



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

### **REPORT ON ACTIVITIES** **December 2008**

#### **1. Engineers Australia Strategic Plan Ref: Public Role & Professional Standing**

##### **Publications**

###### **Valuing the Difference, April, 2008**

This document will be sent to policy makers in government and business leaders. This presents an overview of the survey and the strategies and plans of Engineers Australia to attract and retain women to the engineering profession.

###### **CREW Survey 2007, Update on Women in the Engineering Profession, April 2008**

The results of the update on Women in the Engineering profession undertaken by Assoc. Prof. Julie Mills and her research team at the University of South Australia was published in April 2008 and has been uploaded on the WIE website.

###### **CD on Women in Engineering, April 2008**

A CD with articles on Engineers Australia Women in Engineering, video clips and other information is being produced for distribution to women in the engineering profession. This information will be renewed regularly and will convey a large volume of information on women in engineering in Australia at low cost.

###### **Women in Engineering, Stories of Inspiration, December 2007**

Engineers Australia Policy Unit have published this book which profiles women engineers. This book is being distributed 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](mailto:www.eabooks@engineersmedia.com) Fax: 02 8823.6526, Telephone: 02 9438.5355

##### **WIE National Committee Website**

The website has been updated to include the Report on the Year of Women in Engineering, the Strategic Plan and articles written for Engineers Australia magazine and in other media as well as copies of presentations made at various Conferences. The CREW Report, *Valuing the Difference* document (April 2008) and papers presented at the CHEMECA Conference and the AAEE Conference are also available on the site.

## **WIE Statistics**

Statistics relating to WIE and membership of Engineers Australia have been uploaded on the WIE Website. This is an ongoing project with additional statistics to be added during 2008.

Statistics on increased membership which has occurred since March 2007 as a result of the Year of Women in Engineering have been distributed to all Divisions by National President Julie Hammer. This letter is to be uploaded on the website.

## **Media & Communications**

### **Engineers Australia magazine**

Engineers Australia magazine has continued to feature articles on Women in Engineering during 2008 including:

- January 2008 – Snapshot interview – Leanne Bond, Professional Engineer of the Year
- February 2008 – Women in Leadership Seminars
- 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
- July 2008 – Snapshot interview – Jenny Simpson, Chair Mechanical College
- 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 (proposed)
- Oct 2008 – Profiles of women technologists and associates

The plan is to continue to profile women in engineering in the magazine in 2008.

E-News has also carried information relating to women in engineering including:

- Peiyi Guo participates in Year of Engineering team Committee, March 2008
- Successful bid for the International Conference for Women Engineers and Scientists to be held in Adelaide 2001 – June 2008
- Call for Female Technologists and Associates – Profiles, June-July 2008
- Call for WIE Representatives to College Boards – July 2008, August 2008
- Call for WIE Representatives to NCEAA and NCETA – Nov 2008

### **External Media**

A media release was part of the launch of the CREW 2007 survey of women in the engineering profession in April 2008 and the document Valuing the Difference (see above.) This release was reported on 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 the WIE National Committee and other women engineers

- 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 Website

## **2. Engineers Australia Strategic Plan Ref: Inclusive Professional Team**

### **WIE National Committee Representative on Engineering Team Task Force**

Dr. Marlene Kanga was a member of the ETTF in 2007. This involvement continued in 2008 with Ms. Peyi Pey Guo (SA Division Rep.) representing the WIE National Committee on the Task Force and co-ordinating the activities of the WIE National Committee in relation to the Year of the Engineering Team.

### **Promoting Generational Exchange - Gen2X event – with Young Engineers**

YEA and WIE groups in most Divisions are to hold joint events to promote gender and generational exchange among members. This is continuation of the program established in 2007.

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

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. Seminars are to be run in all Divisions and in regional areas. The seminar has been delivered to over 1000 participants during 2008.

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

This workshop provides practical strategies for engineering managers who have diverse engineering teams. It is particularly relevant in the Year of the Engineering team as diversity encompasses various skill sets, gender, race, age and cultural differences.

### **Sponsorship Programs**

A sponsorship package has been 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.

## **3. Engineers Australia Strategic Plan Ref: Youth Appeal**

### **Student Information**

Information for perspective engineering students is provided on the WIE National Committee website. This information includes video clips 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.

### **GirlTalk**

This campaign to encourage girls to consider engineering as a career was initiated by Canberra Division. Approximately 2000 students heard the standard presentation in 2007 and the program is continuing in 2008. . Engineers Australia National Office is negotiating with potential sponsors prior to launching this campaign nationally. The WIE National Committee has prepared a CD of WIE related materials for distribution at these sessions.

### **WIE Scholarships at University**

Information on university scholarships available for women in engineering has been prepared by Dr. Rebecca Gravina and uploaded on the WIENC website.

#### **4. Engineers Australia Strategic Plan Ref: Chartered Status**

##### **Information on Career Flexibility while Achieving Chartered Status**

Information on career flexibility while young engineers are working towards achieving Chartered Status and registration on the NPER is under development.

##### **Policy on Career Breaks for those with Chartered Status or Professional Registration**

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.

#### **5. Engineers Australia Strategic Plan Ref: CPD Programs - Workshops & Seminars**

**Women in Engineering Leadership Seminars** - this has been developed jointly with CELM (see above) and is being delivered across all Divisions.

##### **Seminars developed jointly with EEA**

The following seminars have been developed with EEA to be delivered nationally in all Divisions and regional areas where possible:

- § **Leading a Diverse Workforce** – a professional development workshop for engineering managers having to deal with an increasingly diverse and multicultural workforce. This workshop is being run across all Divisions by Duncan Smith, principal of ADC Associates.
  
- § **Breakthrough Career Strategies for Women Engineering**– a career development workshop that fills an existing gap in professional development programs for women engineers. This program will also be delivered to PDP 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 100 participants in Melbourne, Adelaide, Perth and Karratha to an enthusiastic response. The WIE National Committee is providing a scholarship at each session to support women who would not otherwise be able to attend. 5 additional seminars are planned for November 2008.

#### **6. Engineers Australia Strategic Plan Ref: International Reach**

##### **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)
- The WFEO Standing Committee on Women in Engineering

##### **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.

##### **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 in 2011 in Adelaide. 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 also featured in the INWES July 2008 Newsletter.

## **World Federation on Engineering Organisations (WFEO) – Representative on Standing Committee on Women in Engineering**

Dr. Marlene Kanga has been approved by Engineers Australia International Committee and the WIE National Committee to represent Engineers Australia on the new WFEO STC on WIE, to be hosted by France. The STC was launched at ICWES14, Lille on 17<sup>th</sup> July 2008. The first meeting was held in Brasilia in Dec 2008.

## **UNESCO World Engineering Report 2008**

An article showcasing the Year of Women in Engineering and the activities of Women in Engineering in Engineers Australia will be included in the first UNESCO World Engineering Report to be launched at WEC2008, Brasil, December 2008. The cover features photos of and by Australian women engineers Paula West and Cecilia Ross.

## **7. Engineers Australia Strategic Plan Ref: Internal Communications**

### **Communications with Colleges and Divisions**

The WIE National Committee activity report is circulated to all College Administrators and Divisions and is uploaded on the WIE National Committee website.

## **8. Engineers Australia Strategic Plan Ref: Capable Organisation**

### **WIE Participation in Engineers Australia Environmental Scan and Benchmarking as part of the development of the 2010-2015 Strategic Plan**

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.

### **WIE National Committee Operational Plan 2008-2009 and Forward Plan 2009-10**

The Operational plan 2008-2009 has been updated each quarter in line with the Engineers Australia timetable. The Forward Plan for 2009-10 has also been developed.

### **Engineers Australia Annual Report 2008**

A report on the activities of Women in Engineering was submitted for the Engineers Australia Annual Report 2008.

### **Review of Terms of reference for National Committee, Divisions Representatives and WIE Representatives to College Boards**

The terms of Reference, responsibilities and accountabilities for the Women in Engineering National Committee Division and College Board Representatives and for the WIE Advisory Board have been uploaded on the WIE National Committee website.

### **Renewal of WIE Representatives to College Boards**

The WIE Representatives to College Boards were reviewed and renewed where the tenure of the representative exceeded 2 years in accordance with Engineers Australia's Office Bearer regulations. Details of the new representatives are available on the WIE National Committee website.

### **WIE Advisory Board**

A WIE Advisory Board has been established with a maximum of 7 members comprising past Chairs of the WIENC and prominent engineering and business professionals. The Board was established to provide mentoring and guidance to the National Committee as required and to support the Committee in its programs and activities.

## **WIE Governance Induction**

Governance induction for all members of the WIE National Committee was undertaken at the meeting in February 2008 and September 2008.

## **National Committee WIE Strategic Plan for 2008-2010**

The National Committee for Women in Engineering has a strategic plan for 2008-2010. The strategic plan is available on its 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*

Dr Marlene Kanga FIEAust CPEng  
Chair, National Committee for Women in Engineering  
Engineers Australia  
December 2008.