

2022

annual
report



Contents:

01	Introduction	4
02	Institutional	6
03	Membership	10
04	Local Groups	14
05	Grants and Awards	20
06	Research Activities	22
07	Activities	24
08	Communications	30
09	Financial	34
10	Our Contact Details	36



Earth Observations during Expedition 69
NASA ID: iss069e027347
iss069e027347 (July 2, 2023) --- The International Space Station was orbiting 270 miles above the south Atlantic Ocean about 350 miles north of South Georgia Island when this photograph was taken. In the top foreground, portions of the station's main solar array and roll-out solar array are also pictured.
Date Created:2023-07-02
Center:JSC
Photographer:Sultan Alneyadi



01

Introduction

WIA-Europe connects professionals across Europe aiming to achieve an inclusive representation for women in the Aerospace sector, promote access to executive jobs, motivate girls to get interested in STEM, provide female aerospace professionals with an opportunity for networking, mentoring, and professional community building, and to promote the key role that space plays in our daily lives. The association was founded in 2009 and has since grown to become a community of over 800 members from 32 countries, including engineers, scientists, managers, and other professionals who work in the fields of space and aviation.

The WIA-Europe network has successfully expanded since its foundation in 2009. 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 72 events held over the year organised by both WIA-Europe and the local groups.

Looking back over the past months, I'm delighted to see that the WIA-Europe community is growing and is still connected firmly. In 2022, we welcomed 162 new individual members, an increase of 22.47 percent over 2021, and 3 companies joined the association as corporate members. To date, WIA-Europe has 883 Individual Members, 39 Corporate Members, **16** International Partners and 16 local groups. This is an excellent outcome for the aerospace business, and the aviation sector.

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.





2.1 General Assembly

The 13th General Assembly of WIA-Europe was held in the Netherlands on November 14, 2022, with the participation of 5 members of the board of directors and 3 members in good standing. During the General Assembly, WIA-Europe President Luisella Giulicchi presented the association's annual activities, election of new board members and approval of finances took place.

2.2 Composition of the Board



LUISELLA GIULICCHI
PRESIDENT



CHRISTINA GIANNOPAPA
CHAIR OF THE BOARD



ANNA GREGORIO
TREASURER



ARIANNA CAGLIARI
SECRETARY



PAOLA BELINGHERI
DIRECTOR OF RESEARCH



NICOLAS PETER
DIRECTOR OF CORPORATE
AND PARTNERSHIP



DIANA PUEYO
DIRECTOR OF REGIONAL
DEVELOPMENT



MARC HEPPENER
BOARD MEMBER



**MARIA ANTONIETTA
PERINO**
DIRECTOR OF
INTERNATIONAL RELATIONS



MARIELLA GRAZIANO
DIRECTOR OF STEAM
TALENT OUTREACH



JOERG KREISEL
DIRECTOR OF NEW
INITIATIVES

Farewell to Outgoing Board Members

We thank our outgoing board member (ad interim) Susan Charlesworth for her much valued services in the board and for her contribution to the growth and success of the foundation. We have appreciated and are grateful for her insight, ideas, dedication and advocacy for WIA-Europe during her time on the board. Susan remains active and involved in the activities of the association.

In 2022, one board position have been announced as vacant:

..... Director of Communication

2.3 Executive committee

The Executive Committee of WIA-Europe consists of Luisella Giulicchi (President), Christina Giannopapa (Chair), Arianna Cagliari (Secretary), and Anna Gregorio (Treasurer).

2.4 Office

The office of WIA-Europe is located in Noordwijk.

Address:

Women in Aerospace Europe
Kapteynstraat 1,
2201 BB Noordwijk
The Netherlands

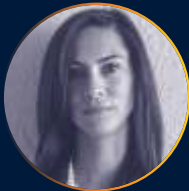
2.5 Administrative office

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 2022, the activities of the administrative office were coordinated and supervised by WIA-Europe Chair of the Board Christina Giannopapa.

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 2022, WIA-Europe continued its partnership with the following organisations:

-
- ✦ Committee on Space Research (Cospar)
 - ✦ Eurisy: Satellite Applications for end-user communities
 - ✦ Fondazione E. Amaldi
 - ✦ 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
-



3.1 Corporate Members

As of December 2022, Women in Aerospace Europe has 39 enthusiastic and valuable corporate members (1 Platinum, 5 Gold, 10 Silver, 15 Bronze, 8 Non-Profit). In 2022, the association welcomed 3 new Bronze Corporate Members: Beyond Gravity Services SA, Daher, Loft Orbital Technologies.

In addition, during the international Astronautical Congress 2022 in Paris, the Startup Membership Program was launched. This program enables small and emerging businesses to join the association at an affordable annual rate, giving them the opportunity to make meaningful connections, and increase the visibility and support for their activities across the WIA-Europe network.

The programme was introduced by LG Luxembourg leader Sabrina Alam as deputy to WIA-Europe Director of Corporate and Partnerships.

The association's financial foundation is built on corporate contributions. Because of their dedication, WIA-Europe is able to grow and enhance the European network on a global scale as well as locally. Corporate membership fees also directly support the recipients of the annual WIA-Europe Grant and Award program in addition to other WIA-Europe programs designed to develop aerospace talent.

The activities of our corporate members are especially 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.





3.2 Individual Members

In 2022, WIA-Europe membership reached 883 individual members, including 775 women and 108 men, an increase of 22.47 percent over 2021. 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.

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.



DR ANNY CAZENAVE
FRENCH SPACE GEODESIST,
CLIMATE EXPERT,
AND ONE OF THE PIONEERS
OF SATELLITE ALTIMETRY



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) advance the association's strategic objectives by forging connections among its individual and corporate members and actively developing its regional and global event calendar.

Local Groups plan lectures, publicity campaigns, outings, training sessions, and social events. All members had access to many of the events that Local Groups offered in 2022 online and in presence. As a result, members all throughout Europe began to collaborate and exchange ideas more actively. Committees and working groups have been established to work on specialised initiatives of interest for the local communities as a result of an increasing number of WIA-Europe members joining regional Local Groups.

Individual members are encouraged to actively participate in the regional and European activities of WIA-Europe. However, membership in a local group is not required.



By region, the number of WIA-Europe local group members in 2022:

Barcelona

INDIVIDUAL MEMBERS:

11

CORPORATE MEMBERS:

Local presence of EUTELSAT, QinetiQ, Thales Alenia Space

LEADERSHIP:

Mireia Colina & Anna Ruiz

LAUNCH:

2019

Brussels

INDIVIDUAL MEMBERS:

21

CORPORATE MEMBERS:

Local presence of Nereus, QinetiQ and RHEA Group

LEADERSHIP:

Sweetie Pate

LAUNCH:

2013

Berlin

INDIVIDUAL MEMBERS:

10

CORPORATE MEMBERS:

Local presence of GMV

LEADERSHIP:

Juliane Haupt with Rachana Reddy Mamidi and Vera Leister-Taylor

LAUNCH:

2019

Cologne

INDIVIDUAL MEMBERS:

19

CORPORATE MEMBERS:

Local presence of DLR, ESA and SES

LEADERSHIP:

Sonja Brungs

LAUNCH:

2014

Bremen

INDIVIDUAL MEMBERS:

27

CORPORATE MEMBERS:

Local presence of HE-Space, OHB and ZARM

LEADERSHIP:

Sabrina Melchionna & Antonella Sgambati

LAUNCH:

2009

Darmstadt

INDIVIDUAL MEMBERS:

26

CORPORATE MEMBERS:

ESA, EUMETSAT and SERCO

LEADERSHIP:

Olympia Kyriopoulos

LAUNCH:

2017

Leiden

INDIVIDUAL MEMBERS:

43

CORPORATE MEMBERS:

Local presence of Airbus Defence and Space Netherlands, ESA, EUSPA, HE-Space, RHEA Group, SERCO and TNO

PARTNERS:

Local presence of the Netherlands Space Society

LEADERSHIP:

Sarah Lammens

LAUNCH:

2009

Paris

INDIVIDUAL MEMBERS:

36

CORPORATE MEMBERS:

Local presence of, CNES, ESA and EUTELSAT

PARTNERS:

Local presence of COSPAR and IAF

LEADERSHIP:

Helene Ben Aim and Kammy Brun

LAUNCH:

2013

Munich

INDIVIDUAL MEMBERS:

26

CORPORATE MEMBERS:

Local presence of DLR, GMV and OHB System AG

LEADERSHIP:

Andrea Jaime Albalat and Maude Robichaud

LAUNCH:

2012

Madrid

INDIVIDUAL MEMBERS:

39

CORPORATE MEMBERS:

Local presence of AIPAS, Alter, Technology TUV NORD, ESSP SAS, EUTELSAT, GMV, Hipsat and Thales Alenia Space

LEADERSHIP:

Rocío García Rubio and Eva Ramírez

LAUNCH:

2021

Luxembourg

INDIVIDUAL MEMBERS:

3

CORPORATE MEMBERS:

Local presence of SES

LEADERSHIP:

Sabrina Alam and Anastasia Nazare

LAUNCH:

2020

Rome

INDIVIDUAL MEMBERS:

156

CORPORATE MEMBERS:

Local presence of AIPAS, ASAS, ASI, ESA, EUMETSAT, EUTELSAT, Planetek, SERCO, Sital, Telespazio SpA and Thales Alenia Space

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

Toulouse

INDIVIDUAL MEMBERS:

61

CORPORATE MEMBERS:

Local presence of Airbus Defence and Space Netherlands, CNES, DLR, EUTELSAT, INMARSAT, International Space University and Thales Alenia Space

LEADERSHIP:

Camille Marroffino and Carolina Fernández Dominé

LAUNCH:

2014

Switzerland (Geneva LG new name)

INDIVIDUAL MEMBERS:

14

CORPORATE MEMBERS:

Local presence of Beyond Gravity Schweiz and Telespazio SpA

LEADERSHIP:

Veronique Glaude

LAUNCH:

2015

Strasbourg

INDIVIDUAL MEMBERS:

58

PARTNERS:

Local presence of International Space University

LEADERSHIP:

Danijela Stupar

LAUNCH:

2016

United Kingdom

INDIVIDUAL MEMBERS:

115

CORPORATE MEMBERS:

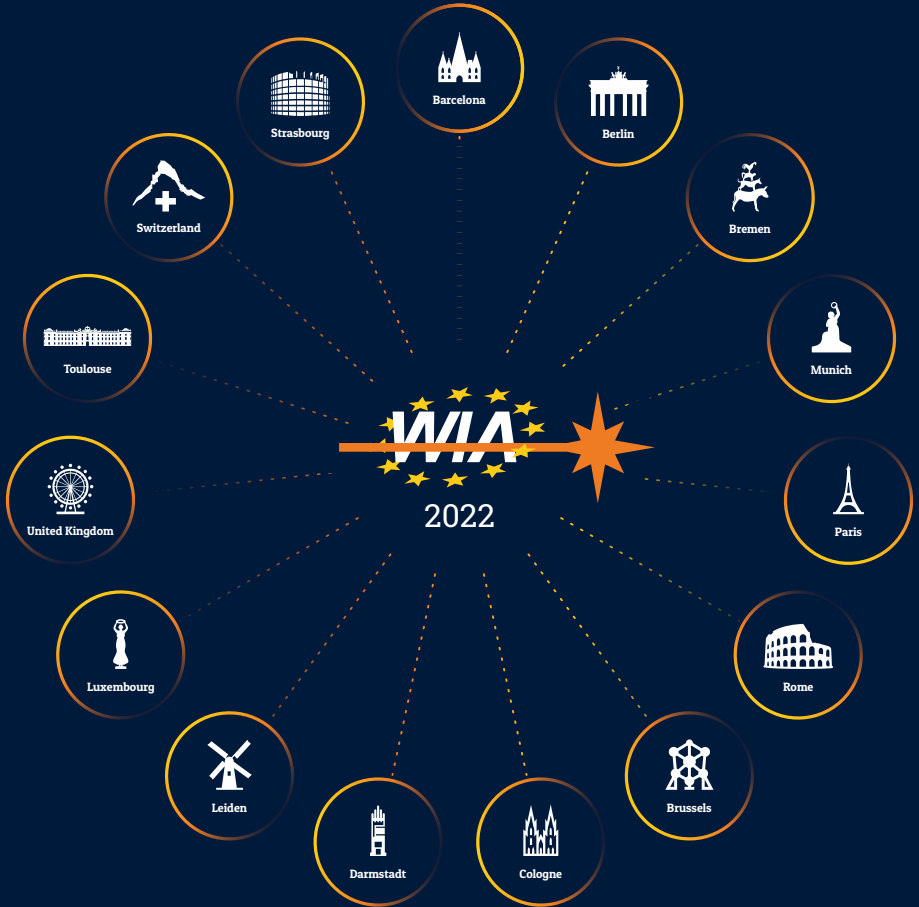
Local presence of Thales Alenia Space, ESA, RAL Space, UK Space Agency, Surrey Satellites Technology, RHEA, Astroscale and others.

LEADERSHIP:

Elizabeth Seward

LAUNCH:

2016





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.

Within the Grants & Awards programme, WIA-Europe 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.

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.

Members of the committee in 2022 were:

Maria Antonietta Perino, Marc Heppener, Natacha Callens, and Marie-Claude Salome.

In an official ceremony that was held at the Arena conference area, WIA-Europe Chair of the Board Christina Giannopapa presented this year's winners of the WIA-Europe Grants & Awards Programme.

WIA-Europe grant winners of 2022 are: Marie-Claire de Bruijn and Yedida Jyothirmai.

WIA-Europe award winners of 2022 are: Katharina Siems and Dr. Olivia Borgue.

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.





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.

The research activities of WIA-Europe have been further consolidated in 2022, with the addition of several working groups producing white papers on the topics of:

Smart Working: What are the main challenges and opportunities of Smart Working? How is the legal landscape for Smart Working shaped across Europe? Which Smart Working strategies are specific to the Aerospace industry? What is the impact of Smart Working for employees with protected characteristics or grounds?

Visibility of Female Experts in Public Debate: What do journalists expect when contacting an expert? Are databases of female experts actually useful? How to leverage your media contacts? Which best practices can be followed on both sides, media and female STEM experts, to make easy contact and increase visibility of female experts in the media?

The WIA-Europe expertise in this area was recognised and several researchers from the working groups and the local groups have been selected to author a book chapter on Equality, Diversity and Inclusion in the New Space Sector, in the **Oxford Handbook on the New Space Economy** which is forthcoming in 2024/2025.

6.1 The WIA-Europe Rome Gender Equality Research Group

The WIA-Europe 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-Europe 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 2022, the group continued publishing the results from the survey, in particular through the paper:

Pellegrino, F. Angeletti, A. Gloder, A. Russo, M. Zucchelli, T. Mimura, A. Nassisi, C. Valente, N. Yamazaki, Person perception on gender-related inequalities in the Italian and Japanese Aerospace Sectors, IAC-22, E1,IP2,x68537, 73rd International Astronautical Congress (Paris, France), 2022, 18-22 September

The group also continued publishing its video series **“Let’s Talk Equity”** to illustrate the main discoveries of the research carried out by the WIA-Europe Rome LG on gender equality since 2018, based on a paper presented at IAC-2020.



7.1 WIA-Europe Events

In 2022, we kept our members in touch throughout the year by continuing to use virtual tools. We maintained a rich calendar of activities that provided opportunities for our members to learn and interact. Most of the activities, including workshops, webinars, networking events and group work sessions, were conducted with Zoom. This allowed us to create even stronger ties and a tighter collaboration between our members across Europe. In addition to virtual events, we also resumed holding in-person meetings and attending trade shows to facilitate the networking and to promote the association around the world.

The annual WIA-Europe events programme consists of events organised by our Local Groups, individual members as well as on association level. 72 WIA-Europe events were held in 2022. Among the events organised by WIA-Europe and those in which we have attended there are:

WIA-Europe Week 2022

This year the first edition of the WIA-Europe Week was introduced. It aimed to showcase the professional opportunities for girls and women in the growing aerospace sector as well as raising awareness of the issues female professionals are currently still facing when choosing a career in STEM. The event series consisted of online lunch-time discussions with a variety of experts who gave insights into different strategies and best practices to navigate your aerospace career.

ESA Living Planet Symposium 2022

During the ESA Living Planet Symposium 2022 in Bonn, WIA-E President Luisella Giulicchi presented the Outstanding Achievement Award to French space geodesist and one of the pioneers in satellite altimetry Dr. Anny Cazaneve. The inspirational event included a presentation by Simonetta Cheli, ESA Director of Earth Observation Programmes.

International Astronautical Congress - IAC 2022

Simonetta Di Pippo, Elena Feichtinger, Pascale Ehrenfreund, Kai-Uwe Schrogl, Anny Cazenave, Rodrigo da Costa, Anna Rathsmann, Elodie Viau, as well as WIA-Europe President Luisella Giulicchi and WIA-Europe Board Chair Christina Giannopapa took the time to meet and exchange with our members and supporters the skills they consider most valuable to their personal and professional development.

During the IAC Diversity Day on September 20th, [WIA-Europe Working Groups](#) presented their findings during a panel discussion hosted by the [International Space Education Board](#).

New Space Economy ExpoForum 2022

From 1-3 December, Women In Aerospace Europe was present at the New Space Economy ExpoForum in Rome with a variety of activities. Giorgio Saccoccia, Maria Cristina Falvella, Fiammetta Diani, Rodrigo Da Costa, Isabella Poldrugo, Dominique Tilmans, Claudia Kessler, Ersilia Vaudo, Pascale Ehrenfreund, Simonetta Di Pippo, as well as WIA-Europe Chair Christina Giannopapa and WIA-Europe Director of Research Paola Belingheri for taking the time to meet and exchange with our members and supporters in a series of Meet & Greet sessions at the WIA-Europe booth. Additionally, WIA-Europe Chair of the Board Christina Giannopapa presented this year's WIA-Europe Grants & Awards Program winners Marie-Claire de Bruijn, Yedida Jyothirmai, Katharina Siems, and Dr. Olivia Borgue during an official ceremony that was conducted in the Arena conference area.

7.2 Events

JANUARY 18, 2022

[Set Yourself Up For Success in 2022 with WIA-E member training](#)

JANUARY 27, 2022

[WIA-E Madrid: "Imprimiendo el espacio en 3D"](#)

FEBRUARY 3, 2022

[Mars, Oman and Moon Diary, space exploration in essay film by Vanessa del Campo Gatell](#)

FEBRUARY 11, 2022

[From STEM to Stars with Annamaria Nassisi](#)

FEBRUARY 15, 2022

[–Join Women in Aerospace Europe Toulouse Local Group Afterwork/WIApéro](#)

FEBRUARY 16, 2022

[Impulsando a los jóvenes hacia STEM y el Espacio](#)

FEBRUARY 21, 2022

[Aerospace sector as a professional opportunity](#)

FEBRUARY 24, 2022

[WIA-E Berlin Round Table](#)

MARCH 3, 2022

[¿Quieres por fin cumplir tus objetivos? \("Do you finally want to meet your goals?"\)](#)

MARCH 4, 2022

[WIA-E UK Online Networking](#)

MARCH 8, 2022

[Break the Bias: IWD Session](#)

MARCH 8, 2022

[The Ingenuity \(In\)Visible by Núria Salán](#)

MARCH 17, 2022

[–Career Marketing Pitch Yourself](#)

JAPRIL 8, 2022

[WIA-E Rome webinar "Space for Women: Exoplanets and Evolved Stars at NASA Goddard Space Flight Center"](#)

APRIL 11, 2022

[–Women in Aerospace Europe Toulouse Local Group Afterwork/WIApéro](#)

APRIL 28, 2022

[WIA-E Madrid: Próxima parada, las estrellas \(Next stop, the stars\)](#)

APRIL 30, 2022

[WIA-E Barcelona Symposium: Space In Our Life](#)

MAY 16, 2022

[–Career Marketing Pitch Yourself](#)

MAY 17, 2022

[WIA-Europe Week: Visibility of Female Experts](#)

MAY 18, 2022

[WIA-Europe Week: Women in the C-Suite](#)

MAY 19, 2022

[WIA-Europe Week: Smart Working](#)

MAY 20, 2022

[WIA-Europe Week: STEM Education](#)

MAY 24, 2022

[WIA-Europe Outstanding Achievement Award Ceremony at the Living Planet Symposium](#)

MAY 26, 2022

[WIA-E Barcelona: "How do gases behave in microgravity?" #Women4Space Conference with Ioana El Kraye Ziade](#)

JUNE 2, 2022

[WIA-E Toulouse: Lift your feeling of illegitimacy to develop your caeer!](#)

JUNE 9, 2022

[WIA-E Madrid: Copernicus, sentinels of the environment](#)

JUNE 13, 2022

–[WIA-E UK: Workshop Hybrid Working](#)

JUNE 21, 2022

['WIA-E Rome: "Oltre le stelle più lontane": a tu per tu con lautrice Elvina Finzi](#)

JUNE 22, 2022

WIA-E Berlin : Panel Discussion at ILA Berlin

JUNE 25, 2022

[WIA-E Madrid: Lift off your space career](#)

JUNE 28, 2022

[WIA-E Luxembourg: #IamRemarkable Workshop](#)

JUNE 30, 2022

–[WIA-Europe Barcelona End of Year Closing Act](#)

JULY 19, 2022

–[WIA-Europe UK Networking Event at FIA 2022](#)

AUGUST 16, 2022

WIA-E Berlin: OpenAir Networking

SEPTEMBER 8, 2022

–[WIA-Europe UK Networking Event at Space-Comm Expo](#)

SEPTEMBER 11, 2022

[WIA-Europe at the IAC 2022](#)

SEPTEMBER 18, 2022

[WIA-Europe at the IAC 2022: Cocktail Reception](#)

SEPTEMBER 19, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Simonetta Di Pippo](#)

SEPTEMBER 20, 2022

[WIA-Europe at the IAC 2022: Panel Discussion](#)

SEPTEMBER 20, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Rodrigo da Costa](#)

SEPTEMBER 20, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Elena Feichtinger](#)

SEPTEMBER 21, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Anna Rathsmann](#)

SEPTEMBER 21, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Elodie Viau](#)

SEPTEMBER 21, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Christina Giannopapa](#)

SEPTEMBER 21, 2022

[WIA-Europe at the IAC 2022: Meet & Greet with Luisella Giulicchi](#)

SEPTEMBER 21, 2022

[WIA-E Europe at the IAC: LG Rome Paper Presentation](#)

SEPTEMBER 22, 2022

–[WIA-Europe Toulouse Remarkable Women](#)

SEPTEMBER 29, 2022

[WIA-Europe Grant & Award Winners 2022](#)

OCTOBER 4, 2022

[WIA-Europe Madrid: Celebrate World Space Week with the First Space Workshop for Kids](#)

OCTOBER 9, 2022

[–WIA-Europe Bremen: Workshop: Productivity and Journaling III](#)

OCTOBER 19, 2022

[WIA-E Barcelona: NewSpace congress round-table](#)

NOVEMBER 7, 2022

[WIA-Europe Rome: Aperitif with @spacexenia: what is personal branding and how does it shape our lives?](#)

NOVEMBER 14, 2022

[WIA Europe General Assembly 2022](#)

NOVEMBER 15, 2022

[WIA-Europe Bremen: Dinner at Space Tech Expo](#)

NOVEMBER 16, 2022

[WIA-Europe Bremen: Flash Mob at Space Tech Expo](#)

NOVEMBER 17, 2022

[–Women in Aerospace Europe Toulouse: Afterwork/WIApéro](#)

NOVEMBER 21, 2022

[WIA-Europe UK: WIA-E dinner hosted by MTC](#)

DECEMBER 1, 2022

[WIA-Europe at the New Space Economy Expoforum 2022](#)

DECEMBER 1, 2022

[Meet & Greet with Giorgio Saccoccia](#)

DECEMBER 1, 2022

[Meet & Greet with Maria Cristina Falvella](#)

DECEMBER 1, 2022

[Meet & Greet with Fiammetta Diani](#)

DECEMBER 1, 2022

[Meet & Greet with Rodrigo Da Costa](#)

DECEMBER 1, 2022

[WIA-Europe Awards & Grants Ceremony](#)

DECEMBER 2, 2022

[Meet & Greet with Isabella Poldrugo](#)

DECEMBER 2, 2022

[Meet & Greet with Christina Giannopapa](#)

DECEMBER 2, 2022

[Networking Lunch with WIA-Europe Members](#)

DECEMBER 3, 2022

[Meet & Greet with Simonetta Di Pippo](#)

DECEMBER 2, 2022

[Meet & Greet with Dominique Tilmans](#)

DECEMBER 2, 2022

[Meet & Greet with Ersilia Vaudo](#)

DECEMBER 3, 2022

[Meet & Greet with Claudia Kessler](#)

DECEMBER 16, 2022

[WIA-Europe Cologne Visit to German Christmas Market](#)

DECEMBER 28, 2022

[WIA-Europe Madrid: Visit to Moon Museum at Fresnedilla de la Oliva \(Madrid\)](#)

7.3 WIA-Europe Working Groups

In 2021, it was introduced a new collaborative initiative that aims to gather insights, strategies, and recommendations to suggest ways forward in a range of issues relevant to the objectives of our association and our community.

The project was initiated and coordinated by the Director of Regional Development in tight collaboration with the Communications Manager. The Working Groups consist of WIA-Europe individual members and include members of WIA-Europe Local Groups, corporate members and partners. The specific activities of each Working Group are being coordinated internally by individual WG team members.

The first White Papers were presented during a series of round tables within the programme of the World Space Week 2021. This year, two new white papers have been published.

- **STEM Education in Europe (2021)**
- **Skills Gap in the Aerospace Sector (2021)**
- **Women in the C-Suite (2021)**
- **Smart Working (2022)**
- **Visibility of Female Experts in Media and Public Debate (2022)**

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

White papers are available on WIA- Europe website.



Communication is the backbone of the association and follows an annual communication plan, which guides the activities of the organisation throughout the year. In 2022, the communications team consisted of the Communications Manager and Social Media Coordinator, supported by a digital volunteer team.

The goals of WIA-Europe 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-Europe network.**

The main channels used by the communications team in 2022 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.

In 2022 we introduced the Digital Volunteer programme to support the Communications team in social media, outreach and events. Volunteer opportunities are offered for a particular period of time and are connected to particular projects. The programme is coordinated by the Communications Manager.

8.1 Newsletters

In 2022, WIA-Europe published 2 newsletters containing information about progress, past and upcoming activities of WIA-Europe and its network. Newsletters are sent out via email to all interested audiences, stakeholders and target groups, and published on the WIA-Europe website as well as through other channels (social media, partner networks).

Publication dates 2022: 18 July, 14 December

8.2 Digests

In 2022, WIA-Europe released 22 digests. They contain an overview of our weekly virtual meetings and activities as well as an overview of free online professional development opportunities, relevant industry news, and other membership benefits. All digests of 2022 are available on the WIA-Europe website and will remain there for further reference. On the website and WIA-Europe social media channels, individual stories from the digest were published as standalone posts.

Publication dates: Every other Thursday, Summer break for July/August



8.3 Social Media

In 2022, WIA-Europe actively used, LinkedIn (WIA-Europe), Twitter (@WIA_Europe) and a YouTube channel with currently more than 80 videos. The YouTube channel includes recordings of some of the WIA-Europe events. The Facebook channel (wiaeurope) has been archived for the time being, and the Instagram channel (@wia.europe) has been reactivated and filled with new content.

Our Social Media activities are growing and reaching more and more followers. Below, relevant engagement numbers in 2022 are listed in comparison to 2021:

Number of followers on Twitter & LinkedIn:

	Twitter	LinkedIn
2020	2038	2293
2021	2320	3999

% increase in followers on Twitter & LinkedIn

	Twitter	LinkedIn	Total followers	Total Impressions
2020	39%	452%	49%	388305
2021	42%	85%	35%	623244

WIA-Europe Instagram account was revived in August 2022 and gained 455 new followers by the end of the year.

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-Europe (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

WIA-Europe's operating profit in 2022 is €1,769.05, bringing total assets to €164,675.28. This year, unlike the past two years when almost all events and activities were held online, WIA-Europe attended and organised several in-person events, including the General Assembly held in November. The association's promotion efforts at the events were consistent with the need to expand the network and raise awareness of the association, but in order to sustain them, expenses were significant in 2022 compared to 2021 and will need to be offset in the coming year by adequate revenue.

Assets

	Opening balance	Closing balance	
1000 - PayPal Account	932.81 €	6,538.20 €	5,605.39 €
1100 - Bank Account	42,545.34 €	38,748.99 €	3,796.35 €
1200 - Savings Account	119,428.08 €	119,388.09 €	- 39.99 €
Total Assets	162,906.23 €	164,675.28 €	
Result		1,769.05 €	

Profit & Loss	Debit	Credit
5100 -Office Costs(Includes Zoom)	2,250.52 €	
5110 - Internet Costs	234.85 €	
5120 -Administration software (Fast Spring)	2,433.09 €	
5130 -Charges Administration Consultant (Christiane)	27,353.80 €	
Backoffice travel expenses	3,407.26 €	
5137 -Charges Communications Consultant (Xenia)	27,310.33 €	
5150 -Board liability Insurance	452.97 €	
5160 -Bank charges	307.20 €	
5300 -Strategic Initiatives (Sponsorship, new projects + buffer)	- 1,101.54 €	
5310 -Communications Budget	11,262.60 €	
5210 - Board meetings and GA	7,898.97 €	
5420 -Local group Bremen	325.37 €	
5455 -Local group UK	739.67 €	
5465 -Local group Barcelona	1,358.33 €	
5470 -Luxembourg LG	285.11 €	
5460 -Madrid LG	975.60 €	
5340 -Research	800.00 €	
5615 -Grants & Awards (Includes award)	6,040.64 €	
5800 -International Astronautical Federation		
8010 -Membership fees corporate	92,334.77 €	78,803.29 €
8020 -Membership fees Individual		15,340.52 €
8100 -Bank Interest		
Result	€ 1,809.04 €	
Total: Profit & Loss	186,478.58 €	94,143.81 €
	186,478.58 €	

Paypal

Payments Received	6,742.00 €
Corporate Payment (Lockheed Martin)	5,000.00 €
Corporate Payment (Inmarsat)-sandip kabariya	1,667.00 €
Individual Membership	75.00 €

Payments Sent	913.42 €
Aruba	234.85 €
Viveledon/ Awards (outstanding award)	89.00 €
Zoom	338.56 €
Fast Spring	251.01 €

Fees	223.19 €
Corporate Payment (Lockheed Martin)	174.85 €
Corporate Payment (Inmarsat)-sandip kabariya	46.86 €
Individual Membership	1.48 €

**For questions or comments, please mail us at:**

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For membership matters:

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MORE INFORMATION

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

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

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