



## **National Committee for Women in Engineering**

### **REPORT ON ACTIVITIES IN 2008**



**Women Engineering Technologists and Associates**

**Proudly Supporting**



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## SUMMARY

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2008 has been a year of consolidation and building on the success of the Year of Women in Engineering. The National Committee for Women in Engineering has risen to the challenge to develop programs that attract and support women to the engineering profession. Attendance at Women in Engineering Division events is at an all time high and membership continues to grow, exceeding 10% of total members for the first time in March 2008.

This report provides an opportunity to review some of the significant achievements of the National Committee in 2008 and to applaud the energy and enthusiasm of the Women in Engineering Division groups who continued to sustain their programs throughout the year.

Women engineers continue to be passionate and enthusiastic supporters of Engineers Australia and the engineering profession. The National Committee is proud to be able to support women in their careers and is continuing to build on its successes and maintain its profile with the message that women make a significant contribution to the engineering profession.

For the latest information on our activities please visit: [www.engineersaustralia.org.au/wie](http://www.engineersaustralia.org.au/wie) or contact [wie@engineersaustralia.org.au](mailto:wie@engineersaustralia.org.au).

This report has been prepared by:

Dr. Marlene Kanga, Chair, National Committee, Women in Engineering, 2008 with contributions from the members of the National Committee Women in Engineering 2008 and the WIE Representatives to the College Boards of Engineers Australia. (see pages 2 and 11).

**Cover Photos:** *Engineering Technologists and Associates*: Clockwise from top left: Helen Imhoff, Jacqui Rosen, Fiona Nobes, Julie Kirkpatrick.

## 1. INTRODUCTION

Following the success of *2007 – The Year of Women in Engineering* the National Committee developed a Strategic Plan to continue the momentum of enthusiasm and activity achieved in 2007 and to continue to attract and support women into the engineering profession. This report describes some of the projects and activities undertaken during 2008 and the successes that have been achieved.

## 2. OUR VISION FOR WOMEN IN ENGINEERING

### 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 OBJECTIVES

Our Objectives are to:

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

### 3. THE NATIONAL COMMITTEE FOR WOMEN IN ENGINEERING

The 2008 National Committee for Women in Engineering had representatives from every Division in Australia. The role of the National Committee is to develop programs and policies for women engineers at a national level. The members of the Committee are listed below:

#### 2008 National Committee for Women in Engineering

Name	Position	Division
Dr. Marlene Kanga	Chair	Sydney
Ms. Rebecca Tilbrook	Vice Chair	Tasmania, based in Hong Kong from April 2008
Dr. Rebecca Gravina	Imm Past Chair	Victoria
Mr. Rolfe Hartley, Imm Past President, Engineers Australia	Engineers Australia, Council Representative	-
Ms. Kerry Van Donderen	Member	Queensland
Ms. Sally Male/Ms Gemma Hamilton/Dr. Martina Calais	Member (Sharing Positions and changes)	Western Australia
Ms. Louise McCormick	Member	Northern Territory
Ms. Gaye Francis/Ms. Jamie Tainton/Ms. Michelle Shi-Verdaasdonk	Member (Sharing Positions and changes)	Victoria
Ms. Jolene Maxwell	Member	Newcastle
Ms. Yolanda Fisher/Ms Vicky Briant	Member (Change of member)	Canberra
Ms. Peyi Pey Guo	Member	South Australia
Dr. Celeste Salter/Ms. Zoe Duan	Member (Change of member)	Sydney
Ms. Hayley Young/Ms Cassandra Blazely	Member (Change of member)	Tasmania
Ms. Gabrielle Cusack/Ms. Jay Davenport/Katrina Chisholm	Committee Administrator (Includes changes during the year)	

The National Committee was supported by Mr. Jamie Penrose, Director, Marketing and Communications Directorate from January to June 2008, and by Mr. Martin Dwyer, Director, Engineering Practice Directorate from July to December 2008.

The year was marked by significant change in the membership of the National Committee, changes in the Directorate and two changes of Committee administrator. The majority of members were not on the Committee in 2007 and this presented a task in engaging members in the strategies of the Committee and in understanding the issues for women in engineering. Despite these upheavals, programs and activities were developed and delivered.

The Women in Engineering Division groups continued to hold successful events around Australia. The Chairs of the Women in Engineering Division Groups are listed below. Around 40 events attended by a total of 7000 members were held around Australia during 2008. A brief summary of these events is included in Attachment 2.

The activities of the women in engineering groups in the Divisions continue to be very important in building and sustaining networks for women in the engineering profession and supporting them in their careers.

### **2008 Chairs, Women in Engineering Groups, Divisions of Engineers Australia**

<b>Name</b>	<b>Division</b>
Ms. Yolanda Fisher/Ms Vicky Briant	Canberra
Ms. Elizabeth Schofield	Queensland
Ms. Ha Do	South Australia
Ms. Mai Yeung	Sydney
Kate Darcy/Julie Wharton	Newcastle
Ms. Louise McCormick	Northern Territory
Ms. Hayley Young/Ms Cassandra Blazely	Tasmania
Ms. Gaye Francis/Ms. Jamie Tainton/Ms. Michelle Shi-Verdaasdonk	Victoria
Ms. Melissa Marinelli	Western Australia

**Members of the National Committee for Women in Engineering, Canberra, September 2008**



**L to R: Jolene Maxwell, Vicky Briant, Peyi Pey Guo, Jay Davenport, Jennifer Sai, Yolanda Fisher and Baby Sophie Rose, Kerry Van Donderen, Zoe Duan, Georgie Wright, Michelle Shi-Verdaasdonk, Martina Calais, Cassandra Blazely, Marlene Kanga, Gabrielle Cusack.**

### **3. STRATEGIC OBJECTIVE 1**

#### **PUBLIC ROLE AND PROFESSIONAL STANDING**

##### **3.1 Engineers Australia Magazine**

Engineers Australia magazine continued to be a strong supporter of stories about women engineers. A number of articles have appeared in the magazine during 2008 including:

- January 2008 – Snapshot interview – Leanne Bond, Professional Engineer of the Year
- February 2008 – Women in Leadership Seminars
- March 2008 – Snapshot Interview, Jenny Simpson, Chair, Mechanical College Board
- April 2008 – The WIE National Committee
- May – 2008 – Information on the launch of the CREW 2007 Report
- June – 2008 – Announcement that ICWES15 will be hosted by WIENC and held in Adelaide
- July – 2008 – Article on parental leave and support for women engineers
- Aug 2008 – Article by Barry Grear, WFEO President on ICWES14
- Sept 2008 – Article on WIENC participation in ICWES 14
- Sept 2008 – Article on Breakthrough Careers Seminars
- Sept 2008 – Profiles of women technologists and associates
- Oct 2008 – Article on growth in WIE Membership of Engineers Australia
- Oct 2008 – Profiles of women technologists and associates
- Oct 2008 – Snapshot Interview, Elizabeth Harangozo, Chair, Chemical College Board

In addition E-news carried a number of articles and notices relating to women engineers.

##### **3.2 External Media**

The release of the CREW 2007 survey of women in the engineering profession in April 2008 was reported in a number of regional and national newspapers:

- Launceston Examiner, 17 May 2008
- Newcastle Herald, 16 May 2008
- The Age, 10 May 2008
- The Weekend Australian, 21 June 2008

Other articles in the national media on women engineers included:

- Sydney Morning Herald, 6<sup>th</sup> Feb 2008
- Catalyst, Prof. Veena Sahajwalla, 6 March 2008
- Australian Financial Review, interview with Julie Hammer, April 2008
- INWES Newsletter, Article on ICWES15 2011 in Adelaide 2011, July 2008

All these articles have been uploaded on the WIE National Committee Website.

### 3.3 Representation on the Committee for the Year of Women in Local Government 2010

The National Committee has nominated Gunilla Burrowes, former member of the National Committee as its representative on the Committee for *2010 Year of Women in Local Government*. This was sought by the Australian Local Government Association following presentations by Rolfe Hartley, Council representative on the National Committee and Gabrielle Cusack, Partnerships Manager, on the success of the Year of Women in Engineering.

### 3.4 Other Publications

Other publications in late 2007 and 2008 included:

- n *CD on Women in Engineering* July 2008. This contains articles from Engineers Australia magazine on women in engineering, video clips and other information for distribution at school career fairs and events, women in engineering seminars etc. This information will be renewed regularly and will convey a large volume of information on women in engineering in Australia at low cost. 1000 CDs have been distributed through the Divisions, at seminars and internationally at ICWES14. Video sections of the CD have been presented in Divisional WIE events and other audiences. The CD will be renewed each year with current information.
- n *Valuing the Difference*, published in April 2008 and summarising the results of the CREW Survey and the programs and activities that are being developed to address some of the issues raised in the report.
- n *Careers Review of Engineering Women (CREW) Survey*, published in April 2008. The CREW survey was first undertaken in 1999 to investigate the issues surrounding women's retention, satisfaction and progression in the professional engineering workforce. In 2007, the survey was expanded and repeated. Approximately 1800 responses to the on-line survey were received from male and female members of Engineers Australia. The report presents the results of the new survey and compares them with the previous data.
- n Engineers Australia Policy Unit publication, *Women in Engineering – Stories of Inspiration*, published in December 2007. This publication is a collection of inspirational stories of a cross-section of women in engineering in different professional disciplines.

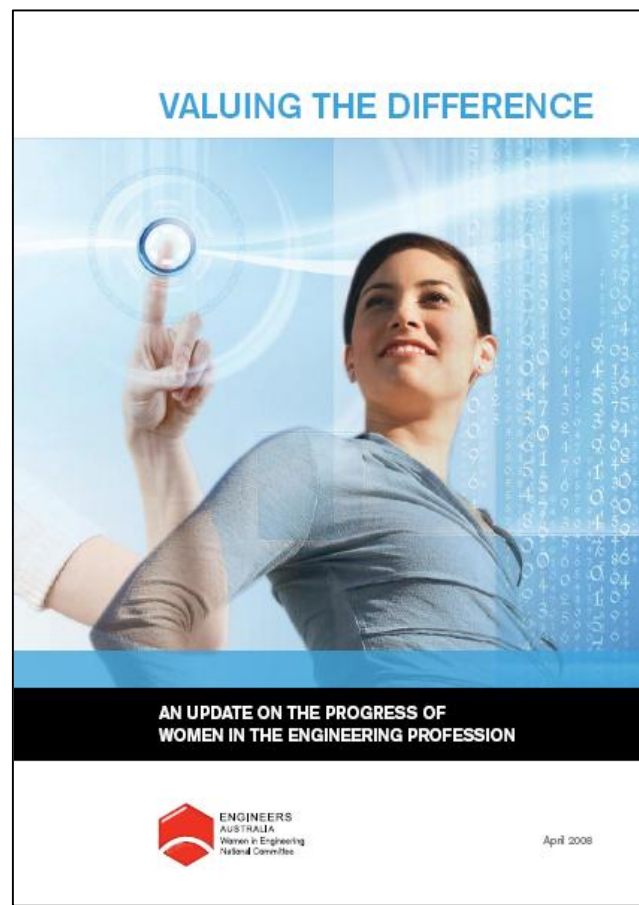
### 3.5 Women in Engineering National Committee Website

The Women in Engineering National Committee Website is located at: [www.engineersaustralia.org.au/wie](http://www.engineersaustralia.org.au/wie) and contains information on publications, course information, media stories and profiles, activity reports and documents for students. A blog provides a forum for discussion for members.




### **Women in Engineering – Stories of Inspiration**

This publication of inspirational stories is available to all educational institutions, Government and industry celebrating women in engineering achievements and diversity. It has also been sent to our Chapters overseas.



**Valuing the Difference** published April 2008



ENGINEERS  
AUSTRALIA

## WOMEN IN ENGINEERING

*Creative / Diverse / Inspiring*

- > Song By Peggy Seeger  
I'm Gonna be an Engineer (song and lyrics)
- > Strategic Plan - 2006-2010  
National Committee for Women in Engineering
- > Report on 2007 Year of Women in Engineering,  
National Committee for Women in Engineering
- > Girl Talk 2007  
Engineering Presentation to Schoolgirls  
2007 Year of Women in Engineering
- > Valuing the Difference  
An Update on the Progress of Women  
in the Engineering Profession, April 2008
- > Climate Change - The Role of Engineers  
12th APSC Women Leader's Network Meeting  
Port Douglas, Queensland Australia, June 2007
- > Australia's Most Influential Female Engineers  
Engineers Media - October 2007
- > Women in Engineering - Stories of Inspiration  
Engineers Australia - December 2007
- > Media Stories - Women in Engineering  
Engineers Media - 2007/2008
- > Australian Stories  
2008 National President Engineers Australia  
A/WR Julie Hammer (Ret'd) Interview - Australian  
Financial Review, April 2008
- > Professor Veena Sahajwalla Interview  
Catalyst - ABC TV, March 2008
- > Media Interviews  
february 2007

Engineers Australia National Committee for Women in Engineering represents women engineers from the different States and Territories across Australia. These women are from diverse backgrounds and an array of engineering disciplines.


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

Our **MISSION** is to

- > 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

We are proud to present the items on this CD which showcase our projects. The 2007 Year of Women in Engineering continues to evolve with outstanding response and engagement from the wider community.

Engineers Australia: [www.engineersaustralia.org.au](http://www.engineersaustralia.org.au)  
Women in Engineering: [www.engineersaustralia.org.au/wie](http://www.engineersaustralia.org.au/wie)



Contents of Women in Engineering CD first produced July 2008.

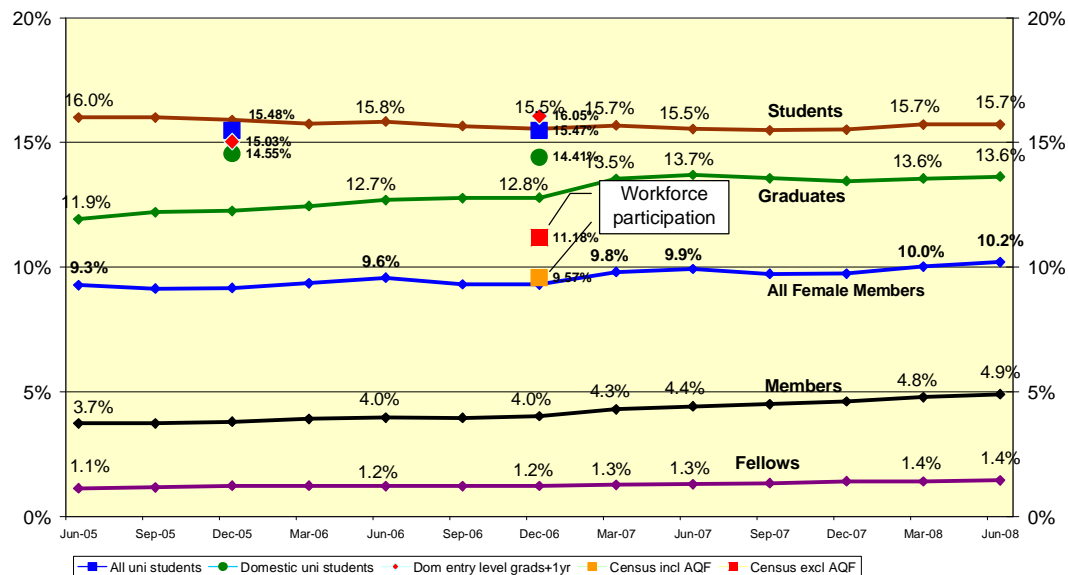
## 4. STRATEGIC OBJECTIVE 2

### AN INCLUSIVE PROFESSIONAL TEAM

#### 4.1 Increase in Membership

Women engineers exceeded 10% of members of Engineers Australia for the first time in March 2008. There was a surge in membership in 2007 and this was followed by a further significant increase in women members in 2008. There was also a significant increase in the number of Fellows and an increase in the percentage of members converting from graduate to full member status.

Female membership of Engineers Australia



#### 4.2 Support for the Year of the Engineering Team

The National Committee for Women in Engineering provided strong support for the Year of the Engineering Team with a representative on the Engineering Team Task Force (ETTF) in 2007 and 2008. Dr. Marlene Kanga, current Chair, was a member of the ETTF in 2007 and Ms. Peiy Guo (SA Division Representative) was a member of the ETTF in 2008, responsible for communicating the messages of the Year to a wider audience.

The National Committee also supported the Year by:

- n showcasing the achievements of women technologists and associates in Engineers Australia magazine and other forums including this report (see cover)
- n Proposing to nominate two female representatives to the National Committee for Engineering technologists (NCETA) and the National Committee for Engineering Associates (NCEAA) for 2009 to enhance communications between these Committees and develop programs to support women in the engineering team

- n Developing information on alternative career paths to the engineering profession for the WIE Student CD to be released in early 2009.



Members of the 2008 Year of Engineering Team Task Force.  
Ms. Peyi Pey Guo, WIE National Committee Representative is fourth from the left.

### **4.3 Women Representatives on College Boards**

The National Committee nominates representatives to every College Board of Engineers Australia. The nominations were reviewed during 2008, with positions advertised nationally via E-news, formal selection criteria and procedures and documented statements of the roles and responsibility of these representatives.

The College Board representatives are invited to submit a report on their activities to the National Committee each year and to attend one face to face National Committee meeting in addition to their responsibilities to the College Boards. This is to encourage and support these women engineers in their important leadership roles. An induction program was also completed by the College Board Representatives attending National Committee meetings and will continue during 2009. The reports of the representatives to the College Boards are included in Attachment 3.

The current WIE representatives to the College Boards and their tenure are:

College Board	Name	Division	Tenure
Mechanical	Paula West	WA	2008-2009
Electrical	Jennifer Sai	Sydney	2008-2009
Structural	Jill Kilby	Sydney	2008-2009
Civil	Louise Round	WA	2008-2009
Biomedical	Rachel Coxon/ Jennifer Brett	Sydney/ Queensland	2008-2009
Environmental	Bronwyn Trevethan	Northern Territory	2008-2009
Chemical	Georgie Wright	Victoria	2008-2009
ITEE	Yolanda Fisher	Canberra	2008-2009

#### 4.4 Women in Engineering Division Events

Around 40 events were held in the Divisions by WIE Division groups. These represented a wide range of functions from panel discussions to networking events. A total of approximately 7000 women and men attended these functions, representing a high level of interest in such events. A summary of these events is included in the Attachment 2.

#### 4.5 Women in regional areas

Women in Engineering groups across all Divisions have recognized the need to deliver networking and professional development programs to rural and regional areas of Australia. With more women taking up positions as engineers, technologists and associates outside major cities, providing these opportunities will further enhance the interaction and engagement of females across a number of engineering disciplines.

Regional seminars on “Breakthrough Career Strategies” were delivered in Karratha and in Townsville in 2008 and the Leadership Seminar, originally developed with CELM, was delivered via CELM to male and female members in Dubbo and Townsville.

## 4.6 Women in Leadership roles in Engineers Australia

Since 2007, women engineers achieved important leadership positions within Engineers Australia. In 2008, Air Vice Marshal (Retired) **Julie Hammer** became the first ever female President of Engineers Australia.



National President Julie Hammer at the Women in Leadership Seminar, Sydney

Women engineers achieve other leadership positions in Engineers Australia in 2007-2008:

- 2 women elected to the Council (i.e. The Board) of Engineers Australia in November 2007, **Dr. Marlene Kanga** and **Ms. Gunilla Burrows**, the first time there are 3 women on the Council of Engineers Australia
- 2 women became Chairs of their College Board (**Ms. Elizabeth Harangozo**, Chair, Chemical College Board and **Ms. Jenny Simpson**, Chair, Mechanical College Board)
- 1 Division President, **Ms Lorie Jones**, Western Australia Division, 2008
- A Woman engineer, **Ms. Else Shepherd** awarded the Peter Nicoll Russell Medal for lifetime achievement to engineering in November 2007
- **Ms. Leanne Bond** voted Professional Engineers of the Year, 2007.
- March 2008 – Snapshot Interview, Jenny Simpson, Chair, Mechanical College Board
- **Ms. Felicity McKenzie**, Highly Commended, Professional Engineer of the Year, WA Division, 2008.

The increasing leadership and visibility of women engineers is changing the perceptions of the profession as a whole and there is increasing recognition of the diversity of engineers in Australia.

## **5. STRATEGIC OBJECTIVE 3**

### **YOUTH APPEAL**

#### ***5.1 GirlTalk***

This campaign to encourage girls to consider engineering as a career was initiated by WIE Canberra Division in 2007. Approximately 2000 students heard the standard presentation in 2007 and the program continued in 2008. In addition women engineers in all the Divisions gave career talks to encourage more women into engineering.

WIE Newcastle Division has a workshop format that was delivered during Australian Engineering Week, August 2008.

#### **5.2 WIE Scholarships at University**

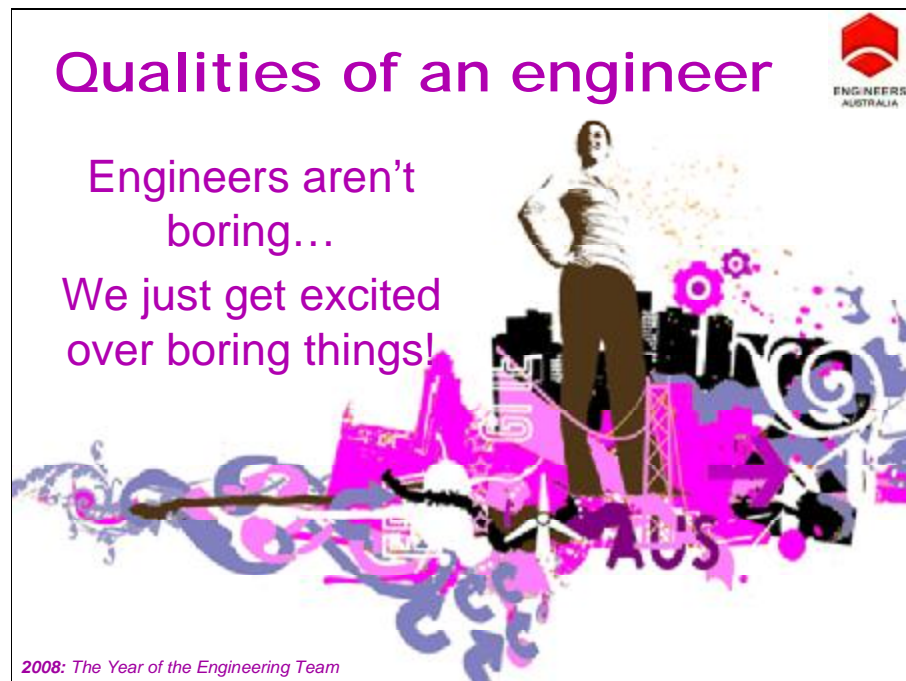
Information on university scholarships available for women in engineering has been uploaded on the WIENC website and will form part of the student CD.

#### **5.3 CD for Prospective Female Engineering Students**

Information for prospective engineering students is provided on the WIE National Committee website. This information includes video interviews with women engineers and an interview with National President Julie Hammer. This material will eventually be produced on a CD for distribution at career events.

#### **5.4 Gen<sup>2</sup>X - Joint Events with Young Engineers**

The Gen<sup>2</sup>X program, promoting gender and generational exchange between women engineers and young engineers, was established in 2007 and continued during 2008. Several Women in Engineering groups held joint events with Young Engineers. This is intended to promote the exchange of ideas and for young engineers to meet senior women engineers. Details of the functions that were held are included in Attachment 2.



Slide from GirlTalk presentation, Canberra Division, 2008.



Engineering career talk to female students and parents, St Ives High School, Sydney, August 2008

## **6. STRATEGIC OBJECTIVE 4**

### **CHARTERED STATUS**

#### **6.1 Career Break Policy**

A policy on career breaks for engineers, technologists and associates who have achieved Chartered Status and/or NPER registration was approved by Engineers Australia Council in September 2008. This provides for a reduction in Continuous Professional Development (CPD) activities for members taking a career break and should provide support for women taking leave for family and other reasons.

The Engineers Australia Procedure for applying for a Membership Concession will also be reviewed so that members on a break may also apply for a reduction in membership fees. A copy of the Career Break Policy is included in Attachment 1.

## **7. STRATEGIC OBJECTIVE 5**

### **CONTINUING PROFESSIONAL DEVELOPMENT (CPD)**

During 2008, the National Committee continued existing programs and developed new professional development programs, some with other units of Engineers Australia, to support women engineers including:

#### **§ Women in Engineering Leadership Seminars – jointly with CELM**

These seminars were developed jointly with the Centre for Engineering and Leadership Management 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 featured leadership role models from engineering and other professions as key note speakers and as participants in a Panel Discussion. The National Committee was fortunate that Julie Hammer was able to be the keynote speaker at most of the seminars providing women engineers with invaluable access in her year as President of Engineers Australia. The seminars were co-ordinated by the Australian Women and Leadership Forum (AWLF). 9 seminars were delivered in all Divisions to over 1000 participants during 2008.

#### **§ Leading a Diverse Workforce – What you need to know – delivered by EEA – Supporting the Year of the Engineering Team**

This workshop was developed jointly by the National Committee for Women in Engineering and EEA and provides practical strategies for engineering managers having to deal with an increasingly diverse and multicultural workforce. It builds on the success of an earlier program developed by WIE WA Division. This workshop is to be run across all Divisions by Duncan Smith, principal of ADC Associates. It is particularly relevant in the Year of the Engineering team as diversity encompasses various skill sets, gender, race, age and cultural differences.

**§ Breakthrough Career Strategies for Women Engineering - delivered by EEA**

This is a career development workshop that fills a gap in professional development programs for women engineers. This program will also be delivered to PDP partner firms and is included in the “Engineering Milestones” brochure for Year 1 development programs for graduate engineers. This course is designed to support women engineers in their career progression. It is designed for women with 5 to 10 years experience, the crucial period when women tend to leave the profession. The course is delivered by Helen Woods of The Strategy Team. Women engineers learn to lead personal and professional change with breakthrough career results. The seminar has been delivered to around 250 participants in 9 sessions across the Divisions including remote and regional areas such as Karratha, WA, to an enthusiastic response. The WIE National Committee has provided scholarships to support women who would not otherwise have been able to attend.



Women Engineers at the Breakthrough Career Strategies Seminar, 5 June 2008, Karratha WA

COURSE BROCHURES – DEVELOPED BY NATIONAL COMMITTEE, DELIVERED BY ENGINEERING EDUCATION AUSTRALIA (EEA)



**Leading a Diverse Workforce  
What You Need**

**1 day professional development  
workshop for Engineering Managers**

**Cost: \$550 (incl. GST)**

Melbourne	29 July 2008
Sydney	30 July 2008
Perth	20 August 2008
Brisbane	8 August 2008
Adelaide	18 August 2008

In this year of recognising and celebrating the Engineering Team, this one-day workshop offers insights and practical strategies for Engineering Managers to successfully respond to the challenges of attracting, retaining and engaging a diverse and talented workforce.

Run in a workshop environment, the sessions use the experience of the participants to address the dynamics of the engineering workplace in a non-judgemental way and to explore the issues and the strategies to successfully respond to these challenges.

**In this workshop you will**

- Learn successful strategies used by leading organisations in Australia and overseas for attracting and retaining a talented workforce
- Assess your organisation's diversity climate to identify priority action steps
- Increase your ability to integrate diversity thinking into business planning processes
- Prioritise specific actions, regardless of budget restrictions

**Learning to effectively manage a diverse workforce will**

- Increase your effectiveness as a leader
- Increase employee engagement
- Lower costs due to high turnover and absenteeism
- Improve your organisation's performance due to a better understanding of the global marketplace

\* Refer to guidelines for recognition of CPD hours.




**About the presenter**

Duncan Smith, Principal of ADC Associates has nearly 20 years experience working with organisations, teams and individuals to enhance performance by valuing and managing diversity. Formerly with Digital Equipment Corporation, much of his consulting work has been with technical organisations, including multiyear contracts with Mobil Oil and Hewlett Packard, plus work with BP, Caterpillar, Ericsson, Shell, Stanwell Corporation and Textron Fastening Systems, among many others.

We invite you to contact us at:

 post Suite 202, 21 Bedford Street, North Melbourne Victoria 3051  
 website [www.eeaust.com.au](http://www.eeaust.com.au)  email [info@eeaust.com.au](mailto:info@eeaust.com.au)  
 telephone +61 3 9274 9880  fax +61 3 9329 9886



**making your mark  
Breakthrough strategies for  
women engineers**

**creating strategies for success**

Adelaide	Thursday	15 May
Sydney	Tuesday	27 May
Melbourne	Wednesday	28 May
Perth	Tuesday	6 June
Brisbane	Wednesday	11 June

**Duration: 1 day**  
**Price: \$ 550 including GST**

**Want to be the best that you can be  
in the engineering profession?**

Then this course encourages participants to explore confidence, innovation and creativity that are essential and develop practical personal skills to increase for high performance in the engineering sector.

**Course learning objectives:**

- Practical strategies to increase confidence, skills, innovation and creativity.
- Relationship development, team dynamics and corporate goal setting
- Designing strategies for high levels of engagement and achievement
- Leading personal and professional change for breakthrough results
- Working with diversity in the workplace
- Discovering how to engage others and double your performance, while halving the efforts for getting there

**Presenter: Helen Woods**






Helen Woods is the Director and principal of The Strategy Team Pty Ltd which provides facilitation and management consultancy services. She has had over twenty years experience working in the areas of business development, strategic planning, change management, system capacity building, and leadership development.




Helen lives by the her motto, "being a change agent is a prerequisite to playing the game."

Through her coaching and consulting assignment, Helen has assisted many people in corporate and community enterprises to achieve personal and professional breakthroughs. Her experience in the corporate sector has included leadership development, values, team work, cross cultural and diversity planning, talent retention, career development and capacity building.

As a change agent and paradigm shifter, Helen helps people to align their behaviour with their beliefs and gain congruence with "who we want to be and how we want to achieve that goal".

We invite you to contact us at:

 post Suite 202, 21 Bedford Street, North Melbourne Victoria 3051  
 website [www.eeaust.com.au](http://www.eeaust.com.au)  email [info@eeaust.com.au](mailto:info@eeaust.com.au)  
 telephone +61 3 9274 9880  fax +61 3 9329 9886



Flyer promoting the Women and Leadership Seminar, Sydney



National President Julie Hammer at the Women in Leadership Seminar, Sydney

## **8. STRATEGIC OBJECTIVE 6**

### **INTERNATIONAL REACH**

#### **8.1 Membership of International WIE Organisations**

The WIE National Committee is now a member of the two main international women in engineering organisations:

- The International network for Women in Engineering and Science (INWES) which was formed in 2002 to foster and support women engineers around the world. Engineers Australia and INWES will jointly host the International Conference for Women Engineers and Scientists (ICWES15 2011).
- The WFEO Standing Committee on Women in Engineering was launched in Lille France in July 2008. This Committee also has the objective to foster and support women engineers around the world. Dr. Marlene Kanga was approved by Engineers Australia International Committee and the WIE National Committee to represent Engineers Australia on this Committee.
- Papers on the activities of the National Committee for Women in Engineering to attract and support women to the engineering profession were presented at ICWES14 Lille in July 2008 and at the World Engineers Congress (WEC 2008) Women's Forum in Brasilia in December 2008.

#### **8.2 WIENC Successful Bid for ICWES 15 2011**

The National Committee was successful in its bid to host the International Conference for Women in Engineering and Science, to be held on 19-22 July 2011 at the Adelaide Convention Centre in Adelaide (ICWES15).

This Conference was launched at ICWES14 in Lille in July 2008. Dr. Marlene Kanga and Ms Ha Do (Chair of SA WIE Division) are Co-Chairs of the Conference Committee and attended the conference at Lille.

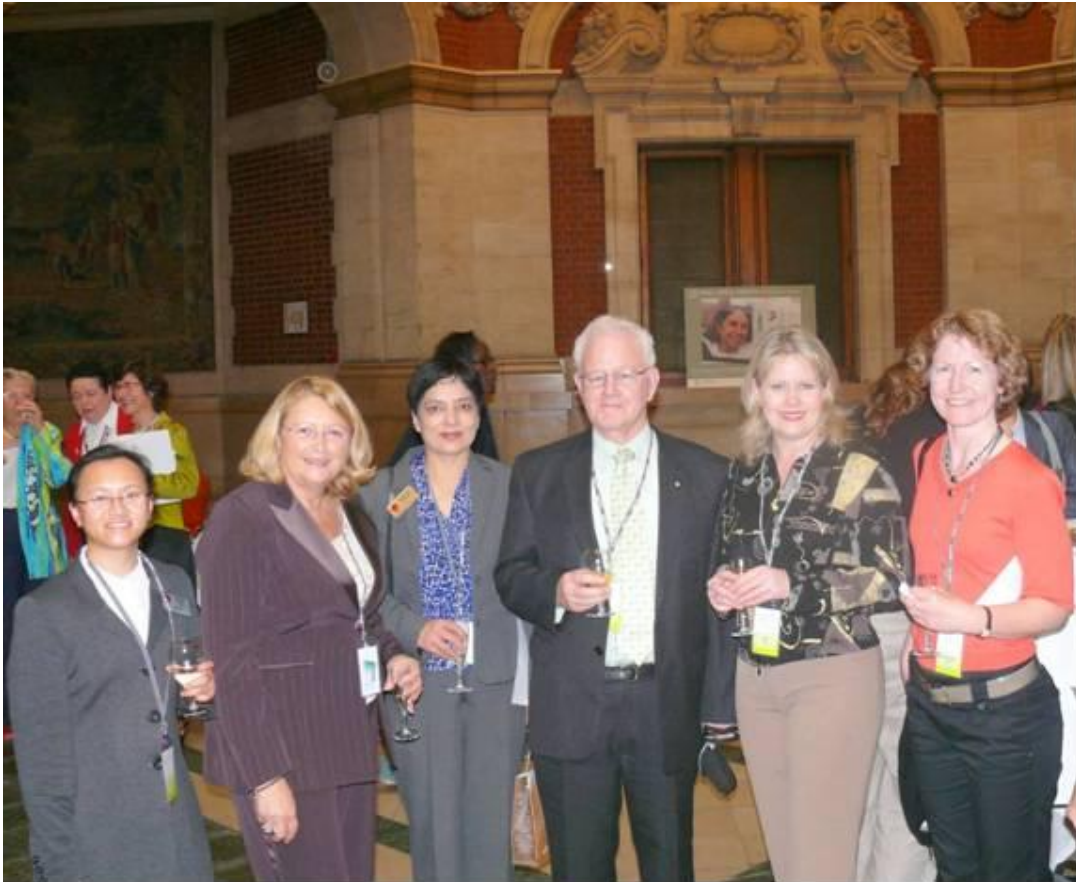
- § They presented the plans for ICWES15 to the INWES Board and to the INWES AGM.
- § A CD on WIE activities and a card with information on ICWES15 was distributed via delegate satchels and a conference booth.
- § The National Committee featured in the INWES July 2008 Newsletter.

Other promotional activities are:

- § Postcards and posters promoting ICWES15 distributed at the Society for Women Engineers (SWE) USA Conference in November 2008 and the World Engineers Congress (WEC 2008) Women's Forum in Brasilia in December 2008.
- § A website for pre-registration at [www.icwes15.org](http://www.icwes15.org)

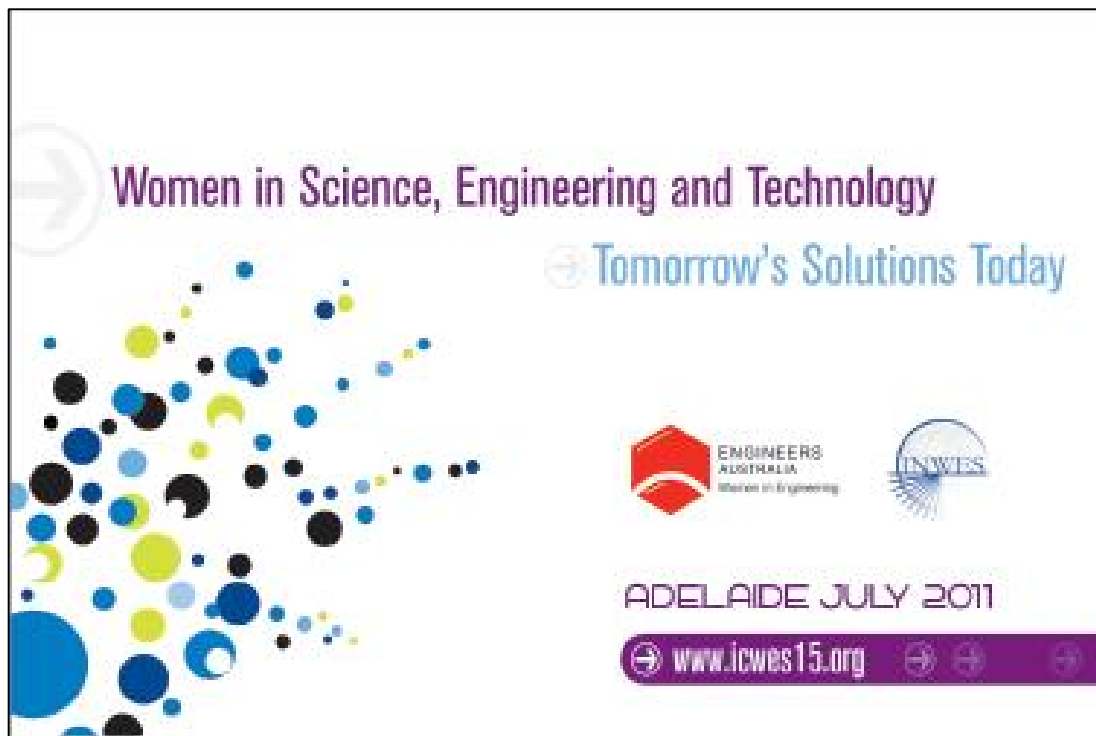
### 8.3 UNESCO Engineering Report 2008

An article on the Year of Women in Engineering and the activities of Women in Engineering in Engineers Australia will be included in the first UNESCO Engineering Report, “Engineering Issues and Challenges for Development” to be launched at the World Engineers’ Congress, WEC 2008, Brasilia, December 2008. The report and related materials will also feature photographs taken by and/or of Australian women engineers, Paula West of the Alcoa Refinery, Kwinana, WA and Cecilia Ross of Queensland Alumina, Gladstone, Queensland.



Women engineers at the International Conference for Women Engineers and Scientists (ICWES14), held at Lille, France, July 2008.

L to R: Ha Do, Chair SA Division, Monique Moutaud Chair ICWES14 Committee, Marlene Kanga, Chair National Committee WIE, Barry Gear, President World Federation of Engineering Organisations (WFEO), The Hon. Trish White, MP, South Australia, Ms. Sue Constable, Qantas Engineering, Sydney.



Postcard promoting ICWES15 in Adelaide 2011

## **9. STRATEGIC OBJECTIVE 7**

### **INTERNAL COMMUNICATIONS**

All Division and College Board Representatives provide a report on activities to the National Committee. This report is consolidated into a report on activities across all Divisions in an annual activity report. (See Attachment 2 and 3)

The National Committee has strengthened its communications with other Units of Engineers Australia by producing an activity report four times a year and an annual report. These reports are circulated to all College Administrators and Divisions and uploaded on the WIE National Committee website.

## **10. STRATEGIC OBJECTIVE 8**

### **A CAPABLE ORGANISATION**

The National Committee has reported its progress against the Operational Plan every quarter and has a Forward Plan for 2008-09. The Forward Plan for 2009-10 is being developed.

A one-page report on the activities of Women in Engineering in 2007-08 will be part of the Engineers Australia Annual Report 2008 in addition to the Chair's report.

An annual report on activities relating to women in engineering around Australia (this document) was distributed to all Division Directors, Division Presidents and Chairs of College Boards, Committees and Societies. A summary report was distributed to all members of Congress in November 2008.

The WIE National Committee participated in an Environmental Scan workshop and Benchmarking exercise which forms part of the process for the development of the Engineers Australia Strategic Plan 2010-2015.

The National Committee is committed to good governance and has documented procedures and processes. Some of these include:

- Terms of Reference, responsibilities and accountabilities for the Women in Engineering National Committee Division and College Board Representatives and for the WIE Advisory Board and available on the WIE National Committee website.
- Renewal of WIE Representatives to College Boards, where the tenure of the representative exceeded 2 years, in accordance with Engineers Australia's Office Bearer regulations. The positions were advertised nationally, formal selection criteria and procedures were used. College Board Representatives are now invited to one National Committee face to face meeting each year.
- Induction training was provided twice during 2008, and included attending College Board Representatives.

## 11. WOMEN ENGINEERS IN THE COMMUNITY

During 2007, two of the members of the National Committee for Women in Engineering became mothers for the first time. This happy trend continued during 2008 with Yolanda Fisher (Canberra Division) becoming a mother for the first time to Sophie in August 2008 and Kerry Van Donderen (Queensland Division) due to have her first baby in December 2008. Congratulations to both Yolanda and Kerry.



Yolanda Fisher and baby Sophie Rose with Marlene Kanga, September 2008

## ATTACHMENT 1 CAREER BREAKS POLICY



### CAREER BREAKS POLICY

#### 1. INTRODUCTION

- 1.1 This policy acknowledges the diversity of career paths and circumstances of Chartered members and registrants. There is an increasing acceptance of the Chartered title and registration on the National Engineering Registers as the benchmarks for independent practice in Australia, based on recognised standards for practice and continuing professional development (CPD).
- 1.2 Chartered members and registrants may leave the full-time workforce at some point in the course of, or as they approach the end of their careers, because of a range of personal and external circumstances. Removing the Chartered title and/or a Registrant's name from the National Engineering Registers during a career break might disadvantage that person when he or she chooses to return to the workforce.
- 1.3 This policy aims to provide flexible guidelines for those whose circumstances require them to take a career break but who wish to maintain the Chartered title and/or registration. The policy is intended to ensure that practice standards are not compromised and that Engineers Australia and the profession meet their obligations to the community.
- 1.4 This policy is to be read in conjunction with the *Continuing Professional Development (CPD) Compliance Policy*.

#### 2. APPLICATION

- 2.1 This policy applies to
  - Chartered Members
  - Registrants on the National Engineering Registers, including non-members.

### **3. CIRCUMSTANCES**

- 3.1 A “career break” is defined as a period of leave from the workforce of at least 6 months and less than 5 years.
- 3.2 The following circumstances may constitute a career break:
- Serious illness
  - Parental leave
  - Care for family members
  - Unemployment
  - Elite sporting or cultural pursuits
  - Travel
  - Any other sufficient cause.
- 3.3. The following circumstances do not constitute a career break:
- Permanent part-time engineering work
  - Voluntary engineering work
  - Work-related study
  - Semi-retirement.
- 3.4 Evidence of the circumstances of a career break may be required by Engineers Australia during an audit of compliance with the CPD Compliance Policy.

### **4. POLICY**

- 4.1 A person may retain the Chartered title and/or registration on the National Engineering Registers during career breaks of less than 5 years by meeting the provisions of the CPD Compliance Policy, with the required minimum of 150 hours of structured CPD able to be undertaken over the last five years rather than the last three years.
- 4.2 A person who is on a career break at the time of a CPD audit request, or who has had a career break in the 3 years prior to an audit, may rely on the CPD requirements described in Clause 4.1.
- 4.3 A person whose CPD is audited on return to the workforce after a career break or whose CPD is audited during a career break and who is non-compliant with the provisions of Clause 4.1 may apply for an extension of time to become compliant.
- 4.4 Where the career break involves a complete absence from the workforce of 5 years or more, a person wishing to retain the Chartered title and/or registration must meet the requirements of a Stage 2 competency-based assessment.

**Authorised by Engineers Australia Council: 10 September 2008**

## **ATTACHMENT 2**

### **WOMEN IN ENGINEERING DIVISION EVENTS IN 2008**

**National Committee for Women In Engineering  
Division Representative Report - Canberra Division  
January to December 2008**

**Division Representative Name: Vicky Briant**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
30 June 2008	Gen <sup>2</sup> X Event – Promoting Generational and Gender Exchange	Joint with YEA	130 (approx)
11 June 2008	Women in Leadership Seminar	Joint with CELM, delivered by AWLF	100

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
1 July 2008	Presentation in Canberra Division's Technical Program	Kate Sykes, founder and director of <a href="http://www.careermums.com.au">www.careermums.com.au</a>	14
August – October 2008	Girl Talk	Engineering presentation to senior secondary school girls	TBA
September 2008	Site visit with Retired Engineers		TBA
October 2008	Girl Talk workshop	One day workshop following on from presentations	TBA
October 2008	WIE Breakfast		60 (approx)
November 2008	Presentation in Canberra Division's Technical Program		TBA

**National Committee for Women In Engineering  
Division Representative Report - Newcastle Division  
January to December 2008**

**Division Representative Name: Jolene Maxwell**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
17 April 2008	Joint event with CELM	Women in Leadership Seminar. Keynote speaker Julie Hammer	60
20 Nov 2008	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	20 est.

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
June 2008	Girl Talk	Presentation to female students at Newcastle Branch. 4 speakers.	Approximately 50 female students attended
16 October 2008	Networking Function. "5 Key Mistakes made as a Female Engineer"	Speaker Shivani Gupta.	44



October 2008 - Networking Night  
Shivani Gupta (left) and Julie Wharton (right)



April 2008 - "Women in Leadership Seminar"  
Julie Wharton (left), Dee Murdoch (centre) and Gunilla Burrowes (right)



June 2008 - Girl Talk

### Events Held in Newcastle Division in 2008

**National Committee for Women In Engineering  
Division Representative Report - Northern Division  
January to December 2008**

**Division Representative Name: Louise McCormick**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
TBA	Gen <sup>2</sup> X Event – Promoting Generational and Gender Exchange	Joint with YEA	TBA
TBA	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	TBA

**Other Events Organised by the Women In Engineering Division Committee:** None due to small numbers.

**National Committee for Women In Engineering  
Division Representative Report - Queensland Division  
January to December 2008**

**Division Representative Name: Kerry van Donderen**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
15 May 2008	CELM Women in Leadership Seminar	Joint event with CELM	70
11 June 2008, Brisbane	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood	18
October 2008	Joint Event with Young Engineers - Gen <sup>2</sup> X Event – Promoting Generational and Gender Exchange	Event planning currently underway.	TBA
26 Nov 2008 Townsville	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	20 est.

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
5 March 2008	2008 Kick-off Event: Industry Networking – Brisbane	Stories of Inspiration	90
4 April 2008	EA Careers Fair	WIE stall	
18 June 2008	Industry Networking – Townsville	Launch event	30 Very successful event
25 June 2008	Industry Networking - Brisbane	Trivia Evening	70
17/18 July 2008	Office for Women Female undergraduate event – 2days	WIE provide supporting role – assistance in 'speed' networking and panel events.	300

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
23 July 2008	Lunch Seminar	Theme: Networking Exposed Guest Speaker: Lisa Butler	120 Very successful event
September 2008	Networking - Brisbane	Speed Networking	100 est
12 November 2008	Breakfast Seminar - Brisbane	Theme to be confirmed. Guest Speaker to be confirmed (possibly Prof Elizabeth Taylor)	140 est
11 December 2008	AGM/Christmas Function		



WIE Townsville Subcommittee Networking Event: Janice Ballard, Abby Midgley and Kelly Stokes

**National Committee for Women In Engineering  
 Division Representative Report - Sydney Division  
 January to December 2008**

**Division Representative Name: Celeste Salter/Zoe Duan**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
13 <sup>th</sup> Feb 2008	Joint event with CELM	Women in Leadership Seminar	80
6 <sup>th</sup> Mar 2008	Steel Blue – Purple Boots Promotion	A sponsor at IWD and Program Launch Event	140
5 <sup>th</sup> April 2008	Joint Event with Young Engineers - Gen <sup>2</sup> X	Promoting Generational and Gender Exchange Kayaking event with YEAS	50
19 Nov 2008	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	20 est.

**Other Events Organised by the Women In Engineering Sydney Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
19 Feb 2008	Mentoring Event	Outline the benefits and protocol of mentoring program	28
6 Mar 2008	International Women's Day	Networking event with 3 speakers	140
28 May 2008	Panel Discussion – Who's holding the Baby?	Panel discussion event with topic of Motherhood and Engineering	70
17 Jun 2008	Mentoring Event	Interactive mentoring training session for mentors, mentees and potential participants	25
July 2008	WIE Student Scholarship	Awarded to female engineering student – 7 applicants, 2 awarded	-
28 August 2008	Networking Event: Breaking the Glass ceiling	Networking event with 3 speakers	70
26 Sep 2008	Annual WIE Breakfast –Pushing the Boundaries	Formal breakfast event with keynote speakers to promote WIE	250
25 Oct 2008	Mentoring Event	Interactive mentoring training session for mentors, mentees and potential participants	25
25 Nov 2008	WIE Xmas Networking Function	Promoting networking and celebration of 2008	TBA



**International Women's Day:** Female Engineers gathering celebrate International Women's Day on 6 March 2008.



**Annual Breakfast Event:** Panelists (from left to right): Professor Judy Raper, Karen McFadzen, Gladys Berejiklian, 26 August 2008



**Annual Breakfast Event:** 251 registered participants, 26 August 2008



**Mentoring Program:** Mentors and Mentees in professional training session

**Events held in Sydney Division in 2008**

**National Committee for Women In Engineering  
Division Representative Report - South Australia Division  
January to December 2008**

**Division Representative Name: Peyi Pey Guo**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
15 May 2008	Breakthrough Career Strategies Seminar	EEA Seminar for women, scholarship awarded to Lubjica Vojin, third year Civil Engineering student to attend.	13
4 July 2008	Joint Event with Young Engineers - Gen <sup>2</sup> X Event – Promoting Generational and Gender Exchange	Networking event held at the National Wine Centre, sponsored by FutureNet (ACEA) committee in SA.	90
16 July 2008	Joint event with CELM	Women in Leadership Seminar, held at Holiday Inn	41

**Other Events Organised by the Women In Engineering South Australia Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
5 March 2008	UNIFEM Breakfast	Supporting International Women's Day, display by WIE	2000
7 August 2008	Women in Project Management	This year is the Year of Women in Project Management, declared by the AIPM. Speaker was Barbara Pocock, leading academic on Work-Life Balance from UniSA.	50 (via AIPM)
29 October 2008	AIM Breakfast	Engineers Australia President Julie Hammer - keynote speaker, to talk about her career experiences and perspectives on women, leadership and management	300+



Eminent Speaker Professor Barbara Pocock and Ms Ha Do Chair WIE SA Division,  
7 August 2008



Gen2X Evening with Young Engineers, 4 July 2008: L-R, B-F: Patrick Hill (2007 Yng Prof Eng), Katie Hulmes (WIE Committee), Peyi Pey Guo (SA WIE Nat Rep), Michael Engelaar (SA YEA Chair), Bill Filmer (SA President), Mick Wilkes (Gen Mng Prominent Hill), Ha Do (SA Division WIE Chair), Ben Turner (SA YEA National Representative), Mira Sembiring (WIE Committee)

### **Events held in South Australia Division in 2008**

**National Committee for Women In Engineering  
Division Representative Report - Tasmania Division  
January to December 2008**

**Division Representative Name: Cassandra Blazeley**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
July 2008	Joint Event with Young Engineers - Gen <sup>2</sup> X Event – Promoting Generational and Gender Exchange	Formal Dinner with networking activities and/or guest speaker	50-60
23 April 2008	Joint event with CELM	Women's Leadership Seminar w/ Key note speaker, Julie Hammer.	80

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
6 March 2008	International Women's Day Breakfast	Sponsored a WIE-Tas table to attend this annual event	12
September 2008	University Lunches (Hobart & Launceston)	Free lunch and guest speaker at UTas & AMC	20
November 2008	Northern Group Networking Event	Networking event with guest speaker	20
Ongoing	Girl Talk Presentations	In conjunction with YE and Division activities	50-90 each

**National Committee for Women In Engineering  
Division Representative Report - Victoria Division  
January to December 2008**

**Division Representative Name: Michelle Shi-Verdaasdonk & Jamie Tainton**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
23 <sup>rd</sup> Sept 2008	Women in Leadership Seminar	Joint with CELM, delivered by AWLF	120
27 <sup>th</sup> May 2008	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	30
12 Nov 2008	Workshop: Breakthrough Career Strategies	Delivered by EEA, Helen Wood Presenter	24 est.

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
3 <sup>rd</sup> April 2008	2008 launch networking function	To launch the theme 'Diversity and Retention of Women in the Engineering Team'	55
15 <sup>th</sup> May 2008	Breakfast Seminar 1	Topic: 'Women in Leadership'	75
19 <sup>th</sup> June 2008	Regional Networking Event in Geelong	Joint with Shell Refinery Women's group	35
17 <sup>th</sup> July 2008	Breakfast Seminar 2	Topic: 'Ways to Develop your Career'	65
28 <sup>th</sup> Aug 2008	Panel Discussion 'Diversity and Retention of Women in Engineering'	Part of VIC Engineering Industry Week	TBA
23 <sup>rd</sup> Oct 2008	End of year networking function	To Celebrate the achievements of the year	TBA



March 2008 Networking Function



May 2008 Breakfast Seminar: 'Women in Leadership'  
Jenny Strangward (left), Principal, Conner Wagner and Elaine Wyatt  
(Right), Transportation Manager, Beca

**Events held in Victoria Division in 2008**

**National Committee for Women In Engineering  
Division Representative Report - WA Division  
January to December 2008**

**Division Representative Name: Martina Calais and Gemma Hamilton**

**Initiatives of the National Committee for Women In Engineering**

<b>Date of Activity</b>		<b>Description</b>	<b>No. Attending</b>
4 June 2008	Marking your Mark - Breakthrough Strategies for Women Engineers Karratha	Day long seminar. Delivered by EEA, Helen Wood Presenter Well received, resulted in a blog amongst the participants <a href="http://praisewomen.vox.com">Http://praisewomen.vox.com</a>	11
6 June 2008	Break Through Careers Strategies Workshop (Perth)	Delivered by EEA, Helen Wood Presenter Scholarship winner: Emma Molloy	25
5 Aug.2008	CELM/WIE Women and Leadership Seminar – Engineering Week	Joint with CELM, delivered by AWLF. Location: Burswood. Day long seminar  Key note speaker Tamara Sebire - Vice President of Reservoir Development at Woodside	80
5 Nov 2008	Break Through Careers Strategies Workshop (Perth)		20 est.

**Other Events Organised by the Women In Engineering Division Committee**

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
30 April.2008	Meet the Presidents Dinner	Guests of honour Julie Hammer, EA National President, Lorie Jones, WA EA President and Sarah Fordham, Alcoa Australia. Location: Sassy on Swan.	34

<b>Date of Activity</b>	<b>Event</b>	<b>Description</b>	<b>No. Attending</b>
27 June 2008	Ethics in Engineering Education	Caroline Baillie (Queens University) gave a number of talks at UWA.	10
14 May 2008	Kim Axworthy: Engineers without Borders	Making a difference and helping people use their skills to help others. Joint lunchtime event between Engineers Australia - WA Division Women in Engineering and Murdoch University, School of Engineering and Energy.	27
24 July 2008	Engineering Leadership Conference	Held at UWA, Joyce Fletcher Prof. of Management at the Centre for Gender in Organisations, Simmons School of Management, Author of Disappearing Acts-Gender, Power and Relational Practice at Work, special lunchtime session for WIE.	15
21 Oct 2008	Female Engineering Student Get Together	Social event bringing together female engineering students of all 4 Universities offering engineering courses in WA.	20
13 Nov 2008	Presentation of CREW Revisited Report findings by author	Julie Mills presenting. Venue – UWA Club. Breakfast presentation by author of report.	80 est.

### **Events held in West Australia Division in 2008**



**Meet the Presidents Dinner, (Left to right: Lorie Jones (President WA Division), Julie Hammer (President), Janice Lake (Director WA Division), Felicity McKenzie (Chair WIE Panel WA), 30 April 2008**



**Sassy on Swan filled with Engineering Women  
Meet the Presidents Dinner  
30 April 2008**

## **ATTACHMENT 3**

# **ACTIVITIES OF WIE COLLEGE BOARD REPRESENTATIVES IN 2008**

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**Biomedical College**

**WIE Representative to College Board :** Rachel Coxon  
**Period of Appointment to College Board:** Nov 2006 - Nov 2008

**WIE Representative to College Board :** Jennifer Brett  
**Period of Appointment to College Board:** Nov 2008 - Nov 2009

**Activities Planned by College Board for 2008:**

There are many activities planned by the College Board. These include:

1. Progress on a Health Infrastructure Report Card.
2. Accreditation for Biomedical Engineers
3. The annual EPSM- ABEC conference
4. State based activities and meetings

**Activities, Initiatives or Events that the WIE College Representative has participated in:**

**The biomedical engineering young inventor award**

The Biomedical College Board recognised that for young Biomedical Engineers working in the field there would be enormous benefit in the College sponsoring an award for their work. The primary purpose of the award would be to provide an opportunity for young Engineers to identify, promote and become actively involved in engineering projects within their organisation. The Biomedical Engineering Young Inventor Award will be a national competition for practicing Biomedical Engineers under the age of 35 years.

**Biomedical engineering ambassadors**

The idea is to create a group of Biomedical Engineering Ambassadors with the aim of being a “one stop shop” for event, conference and forum organisers of motivational and/or educational speakers and leaders in Engineering. In creating this group, the industry of Biomedical Engineering is promoted and Young Engineers can be more actively involved in the Biomedical College.

**COLLEGE OF BIOMEDICAL ENGINEERS FACEBOOK GROUP**

Another initiative of the WIE Representative was to create a Facebook group to better service and connect with College members. The Facebook Group is called “Engineers Australia College of Biomedical Engineers” and currently has 55 members. The group page includes details of upcoming events, discussions, pictures and videos related to Biomedical Engineering. Above all, it provides a mechanism for College members to directly contact Board members, who are also members of Facebook, to ask career related questions or questions relating to the College or Engineers Australia. The WIE Representative maintains this site on a regular basis.

Website: [www.engineersaustralia.org.au/biomedical](http://www.engineersaustralia.org.au/biomedical)  
Email: [biomedical@engineersaustralia.org.au](mailto:biomedical@engineersaustralia.org.au)

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**Chemical College**

**WIE Representative to College Board :** Georgie Wright  
**Period of Appointment to College Board:** Nov 2006 –Nov 2009

**Main Activities/ Events of the College Board**

- **National Meeting:** May - Sydney & September - Newcastle (coincides with national CHEMECA conference)
- **National Conference:** CHEMECA, Sept 28-Oct 1, Newcastle
- **Awards/Prizes:** Various awards, none in particular for WIE
- **Journal:** CEA (Chemical Engineering Australia)

**Activities, Initiatives or Events that the WIE College Representative has participated in:**

Chemical College want to have clear goals at a state level of what we can do for WIE. Going forward we aim to have 1 combined event between each state JCEC (Joint Chemical Engineering Committee) and the WIE Committee per year.

Website: [www.engineersaustralia.org.au/chemical](http://www.engineersaustralia.org.au/chemical)  
Email: [chemical@engineersaustralia.org.au](mailto:chemical@engineersaustralia.org.au)

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**Civil College**

**WIE Representative to College Board :** Mrs Louise Round  
**Period of Appointment to College Board:** March 2008 to February 2010

**Main Activities/ Events of the College Board**

**National Meeting: 27<sup>th</sup> and 28<sup>th</sup> March 08 Melbourne.**

There is a National Meeting scheduled for 23<sup>rd</sup> and 24<sup>th</sup> October 08 in Melbourne. October will now become the time of year that the National Meeting is held.

**National Conference:**

There is no National Conference, however the 2010 Civil Engineering Conference in the Asian Region (CECAR) will be held in Sydney in August 2010.

**Awards/Prizes:**

- **Civil Engineer of the Year Award:** Sir John Holland presented the 2007 CEY to **Archie Johnson**. Nominations for 2008 have just closed and the winner will be announced in October.
- **Warren Medal :** The Warren Medal perpetuates the memory of Professor WH Warren who was the first President of the Institution of Engineers Australia. Established in 1929, this award is given annually by the Civil College of Engineers Australia for the best paper in the discipline of civil engineering. The 2007 medal was awarded to **Robin Fell, Bruce Walker and Tony Phillips**, all members of the Australian Geomechanics Society. They were the principal authors and working group convenors of the nationally endorsed guidelines for Landslide Risk Management.
- **Rod McGee Medal:** The 2007 medal was awarded to Ms **Ziggy Napier**, an undergraduate at University of Sydney. The Rod McGee medal recognises and encourages final year civil engineering students to engage in career opportunities in public works engineering. Nominations for 2008 have just closed and the winner will be announced in October.

**Journal:**

The Civil College Board intends to publish two Civil Journals per annum, and to improve the standard and recognition of the Civil Journal.

**Activities, Initiatives or Events that the WIE College Representative has participated in:**

1. Louise took up the position of Women in Engineering National Committee – Civil College Board Representative at the start of March 2008. Louise has also joined the WIE Committee in WA.
2. Louise Round attended the National Meeting in March 2008. The committee thanked Rebecca Gravina for her past contribution. Rebecca will continue with the Civil Journal peer review and assisting with CECAR.
3. One of the topics that was discussed at length at the National Committee was the Stage 3 competencies for established expert practitioners. The messages in the way we explain Stage 3 need a lot of work. We do not have documentation of Stage 3 Technical Competencies. The College will be working on these in the coming year. When there is a draft it will be circulated for comment.
4. Louise will be a member of the Membership and Engineering Practice task group of the College Board. CPD issues that need to be addressed at Civil College Board level before involving others in specialised areas to come on board are:
  - What CPD is actually required?
  - What is available?
  - Need to fill in the gaps between “required” and “available” CPDA frame work is to be put together and presented to the CCB for discussion. Louise Round will assess this in the light of the WIENC Career Break Policy.

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**Electrical College**

**WIE Representative to College Board :** Jennifer Sai  
**Period of Appointment to College Board:** March 2008 to Nov 2009

**Main Activities/ Events of the College Board**

**National Meeting:** 6-7 June 2008, Melbourne, 24-25 October 2008, Adelaide (proposed)

**National Conference:** N/A

**Awards/Prizes:**

**MA Sargent Award:** The MA Sargent Medal is awarded by the Colleges of Electrical Engineering and Information, Telecommunications and Electronic Engineering of Engineers Australia to an outstanding Electrical or Information, Telecommunications and Electronic Engineer. The Award is named in honour of Dr Michael Anthony Sargent, an outstanding Australian Electrical Engineer and a Past President of Engineers Australia.

**Graduate Electrical Power Engineer of the Year:** This national award recognises a professional engineer who has demonstrated significant achievements in electrical power engineering and has also contributed to the community, during the preceding six years. This award is sponsored by NHP Electrical Engineering Products of Richmond, Victoria. The nomination for this award is now closed and a winner will be announced at our October meeting.

**John Madsen Medal:** This Medal is awarded to the best article published in our AJEEE Journal.

**Journal:** AJEEE published about 3-4 times a year.

**Other activities:** The Mechanical College Board is in the process of organising an Eminent Speaker from NASA, Commander Eileen Collins. The Electrical College Board is looking at a joint sponsorship with the Mechanical College Board. There is also potential for WIE to be involved in this event and also bringing the event to regional areas. The full logistic of the event is still under negotiation and planning.

The Electrical College Board provides \$5000 sponsorship to the Solar Challenge each year.

The Electrical College Board is also in the process of updating their website.

**Activities, Initiatives or Events that the WIE College Representative has participated in:**

MA Sargent Award dinner (6 June 2008, Melbourne) where the 2007 Medal was presented to Professor Vic Gosbell. A series of other awards were also presented at the dinner including Undergraduate Thesis Prize in Space Engineering, NCACI Project of Excellence Award and Undergraduate Thesis Prize in NCACI. This is an annual event.

Website: [www.engineersaustralia.org.au/electrical](http://www.engineersaustralia.org.au/electrical)

Email: [electrical@engineersaustralia.org.au](mailto:electrical@engineersaustralia.org.au)

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**Mechanical College**

**WIE Representative to College Board : Paula West**

**Period of Appointment to College Board: March 2008 to November 2009**

**Main Activities/ Events of the College Board**

**National Meeting: Date/location**

- 4 April 2008, Melbourne
- 29 September 2008, Sydney

**National Conference: Date/location: N/A**

**Seminars:**

- Pressure Vessels and Piping, 3 April 2008, Melbourne
- Storage Tanks and Dangerous Goods, 16 October 2008, Fremantle, WA

**Awards/Prizes: Description**

- AGM Michell Award
- George Julius Medal
- Young Mechanical Engineer of the Year Award
- EA Outstanding Research Award
- Manufacturing Award
- Warmen Design & Build Competition

**Journal: Australian Journal of Mechanical Engineering (AJME)**

**Activities, Initiatives or Events that the WIE College Representative has participated in:** I have been organising speakers and sponsors for the up coming Storage Tanks and Dangerous Goods Seminar in Fremantle in October. We have 14 speakers on a wide range of topics about Storage Tanks and Dangerous Goods presenting at the seminar.

Website: [www.engineersaustralia.org.au/mechanical](http://www.engineersaustralia.org.au/mechanical)

Email: [mechanical@engineersaustralia.org.au](mailto:mechanical@engineersaustralia.org.au)

**National Committee for Women In Engineering  
College Representative Report  
January to December 2008**

**ITEE College:**

**WIE Representative to College Board :** Yolanda Fisher  
**Period of Appointment to College Board:** Feb 2008 to November 2009

Yolanda Fisher is currently on maternity leave and consequently no report has been provided.

Website: [www.engineersaustralia.org.au/itee](http://www.engineersaustralia.org.au/itee)  
Email: [itee@engineersaustralia.org.au](mailto:itee@engineersaustralia.org.au)

**Environmental College:**

**WIE Representative to College Board :** Bronwyn Trevethan  
**Period of Appointment to College Board:** September 2008 to November 2009

No report received as this is a new appointment.

Website: [www.engineersaustralia.org.au/environment](http://www.engineersaustralia.org.au/environment)  
Email: [environment@engineersaustralia.org.au](mailto:environment@engineersaustralia.org.au)