



National Committee for Women in Engineering

REPORT ON ACTIVITIES **July-November 2007**

National Conferences

Engineers Australia National Congress, November 2007

A report on the activities of the Year of Women in Engineering will be presented to Engineers Australia National Congress in November 2007. Dr. Marlene Kanga will also make a formal presentation on the activities of the Year. The CREW 2007 report will be launched by President Rolfe Hartley.

CHEMECA 2007, September 2007

The National Chemical Engineering Conference was held in Melbourne on 23-26 September 2007. A plenary session for Women in Engineering featured Professor Amanda Sinclair (respected author and expert on gender issues) of the Melbourne Business School. This was followed by a WIE workshop comprising five speakers. Assoc Prof. Julie Mills presented preliminary results of the CREW Survey at the Workshop. Papers presented are to be uploaded on the Year of WIE website.

AAEE 2007, December 2007

The Australian Association of Engineering Educators (AAEE) is to hold its National Conference in December 2007 in Melbourne. The Conference will include a workshop on WIE issues. 5 sessions are to be presented including the following :

- Gunilla Burrowes – statistics on women engineers, WIENC Member
- Assoc. Professor Julie Mills – on the CREW Report, WIENC Member
- Bronwyn Holland – WIE Programs at UTS, Sydney
- Sally Male – results of research on women engineers, WIENC Member

International Conferences

Engineers Australia, Women in Engineering, Singapore

A Workshop on Women in Engineering and the activities of the Year of Women in Engineering was held in Singapore in September 2007.

World Federation of Engineering Organizations (WFEO) International Conference, Delhi November 2007

The WFEO International Conference is to be held in Delhi in November 2007. Dr. Marlene Kanga is to attend as part of the Engineers Australia delegation and will attend the meetings of the Standing Committee on Capacity Building. .

Carthage Declaration, WFEO Women in Engineering Symposium, Tunisia:

An outcome of the WFEO Women in Engineering Symposium, Tunisia June 2007 was the Carthage Declaration that called for greater participation by women engineers in WFEO organisations. The Declaration called for a WFEO Standing Committee on Women in Engineering as well as prescribed percentages to be achieved within other WFEO Committees and member organisations. The National Committee on Women in Engineering provided comment on the declaration which will be discussed at the WFEO Conference in Delhi.

International Association of Women Engineers and Scientists (INWES)

The National Committee for Women in Engineering is now a member of INWES which fosters programs for women in engineering internationally.

Workshops

- § **How to Attract and Retain a Diverse Workforce** – a professional development workshop for engineering managers. This workshop is being run across all Divisions.
- § **Leading the Change** – this is being run in Divisions which has not held this workshop to date. Workshops were run in Townsville and Brisbane in October 2007.
- § **Women in Engineering Leadership Seminars** - this has been developed jointly with CELM, the pilot is to be held in Sydney on 11th December 2007. (see below).

Joint Events with other Groups in Engineers Australia

Women in Engineering has a strategy of holding joint events on a regular basis with other major interest groups in Engineers Australia, in particular, Young Engineers and CELM.

Gen2X event

YEA and WIE groups in most Divisions have held joint events to promote gender and generational exchange among members.

Women in Engineering Leadership Seminars

These seminars have been developed by the Centre for Engineering and Leadership Management (CELM) in collaboration with the National Committee for Women in Engineering to support the progression of women into formal leadership roles. The seminar provides a highly interactive platform to assist participants to gain valuable insights into their own personal leadership styles and competencies. The Seminars feature leadership role models from engineering and other professions as key note speakers and as participants in a Panel Discussion. The seminars are being co-ordinated by the Australian Women and Leadership Forum (AWLF). Over the past few years AWLF has supported the leadership journey of many thousands of professional women. The first seminar will be held in Sydney on 11th December 2007 with plans for subsequent seminars to be run in all Divisions and in regional areas.

Publications

25 Most Influential Women Engineers, October 2007

As part of the activities for the Year, Engineers Australia magazine published profiles on the 25 most influential women engineers in Australia in October 2007. Engineers Media received more than 150 nominations from all areas of activity including industry, consulting, public service, academia, research, defence, finance and politics. The selection was made by an advisory panel appointed by Engineers Media.

CREW Survey-2007, November 2007

A Careers Review of Engineering Women (CREW) survey has been undertaken by Assoc. Prof. Julie Mills and her research team at the University of South Australia to gather updated information and to determine the current status of women engineers in Australia. The survey response covered women engineers and a matched sample of male engineers obtained from the Engineers Australia member database. The results of the report will be at Engineers Australia National Congress, November 2007 and will be subsequently uploaded on the WIE website.

Book on Inspirational Women Engineers, December 2007

Engineers Australia Policy Unit will be publishing a book profiling women engineers, to be launched in Melbourne, December 2007. This book is to be sent to all schools in Australia.

Engineering a Better Workplace, August 2007

An updated edition of the very popular booklet 'Engineering a Better Workplace' is now available, cost \$50. Copies can now be purchased from EA Books – www.eabooks@engineersmedia.com Fax: 02 8823.6526, Telephone: 02 9438.5355

Media

Engineers Australia magazine

Engineers Australia magazine has continued to feature articles on Women in Engineering during 2007 including:

- August 2007 – Promoting Professional Women Conference
- September 2007 – Sophie Broun at IIWE, France
- October 2007 – Australia's Most Influential Female Engineers
- November 2007 – CREW Report by Assoc. Prof. Julie Mills
- December 2007 – overview of the year of women in engineering – photo gallery.

The plan is to continue to profile women in engineering in the magazine in 2008 with at least 4 major articles. Suggested articles (to be confirmed) are:

- Statistical data on women engineers
- Return to work/career break policies at Engineers Australia
- Women's Leadership Seminar Program
- Hapgood sisters – profiling three sisters who are engineers
- A mother/daughter profile, both studying engineering at UniSA

Professional Engineers USA

The Year of Women in Engineering was profiled in Professional Engineering USA, the article is to be uploaded on the YoWIE website.

National Committee for WIE Website

The website has been updated to include articles written for Engineers Australia magazine and in other media as well as copies of presentations made at various Conferences. Papers presented at the CHEMECA Conference, September 2007 will also be available on the site. Profiles of the women in engineering National Committee will be uploaded soon. Information on WIE Colleges and Boards representatives are also to be uploaded.

Community programs

Purple Boot Campaign

The National Committee for Women in Engineering and all Division Groups have been supporting the Purple Boot campaign across Australia. This project originated in WA Division WIE Group. The program promotes purchase of purple boots manufactured by Footwear Industries Ltd. \$30 of the purchase price is donated to the WA Breast Cancer Awareness Foundation. Approximately \$162,000 has been raised to date. The campaign has been successfully launched in several Divisions and will be ongoing in the next 2-3 years on a nationwide basis. For more information visit: <http://purpleboot.com.au>.

GirlTalk

This campaign to encourage girls to consider engineering as a career was initiated by Canberra Division. Approximately 2000 students have heard the standard presentation. Engineers Australia National Office is negotiating with potential sponsors prior to launching this campaign nationally. (see below)

Sponsorship Programs

A sponsorship package is to be developed to obtain financial support for WIE programs in 2008. Support is being sought for the seminar and workshop programs, a national conference and for GirlTalk.

National Committee WIE Strategic Plan for 2008-2010

The National Committee for Women in Engineering developed its strategic plan for 2008-2010. The strategic plan will be finalised and uploaded on the website. The WIENC Vision and Mission statements are:

OUR VISION

Our vision is that engineering is an inclusive profession which values, supports and celebrates the contributions of women in the engineering team.

OUR MISSION

- § *Attract women of all ages to engineering careers*
- § *Retain women in engineering*
- § *Support women through their engineering career*
- § *Celebrate the achievements of women in engineering*

National Committee WIE Communication Plan for 2008-2010

The National Committee for Women in Engineering developed its communication plan for 2008-2010. The plan will be finalised and uploaded on the website and is intended to facilitate improved communication between the Committee and Divisions, Colleges and Technical Societies.

Comment on Engineers Australia Initiatives

The National Committee for Women in Engineering has provided comment on the following initiatives:

- **Proposal for an Engineering Oath:** This proposal to adopt an Oath to strengthen aware of the ethical responsibilities of engineers is to be discussed at the National Congress.
- **Review of Engineering Education:** The review of Engineering Education is being led by Professor Robin King. The National Committee for Women in Engineering has provided a report on the GirlTalk program which is designed to attract girls to engineering.

Congratulations to WIE National Committee Members

The National Committee for Women in Engineering would like to congratulate two of the members of the National Committee for Women in Engineering became mothers for the first time:

- § Dr. Rebecca Gravina, Chair of the National Committee is the proud mother of Maxmilian Antonio, born 15th September 2007.
- § Narelle Molloy, National Representative from Western Australia until May 2007 became the proud mother of Cody Luke in June 2007.

Dr Marlene Kanga FIEAust CPEng
Chair, National Committee for Women In Engineering
Engineers Australia
23 October 2007