected to be launched together with the new website.



Horsehead nebula in infrared light

_financial ⁸

WIA-Europe 2017 Balance Sheet*

Income Source	Amount
Individual members	€ 11.022,60
Corporate members	€ 41.225,00
Events sponsorship	€ 3.000,00
Bank Interest	€ 52,12
Total Income	€ 55.299,72
Result 2017	€ 13.269,48
Balance	€ -

* Balance to Spaar & Pakket Accts.

Expense Source	Amount
Office	€ 3.258,41
Salaries	€ 19.307,82
Travel expenses	€ 5.422,55
IAF Memberships	€ 1.470,00
Strategic Initiatives	€ 5.853,12
Local groups	€ 1.339,91
Awards	€ 2.658,43
Grants	€ 1.500,00
Communications	€ 1.220,00
Total Expenses	€ 42.030,24

_our contact details

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Colophon

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