



Women in Engineering National Committee 2009 Activity Report



**Developing Future Leaders
Winners of the 2009 Chief Executive Women – Women in Engineering Leadership
Scholarship**

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SUMMARY

2009 continued to build on the success of the Year of Women in Engineering in 2007, consolidating initiatives developed in 2008 and developing new programs in 2009 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, continuing to be greater than 10% of total members.

This report provides an opportunity to review some of the significant achievements of the National Committee for Women in Engineering in 2009 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 or contact wie@engineersaustralia.org.au.

This report has been prepared by:

Dr. Marlene Kanga, Chair, National Committee, Women in Engineering, 2009 with contributions from the members of the National Committee Women in Engineering 2009 and the WIE Representatives to the College Boards of Engineers Australia. (see pages 2 and 7).

Cover Photos: Winners of the Chief Executive Women- Women in Engineering Leadership Scholarship, *Top Row L to R: Elizabeth Brown (Queensland), Samantha Knight (NSW). Bottom Row: Dr. Katie Third (WA), Michelle Shi-Verdaasdonk (Vic):*

1. INTRODUCTION

Following the success of *2007 – The Year of Women in Engineering* the National Committee developed a Strategic Plan for 2008-2010 to continue the momentum of enthusiasm and activity achieved, and to continue to attract and support women in the engineering profession. This report describes some of the projects and activities undertaken during 2009 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 2009 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:

2009 National Committee for Women in Engineering

Name	Position	Division
Dr. Marlene Kanga	Chair	Sydney
Ms. Peyi-Pey Guo/Ms. Michelle Shi-Verdaasdonk	Vice Chair (Change of Position)	SA/Victoria
Dr. Rebecca Gravina	Imm Past Chair	Victoria
Mr. Merv Lindsay, Past President, Newcastle Division, Engineers Australia	Engineers Australia, Council Representative	-
Ms. Jamie Mullins	Member	Queensland
Ms. Ms Gemma Hamilton/Dr. Martina Calais	Member (Sharing Positions)	Western Australia
Ms. Nerida Beard	Member	Northern Territory
Ms. Jolene Maxwell/Ms Ruth Fernando	Member (Change of member)	Newcastle
Ms. Maddy Palipana	Member	Canberra
Ms. Peyi Pey Guo/Ms Alex Kingsbury	Member (Change of member)	South Australia
Ms. Zoe Duan	Member	Sydney
Ms Cassandra Blazely	Member	Tasmania
Ms. Katrina Chisholm	Committee Administrator	

The National Committee is part of the Engineering Practice Directorate. The Director is Mr. Martin Dwyer.

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 70 events attended by a total of 5000 members were held around Australia during 2009. A brief summary of these events is included in Attachment 1.

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.

2009 Chairs, Women in Engineering Groups, Divisions of Engineers Australia

Name	Division
Ms. Maddy Palipana	Canberra
Ms. Katrina Schaeffer	Queensland
Ms. Ha Do	South Australia
Ms. Mai Yeung	Sydney
Ms Gillian Geraghty/Ruth Fernando	Newcastle
Ms. Nerida Beard	Northern Territory
Mrs Amanda Halley	Tasmania
Ms. Jamie Tainton	Victoria
Ms. Melissa Marinelli	Western Australia

In addition, the Committee nominated representatives to all the Engineering College Board and to the National Committee for Engineering Associates (see Section 4).

Members of the National Committee for Women in Engineering, Melbourne, August 2009



L to R: Marlene Kanga, Peter Godfrey, Rebecca Gravina, Bronwyn Evans, , Gemma Hamilton, Katrina Chisholm, Jamie Mullins Mark Toner, Alex Kingsbury, Merv Lindsay, Leanne Bracher, Ha Do, Cass Blazely, Ruth Fernando, Jennifer Sai, Michelle Shi-Verdaasdonk, Maddy Palipana, Zoe Duan, Gaye Francis, Louise Round

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 appeared in the magazine during 2009, maintaining the profile of women engineers. In addition E-news carried a number of articles and notices relating to women engineers.

3.2 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*. Gunilla Burrowes presented an address on “The Business case for Diversity” at the Local Government Managers Association National Conference in May 2009.

3.3 Other Publications

Other publications included:

- n *CD on Women in Engineering* March 2009. 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 was Version 2 of the CD that was developed in 2008 and contained updated information on women in engineering in Australia. 1000 CDs were 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 *Brochure on Women in Engineering* October 2009. This brochure presents the vision and mission of the Women in Engineering National Committee and information on its activities and programs. It is distributed via the Divisions.
- 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.

3.4 Women in Engineering National Committee Website

The Women in Engineering National Committee Website is located at: www.engineersaustralia.org.au/wie and contains information on publications, course information, media stories and profiles, activity reports and documents for students.



HOW TO GET INVOLVED

You can become part of Women in Engineering by joining Engineers Australia. Engineers Australia is the peak body representing the engineering profession with nearly 90,000 members.

The organisation seeks to enhance the professional standing of the engineering profession and assists members in achieving their personal and professional goals by providing benefits, facilities and services throughout their careers.

For further information please visit:
www.engineersaustralia.org.au







2009 Chief Executive Women - Women in Engineering Leadership Scholarship winners
(Top) - Elizabeth Brown, Samantha Knight
(Bottom) - Dr. Katie Third, Michelle Shi-Vesdaadonk

FIND OUT MORE

To find out more about Women in Engineering, please visit us online at:
www.engineersaustralia.org.au/wie

Visit us on FACEBOOK under:
Engineers Australia – Women in Engineering

Contact us at:
wie@engineersaustralia.org.au

Contact your local Women in Engineering committee through your local Engineers Australia Division Office.

Engineers Australia
11 National Circuit
Barton ACT 2600
Telephone: 1300 653 113

WOMEN IN ENGINEERING

Creative / Diverse / Inspiring



ENGINEERS AUSTRALIA
Member of Engineering Council of Australia

Women in Engineering Brochure, October 2009

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. The increase in women members is one of the fastest growing segments for Engineers Australia. There continues to be a significant increase in the number of Fellows and an increase in the percentage of members converting from graduate to full member status.

4.2 Women Representatives on College Boards

The National Committee nominates representatives to every College Board of Engineers Australia. The nominations were reviewed during 2009, 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 provide 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 all College Board Representatives attending National Committee meetings and will continue during 2010. The reports of the representatives to the College Boards are included in Attachment 2.

In 2009, the WIE representatives to the College Boards and their tenures were:

College Board	Name	Division	Tenure
Mechanical	Paula West	WA	2008-2011
Electrical	Jennifer Sai	Sydney	2006-2009
Structural	Carolyn Vorweg	Sydney	2009-2010
Civil	Louise Round	WA	2008-2009
Biomedical	Jennifer Brett	Queensland	2009-2010
Environmental	Bronwyn Trevethan	Queensland	2008-2011
Chemical	Georgie Wright	Victoria	2006-2009
ITEE	Bronwyn Evans	Sydney	2009-2010
NCEAA	Helen Imhoff	Queensland	2009-2010

4.3 Women in Engineering Division Events

Around 70 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 5000 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 1.

4.4 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.

Women engineers achieve other leadership positions in Engineers Australia in recent years:

- 2 women elected to the Council (i.e. The Board) of Engineers Australia in November 2007, **Dr. Marlene Kanga (2008-2010)**, **Ms. Gunilla Burrowes (2008-2009)**
- 2 women became Chairs of their College Board (**Ms. Elizabeth Harangozo**, Chair, Chemical College Board and **Ms. Jenny Simpson**, Chair, Mechanical College Board)
- 2 Division Presidents, **Ms Lorie Jones**, Western Australia Division, 2008 and **Ms. Madeleine McManus**, Victoria Division, 2009

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.

4.5 Women in Engineering Leadership Scholarship

During 2009, Women in Engineering collaborated with Chief Executive Women to provide a leadership scholarship to aspiring women engineers. Four scholarships were awarded across Australia in Queensland, Wollongong, Melbourne and Perth. The scholarship winners will undertake leadership development programs. The winners are featured on the cover page of this report.

5. STRATEGIC OBJECTIVE 3

YOUTH APPEAL

5.1 CD for Prospective Female Engineering Students

A significant achievement was the development of a CD of information for prospective engineering students. This information includes profiles of women engineers in a wide range of engineering disciplines, challenging the stereotypes of engineering. It includes other useful information such as recommended subject for high school and scholarships for female students. Other interesting presentations include:

- a day in the life of an engineering student by Melissa Mole
- challenges of engineering in remote and regional Australia, by Bronwyn Trevethan
- Engineering a better world, Engineers Without Borders, by Rebecca Russell

The CD has been distributed widely through the Divisions, to universities and at career fairs.

5.2 GirlTalk

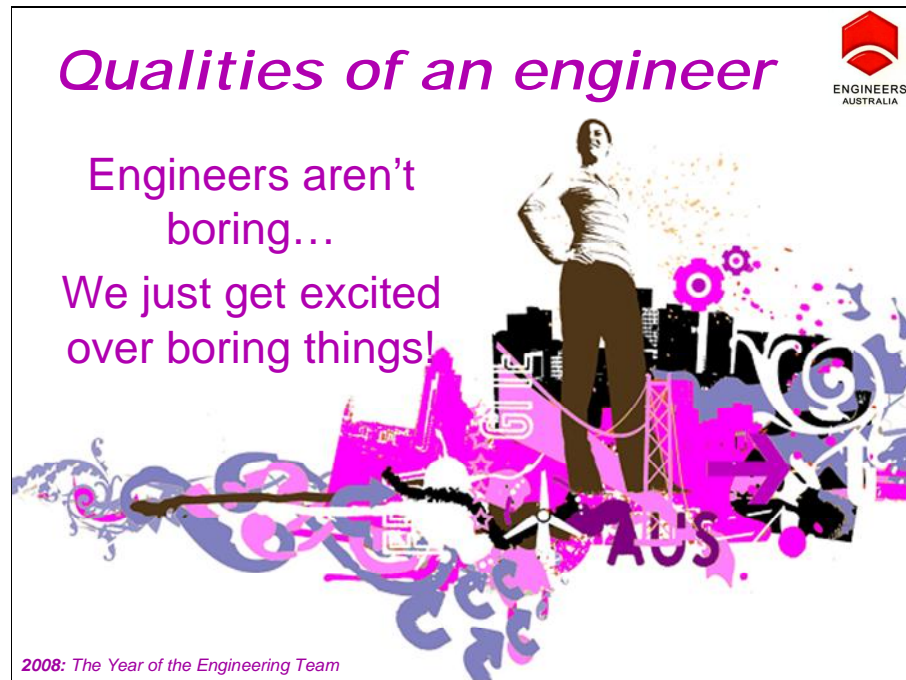
This campaign to encourage girls to consider engineering as a career was initiated by WIE Canberra Division in 2007. This program continued across the various Divisions. Canberra Division continued to visit schools. WIE Newcastle Division has a workshop format that was delivered during Australian Engineering Week. WA Division also had a workshop format.

5.3 WIE Scholarships at University

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

5.4 Joint Events with Young Engineers

Women in Engineering continues to hold at least one joint event with Young Engineers in every Division. The aim is 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.



Qualities of an engineer

Engineers aren't boring...
We just get excited over boring things!

2008: The Year of the Engineering Team

Slide from GirlTalk presentation, Canberra Division.



ENGINEERS AUSTRALIA

STUDENT

- > Introduction Video - I am an Engineer
- > All You Need to Know about Engineering Courses
- > Life as an Engineering Student
- > Insight into Humanitarian Engineers
- > Engineering in Remote Australia
- > Professor Veena Sahajwalla Interview Catalyst - ABC TV, March 2008
- > Australian Stories - 2008 National President Engineers Australia, AVM Julie Hammer (Ret'd) Interview - Australian Financial Review, April 2008
- > Stories of Inspiration Engineers Australia - December 2007
- > Media Interviews - Members of Women in Engineering National Committee, February 2007

WOMEN IN ENGINEERING
Creative / Diverse / Inspiring

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
Women in Engineering: www.engineersaustralia.org.au/wie
Make It So: www.makeitso.org.au



Cover of Student CD for high school girls, August 2009

6. STRATEGIC OBJECTIVE 4

CHARTERED STATUS

6.1 Continuing Professional Development (CPD) Policy

A revised Continuing Professional Development (CPD) Policy was approved by Council in February 2009. This provides for a reduction in CPD requirements for members with Chartered Status while they are on a career break. The concession can apply for up to 5 years, and should provide support for women taking leave for family and other reasons.

The Engineers Australia Procedure for applying for a Membership Concession has also been reviewed so that members on a career break may also apply for a reduction in membership fees.

7. STRATEGIC OBJECTIVE 5

CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

During 2009, the National Committee delivered a training program to support women with 5-10 years experience in the profession. The course, "*Breakthrough Career Strategies for Women Engineering*" is professionally developed and delivered by Engineering Education Australia.

In addition various Divisions ran seminars and workshop to develop "soft skills" including communication and dealing with bullying and harassment in the workplace.

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 and scientists around the world. Engineers Australia and INWES will jointly host the International Conference for Women Engineers and Scientists (ICWES15 2011). A meeting to discuss the planning for this conference was held in London in November 2009.
- The WFEO Standing Committee on Women in Engineering (CWIE) 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 and Past National President Rolfe Hartley represent the WIE National Committee on this Committee. The first meeting of the CWIE was held in Brasilia in December 2008. A paper on the activities of the National Committee for Women in Engineering to attract and support women to the engineering profession was presented at the World Engineers Congress (WEC 2008) Women's Forum in Brasilia in December 2008. The second meeting was held in Kuwait in November 2009. Statistics on women engineers were discussed at a workshop and a paper was presented by Dr. Marlene Kanga at the technical conference.

8.2 Planning for ICWES 15 2011

The National Committee, along with INWES, will jointly host the International Conference for Women in Engineering and Science, to be held on 19-22 July 2011 at the Adelaide Convention Centre (ICWES15).

The conference planning is well developed. BHP Billiton has been secured as the Platinum Sponsor. Postcards and posters promoting ICWES15 have been distributed in relevant conferences in Europe, Asia, Africa and the USA. A website has been established at www.icwes15.org



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 1 and 2)

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. The Summary Activity Report was distributed to all Congress delegates in November 2009.

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 2009-10. The Strategic plan for 2010 was renewed during 2009.

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 2009 and included attending WIE representatives to the College Boards.

ATTACHMENT 1

WOMEN IN ENGINEERING DIVISION EVENTS IN 2009

**National Committee for Women In Engineering
Division Representative Report - Canberra Division
January to December 2009**

Division Representative Name: Maddy Palipana

Initiatives of the National Committee for Women In Engineering

Date of Activity		Description	No. Attending
19 June 2009	Gen ² X Event – Promoting Generational and Gender Exchange	Joint with YEA	150
Apr – Aug 2009	Girl Talk Presentations	Canberra Division’s Girl Talk Presentations to female (and in co-ed schools male) students on Engineering	~300-350
5 August 2009	Girl Talk Workshop	Workshop after the completion of Girl Talk presentation. Hands on day for selected number of female students on engineering.	12

Other Events Organised by the Women In Engineering Division Committee

Date of Activity	Event	Description	No. Attending
28 May 2009	Networking Event	Networking Event hosted by WIE Canberra Division. Open invitation to all other “Women In” organisations around the ACT.	20
May 2009	Human Resource Management (Melanie Marshal)	Joint with WIPM. FREE Professional Development Sessions. 2 CPD Points.	20
24 July 2009	Organisational Change Management (Judy Lundy)	Joint with WIPM. FREE Professional Development Sessions. 2 CPD Points.	40
6 October 2009	Ladies Luncheon - “Life, Career, Celebrations and Losses”	A presentation by Journalist and TV presenter Virginia Haussegger about professional women and the challenge to achieve all in today’s fast paced world.	40.
November 2009	Girl Talk Wrap up Dinner.	Planning for 2010 GirlTalk	10
November 2009	Topic and guest speaker to be determined.	Joint with WIPM. FREE Professional Development Sessions. 2 CPD Points.	~ 40
December 2009	Annual General Meeting (AGM)	AGM for WIE Canberra Division.	~ 10

**National Committee for Women In Engineering
Division Representative Report - Newcastle Division
January to December 2009**

Division Representative Name: Gillian Geraghty and Ruth Fernando

Initiatives of the National Committee for Women in Engineering

Date of Activity		Description	No. Attending
30 June 2009	Girl Talk	Talk to female students at Newcastle Branch. 4 speakers of different disciplines.	44
14 August 2009	Genx Cocktail Networking night	YEN, EWB & WIE Networking night- Vaugh Grey National Young Engineer of the year 2008	63

Other Events Organised by the Women In Engineering Division Committee

Date of Activity	Event	Description	No. Attending
19 March 2009	Women of Inspiration-Panel Discussion at Adamstown RSL	Jodi McKay, Oenone Wood & Kerry London carrying presentations, having discussions.	43
7 August 2009	Guest Speaker Dinner	Engineering week Division dinner hosted by WiE with Mary O'Kane as Guest Speaker and certificate of service presented to Jolene Maxwell	82
2 September 2009	Work Life Balance One year on with Shivani Gupta	Talk from Shivani Gupta following on from her talk 12 months prior, and Renae Gifford Senior Environmental Scientist with 3 children.	32
12 November 2009	End of year drinks	Social Event joint event with YEN.	30-40
20 November 2009	AGM	Division end of year dinner	10

Events Held in Newcastle Division in 2009



March Function - Women of Inspiration
From left: Oneone Wood, Prof Kerry London and Hon Jodi Mckay



Division Dinner - Gillian Geraghty & Jolene Maxwell



Division Dinner - Emeritus Mary O'Kane, NSW
Chief Appointed Scientist and Engineer



Girls Talk - Catherine Burman, Karlie Collis, Ruth Fernando
and Corinne Wallis.



Work Life Balance- Gillian Geraghty & Shivani Gupta



Work Life Balance- Shivani Gupta, Gillian Geraghty, Ruth Fernando & Renae Gifford

**National Committee for Women in Engineering
Division Representative Report - Sydney Division
January to December 2009**

Division Representative Name: Zoe Duan

Initiatives of the National Committee for Women In Engineering

Date of Activity		Description	No. Attending
5 March 2009	Launch Event for Year of Women In Engineering 2007:	Networking event with 3 speakers	80
June 2009	Gen ² X Event – Promoting Generational and Gender Exchange	Gen 2X debate "Engineering has failed Sydney as a city" on 21 May. Held jointly by Sydney WIE, Centre for Engineering Leadership and Management, and Young Engineers Sydney (YEAS).	120

Other Events Organised by the Women in Engineering Sydney Division Committee

Date of Activity	Event	Description	No. Attending
14 Feb 2009	Mentoring (First Session)	Session 1: Communication in Workplace Trainer: Ross Blaike	17
5 Mar 2009	International Women's Day and Division Launch	Networking event with 2 distinguished speaker (Oriel Morrison and Susan Thorp)	80
30 July 2009	Panel Discussion	Panel Discussion on 30 July - <i>How Women Engineers Contribute to the Solutions of the Current Economic Crisis</i> where speakers shared their advices and insight on how women engineers could do during the difficult times.	~ 40
19 August 2009	WIE Sydney Scholarship	WIE Sydney annual scholarship awarded. The recipient of the scholarship will carry out a survey for WIE Sydney: "How would the WIE better serve its members?" The result of the survey will be presented at the WIE Sydney Annual Christmas Dinner.	
27 October 2009	WIE Sydney Annual Breakfast	Networking event with eminent speakers	250
3 rd Dec 2009	Christmas Event	Networking event	~ 40

**National Committee for Women In Engineering
Division Representative Report - South Australia Division
January to December 2009**

Division Representative Name: Peyi Pey Guo/Alexandra Kingsbury

Initiatives of the National Committee for Women In Engineering

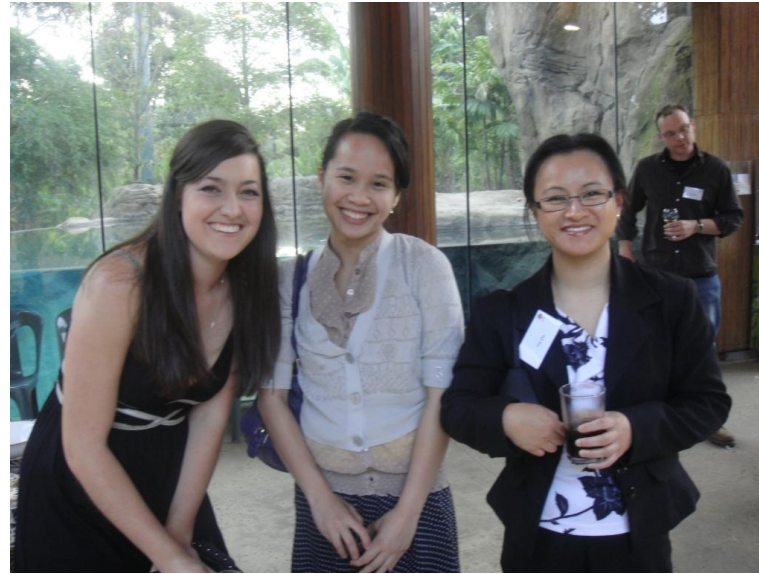
Date of Activity		Description	No. Attending
October 2009	Gen ² X Event – Promoting Generational and Gender Exchange	Cocktail reception. Joint event held with YEA.	30

Other Events Organised by the Women in Engineering South Australia Division Committee

Date of Activity	Event	Description	No. Attending
6 March 2009	UNIFEM International Women's Day Breakfast	WIE hosted a display table at the breakfast	Exposure to ≈ 2000
26 Feb 2009	ICWES conference launch	Cocktail reception	30
4 - 24 July 2009	Sponsorship of Elise Fahy's attendance at the International Institute of Women in Engineering Conference	WIE donated \$500 towards Elise's attendance. She had made a poster and wrote a paper and presented both at the conference.	40 - 45 Students
November 2009	Katie Hulmes participation in 'There's More to It Than You Think', an initiative of the Department of Trade and Economic Development	Raising the profile of engineering and resources sectors	5,000+
November 2009	Workshop: Work/life balance seminar. Speaker: Virginia Haussegger	Co-hosted with Women in Project Management	30



International Women's Day (IWD) Breakfast: This is one of the largest IWD events in Australia.



Gen2X: Ha Do (Chair, SA Division) with some attendees at Gen2X at the Zoo.

**National Committee for Women in Engineering
Division Representative Report - Tasmania Division
January to December 2009**

Division Representative Name: Cassandra Blazeley
Initiatives of the National Committee for Women In Engineering

Date of Activity		Description	No. Attending
1 st October 2009	Gen ² X Event – Promoting Generational and Gender Exchange	In conjunction with local YEA Group.	90

Other Events Organised by the Women In Engineering Division Committee

Date of Activity	Event	Description	No. Attending
3 March 2009	International Women’s Day Breakfast	Piggy back on larger event (1,200 + attendees)	One table – 12 WiE Attendees (fully sponsored)
8 April 2009	Social Event	Social event to introduce new female EA members moving into the State (as well as existing)	15
15 July 2009	School Visit– Huonville High	Presentation to year 7 & 8’s. Both Genders	Approx 120 students.
23 July 2009	School Visit – St Mary’s College	Presentation to year 7 & 8’s. (and interested 9/10s). All girls	Approx 120 students.
7 August 2009	School Visit – Port Dalrymple School	Mentoring visit to year 8 girls F1 team	5 girls only. WiE to return to school in term 3 for full presentation.
7 August 2009	AMC Visit	Visit to AMC/UTas Launceston Campus to encourage EA membership amongst students	10
25 August 2009	UTas Visit	Visit to UTas Sandy Bay Campus to encourage EA membership amongst students	20
September 2009	WiE School Talk 4	St Michaels Collegiate (All girls school)	Approx 100 Year 7 students.
30 November 2009	Tas Division AGM/WiE Tas AGM	AGM’s of both Division and WIE Groups	~ 15
December 2009	Tasmanian EA Division End of Year Function	After EA Division Christmas/End of year event	~ 15

**National Committee for Women In Engineering
Division Representative Report - Victoria Division
January to December 2009**

Division Representative Name: Michelle Shi-Verdaasdonk

Events Organised by the Women in Engineering Division Committee

Date of Activity	Event	Description	No. Attending
2 April 2009	WIE 09 Launch Function	2009 WIE launch networking function	100
7 May 2009	Ontology Training Session	John McIntosh from CELM presented an ontology session. The topic is around the hows and whys of women work and think differently to men	90
13 Aug 2009	Breakfast Session – Work life balance	Work life balance morning session, presented by 3 speakers from different industries. EA career break policy was also presented	60
2 September 2009	Effective Communication Training Session	Beyond coaching is conducting a 1.5 hour skill training course on effective communication skills	60
16 October 2009	Return to work	A lunch time session designed for female engineers looking to return to the workforce after having a career break.	40
22 October 2009	End of year Networking function	WIE VIC end of year networking function. Raising money for National Breast Cancer Foundation	40



Effective Communication Training Session, Victoria Division, September 2009

**National Committee for Women In Engineering
Division Representative Report - WA Division
January to December 2009**

Division Representative Name: Martina Calais and Gemma Hamilton

Initiatives of the National Committee for Women In Engineering

Date of Activity		Description	No. Attending
30 April 2009	YE/WIE Gen ² X Event Guest Speaker: Mark McCrindle, Social Researcher and Trend Expert Rydges Hotel	Organised by YEWA in conjunction with WA WIE Committee Mark McCrindle, a futurist, demographer and social commentator, and very engaging presenter analysed the generational differences.	70

Other Events Organised by the Women In Engineering Division Committee

Date of Activity	Event	Description	No. Attending
18 February 2009	An Unconventional Path Penrhos College – Big Breakfast Series	Melissa Marinelli, WA WIE Committee Chair, was invited to be part of panel presenting on unconventional career paths	35 girls with parents
3 March 2009	Q&A Session: Combining Olympic Cycling and a PhD in Geotechnical Engineering Speaker: Emma Pooley, MEng, Olympic medallist, PhD Student EA Auditorium	Organised by the WA WIE Committee The event attracted a mixed audience (almost 50% men). Emma Pooley who won the silver medal for Great Britain in the women's individual time trial in the Beijing Olympics, shared her experiences during her sporting career as well as during her engineering studies in Cambridge and at the Federal Institute of Technology, Zurich.	25
13 May 2009	WIE Student Networking Evening – a social event for female engineering students Speakers: Zaneta Mascarenhas, Process Engineer, Mining & Industry Group, GHD and Treasurer, WA	Organised by the WA WIE Committee in conjunction with Curtin University. The event provided networking opportunities for female engineering students from all WA universities. Zaneta Mascarenhas and Kim Axworthy shared their own	25

Date of Activity	Event	Description	No. Attending
	Branch, APESMA and Kim Axworthy MIEAust CPEng John Curtin Gallery at Curtin University	unique experiences of 'life after completing an engineering degree'. They also speak about their overseas volunteering experiences and some of the volunteering opportunities that are available.	
27 May 2009	The Women in Engineering Purple Boot Cocktail Party Special guest: Peter Godfrey, National President Engineers Australia Speaker Ros Worthington, founder of the Breast Cancer Foundation of WA. Venue: WA Rowing Club	Organised by the WA WIE Committee in conjunction with Young Engineers WA Division. An evening event for socialising and networking. The event included an update on the Purple Boot campaign and the presentation of a pair of Purple Boots to Peter Godfrey.	60
24 June 2009	Site Visit – Transmin – Grapple Technology Open Day Malaga	Organised by the WA WIE Committee Site Visit led by female engineer Angie Loh, Technical Program Coordinator, Transmin, to see “The Ballet of the Giants” – a demonstration of robotic grappling arms for waste management applications with anti-collision technology, believed to be the largest mechanical devices in the southern hemisphere.	15
7 July 2009	Offshore Work: The Person and the Environment Speaker: Katharine Parkes, Reader in Applied Psychology at the University of Oxford and Senior Gledden Fellow in the UWA School of Psychology EA Auditorium	Organised by the WA WIE Committee in conjunction with the WA Oil and Gas Facilities Group. Katharine Parkes reported on demands and constraints of work in the offshore environment, including studies carried out on off shore oil/gas installations concerned with shift work issues such as cumulative fatigue effect and subjective alertness.	35
29 July 2009	Women in Engineering – Brainy Babies Workshop “Building Brains” and Transitions by Ngala EA Boardroom	Organised by the WA WIE Committee This lunchtime event was presented by a Ngala parenting facilitator and not only attended by females with some bringing their partners. The workshop explored early brain development and the importance of growth and development of a child from conception through its first 3 years of life. A discussion on how to manage transitions as a parent followed.	20
4 and 6 August	Engineering Careers Student Nights	The WA WIE Committee attracted 2 female volunteers to speak	2x60

Date of Activity	Event	Description	No. Attending
2009	Challenge Stadium, Mt Claremont Italian Club, Fremantle	to high school students about careers in Engineering	
1 October 2009	Crossing Boundaries Speakers: Maryam Khamesi, Ksenija Stanic-Colic, Professor Parisa Arabzadeh Bahri EA Auditorium	Organised by the WA WIE Committee in conjunction with Migrant Engineers Interest Group. An evening event which attracted a good mix of male and female audience with presentations by female engineers from overseas now working in Australia. They shared their experiences of crossing boundaries in a professional and personal sense.	35
23 October 2009	Employer of Choice in a Challenging Environment Speaker: Alan Cransberg, Managing Director, Alcoa of Australia Matilda Bay Restaurant	Organised by CELM in conjunction with the WA WIE Committee This breakfast event addressed the challenges facing the aluminium industry and Alcoa today and how the Company is navigating through the global economic downturn, climate change and the critical issue of energy security.	80
29 October 2009	International and Field Experience in the Oil and Gas Industry –a Female Engineer Perspective Speaker: Claire Wilhelm, Interface Coordinator, INPEX Murdoch University	Organised by the WA WIE Committee in conjunction with School of Engineering and Energy Murdoch University Claire Wilhelm shared her experiences on:	25

Date of Activity	Event	Description	No. Attending
		Being female in a male-dominated industry; Pros and cons of working for small companies versus big companies; Pros and cons of working for service companies/consultancies versus operators; and The value of international and field experience	
18 November 2009	Harassment in the Workforce Speakers: Linley Lord and Marie Finlay Graduate School of Business, Curtin University	Organised by the WA WIE Committee in conjunction with the Maureen Bickley Centre for Women in Leadership and Management, Curtin University – An evening workshop event with attendee driven, facilitated discussion on issues associated with harassment in the workforce.	~ 20
24 November 2009	2009 AGM and Christmas Sundowner-EA Auditorium	Organised by the WA WIE Committee	~ 15



Site Visit to Transmin, 24 June 2009 – demonstration of robots able to move a tonne of material at a time



Emma Pooley, Olympic Medallist and Geotechnical Engineer, with Sally Male (left) and Melissa Marinelli (right),
Q&A Session, 3rd March 2009

Women in Engineering Events in WA Division, 2009

**National Committee for Women in Engineering
Division Representative Report - Queensland Division
January to December 2009**

Division Representative Name: Jamie Mullins

Initiatives of the National Committee for Women In Engineering

Date of Activity		Description	No. Attending
29 April 2009	WIE Golf Lessons @ Victoria Park Golf Park	Encourage Women to become more comfortable with the dreaded Corporate Golf Days	20

Other Events Organised by the Women In Engineering Division Committee

Date of Activity	Event	Description	No. Attending
6 March 2009	2009 Launch Event - Joint event with NAWIC	Annual launch event for both WIE and NAWIC	~ 40
29 April 2009	WIE Golf Lessons @ Victoria Park Golf Park	Encourage Women to become more comfortable with the dreaded Corporate Golf Days	15
25 June 2009	Gen2X Debate Night	Topic 'Has Technology made your life easier'	~ 80
27 July 2009	Career Breaks/Rights & Responsibilities Event	Evening provide information of AE Career break policy	~ 25
5 August 2009	Trivia Night Chalk Hotel	Networking Evening	~ 60
17 September 2009	AGS/WIE Technical Talk	Technical presentation from Geotechnical Engineers	~ 30
26 November 2009	Aurecon Boat Cruise – Kookaburra Queen	Captain Clare O'Neill	~ 65



WiE Queensland Division - Gen2X Debate Night

ATTACHMENT 3

ACTIVITIES OF WIE COLLEGE BOARD REPRESENTATIVES IN 2009

**National Committee for Women In Engineering
College Board Representative Report
January to December 2009**

Biomedical Engineering College

WIE Representative to College Board: Jennifer Brett
Period of Appointment to College Board: Nov 2008 - Nov 2010

Activities Planned by College Board for 2009:

National Meetings:

- **May 2009 – Melbourne:** The first national meeting for 2009 was held on 28th May in Melbourne.
- **November 2009 – Canberra:** The 2nd national meeting for 2009 is scheduled for 13th November 2009 coinciding with the annual EPSM-ABEC conference.

National Conference:

- **EPSM-ABEC 2009:** Engineering and Physical Sciences in Medicine incorporating the Australian Biomedical Engineering Conference is the annual conference collaboratively run by the Biomedical College and ACPSEM. The 2009 conference is set to be held in Canberra from the 8th-12th November.

Awards/Prizes:

- **David Dewhurst Award:** The David Dewhurst award is awarded annually to a professional Biomedical Engineer who has made a significant contribution to the discipline. Three nominations were received for the award in 2009 including one female Biomedical Engineer. The award recipient for 2009 is Professor Andrew Downing.
- **Women in Biomedical Engineering:** The Women in Biomedical Engineering Scholarship acknowledges and promotes a female Biomedical Engineer who is making an outstanding contribution to their profession and professional community. The award for 2009 is due to be advertised in the second half of the year.

Journal: N/A

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

- Organisation and development of the Women in Biomedical Engineering Scholarship for 2009
- Attendance at all College Board meetings and contribution to discussions including Health Infrastructure Report Card, Registration / Accreditation, CPD, Mentoring etc.
- Active role in Queensland Branch of College of Biomedical Engineers

Website: www.engineersaustralia.org.au/biomedical

Email: biomedical@engineersaustralia.org.au

**National Committee for Women In Engineering
College Board Representative Report
January to December 2009**

Chemical Engineering College

WIE Representative to College Board: Georgie Wright

Period of Appointment to College Board: 2006 - 2009

Activities Planned by College Board for 2009:

Chemical College Board meetings held in April and September.

Focus in state Joint Chemical Engineering Committees is to aim to hold one to 2 WIE focussed seminars per state. These can be combined with the local WIE or held independently.

Informal feedback from state groups was that panel discussions have been successful in the past.

Other

Chemical College would like to express interest in having an Eminent Speaker out of the 2011 ICWES Conference – looking for a female chemical engineer that will be funded by Chemical College to visit State Groups and present on a topic.

Website: www.engineersaustralia.org.au/chemical

Email: chemical@engineersaustralia.org.au

**National Committee for Women In Engineering
College Board Representative Report
January to December 2009**

Civil Engineering College

WIE Representative to College Board: Louise Round

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

Main Activities/ Events of the College Board

- **National Meeting: 13 March 2009 and 22 – 23 October 2009**
There are two face to face meetings a year.
- **National Conference:**
There is no National Conference in 2009, however the 2010 Civil Engineering Conference in the Asian Region (CECAR) will be held in Sydney in August 2010.
- **Awards/Prizes:**
Nominations for 2009 have closed for all three prizes and the winners will be announced on 22 October.
The 2008 awards were presented on Thursday 23 October 2008 in Melbourne.
Civil Engineer of the Year Award
The award was presented by Mr David Stewart, Group Managing Director of John Holland and Mr Brian O'Donnell, Chairman Civil College Board. The winner was Associate Professor **Ron Cox**.
Warren Medal
The award was presented by Mr Steve Finlay, Civil College Board. The winner was Mr **Brendon Hyde** as author of the paper "Civil engineering for passage of fish and fauna."
Rod McGee Medal
The award was presented by Mr Grant Atherton, Civil College Board. The winner was Mr **Christopher Paxino**, Monash University Victoria. The Rod McGee medal recognises and encourages final year civil engineering students to engage in career opportunities in public works engineering.

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

30 April attended Working across the Generations with a mentee, this was a YEA/ WIE co-badged event.

16 May interviewer on chartered status assessment panel for a female engineer.

27 May attended breakfast with Peter Godfrey, National President, on behalf of the WIE WA Committee.

27 May attended the Purple Boot Cocktail Party organised by YEA / WIE.

24th June Eminent Speaker: A/Prof Ron Cox FIEAust CPEng, Civil Engineer of the Year, speaking on Climate Change and Adaptation. This was also the launch of the Civil College in WA.

July Judging Engineers Australia Excellence Awards WA, having been nominated by the WIE Committee.

7 July attended a talk by Katharine Parkes on “Offshore Work: the person and the environment” presented by WIE and the Society of Petroleum Engineers.

10 July attended a lunch, hosted by Master Builders Association of Western Australia and promoted by WIE, with Dr Penny Flett, who spoke on “Dollars, Drought and Dementia, versus Courage, Capacity and Community – the case for Leadership in a Scary World”.

30 July assisted with “Building Brainy Babies” a workshop organised by WIE.

10 August attended breakfast with WA Chief Scientist Prof Lyn Beazley on behalf of WIE WA Committee, organised by the WA Division.

At the October 2008 meeting of the Civil College Board it was proposed that the committee encourage more YEA involvement in the Civil College. It was resolved that the YEA and WIE representative on the committee would present a position paper to the Civil College Board. The paper will be presented to the October 2009 meeting. Unfortunately the YEA representative resigned his position in June after only a few months so there has been no input to date by YEA.

Website: www.engineersaustralia.org.au/civil

Email: civil@engineersaustralia.org.au

**National Committee for Women In Engineering
College Board Representative Report
January to December 2009**

Electrical Engineering College

WIE Representative to College Board: Jennifer Sai

Period of Appointment to College Board: 2006- November 2009

Main Activities/ Events of the College Board

- **National Meeting:**
5-6 June 2009, Brisbane
6-7 November 2009, Darwin
- **National Conference:** N/A
- **Awards/Prizes:**
The Electrical College has awards at local level to recognise excellence. Mostly these are awards presented to students in their final year of electrical engineering studies at University, and the local Electrical Panels administer these prizes with the assistance of the Universities.

MA Sargent Award

Dr Michael Anthony Sargent presented the 2009 award to Dr Keith Hillless at our Annual Awards dinner in Brisbane.

Professional Electrical Engineer of the Year

Mr Simon Barlett of Powerlink has been awarded the 2009 Professional Electrical Engineer of the year at our Annual Awards dinner in Brisbane.

Graduate Electrical Power Engineer of the Year

This award is sponsored by NHP Electrical Engineering Products of Richmond, Victoria. Felicity Galluzzo from Melbourne was the winner of the 2008 Graduate Electrical Power Engineer of the Year Award.

As part of her prize, NHP has awarded Felicity an overseas trip in recognition of Felicity's achievements and high quality application submission. The trip included visiting the Nuremberg Electrical & Automation Fair in Germany in November of 2008, and several electrical technology companies in Europe and Kuala Lumpur over a 2 week duration.

John Madsen Medal

This Medal is awarded to the best article published in our AJEEE Journal.

- **Other activities:**

The Electrical College Board continues to provide a \$5000 sponsorship to the Solar Model Car Challenge, which is an annual event.



Winners of the 2007 solar model car challenge

Other than the annual awards, the Electrical College Board has not organised any other events. Most activities are at division levels.

The Electrical College Board has established a collaboration and joint membership agreement with IEEE and IET. The Board has also made submissions to various discussions and reviews such as the Harmonisation of Energy Safety and Technical Regulation, Radio-communication Labeling (Electromagnetic Compatibility) Notice 2008.

Website: www.engineeraustralia.org.au/electrical

Email: electrical@engineersaustralia.org.au

**National Committee for Women in Engineering
College Board Representative Report
January to December 2009**

Mechanical Engineering College

WIE Representative to College Board: Paula West

Period of Appointment to College Board: 2008 - 2011

Main Activities/ Events of the College Board

- **National Meeting: Date/location**
 - o 27/28 March 2009, Fremantle WA
 - o 28 September 2009, Sydney
- **National Conference: Date/location**
- **Seminars:**
 - o Heat Exchangers, Pipes and Valves, 25/26 March 2009, Fremantle, WA
- **Awards/Prizes: Description**
 - o AGM Michell Award
 - o George Julius Medal
 - o Young Mechanical Engineer of the Year Award
 - o EA Outstanding Research Award
 - o Manufacturing Award
 - o Warmen Design & Build Competition
- **Journal: Australian Journal of Mechanical Engineering (AJME)**

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

I organised speakers and sponsors for the Heat Exchangers, Pipes & Valves Seminar in Fremantle in March. We had 15 speakers on a wide range of topics about Heat Exchangers, Pipes & Valves presenting at the seminar.

Website: www.engineersaustralia.org.au/mechanical

Email: mechanical@engineersaustralia.org.au

**National Committee for Women in Engineering
NCEAA Representative Report
January to December 2009**

National Committee for Engineering Associates Australia

WIE Representative to NCEAA: Helen Imhoff
Period of Appointment to NCEAA: 2009-2010

Meeting dates:

- 3rd & 4th April 2009 at Stamford Plaza Sydney Airport
- 30th September 2009 Teleconference
- 26th & 27th November at EA conference room, Barton

Outcomes:

- EA Associate membership figures as at 2nd March 2009 5,181 persons
- 5 key priority areas to be focused on over the next 12 months:
 - Representation of NCEAA on the By-laws Committee
 - Membership growth initiatives focusing within defence and other related industries
 - Promote Engineering as a career (via Eng-Quest & school visits). Committee members keen to view WIE student CD
 - Engage with TAFE colleges to encourage accreditation of courses
 - Awards & recognition for associates
- Policy:
 - Analyse the QLD Professional Engineering Act and its impact on practicing associates
 - Committee response made to the draft policy statement on The Regulation of the Engineering Profession. Positive outcome with council motivated to include both technologists and associates in the policy
- Awards:
 - Focus on and promote Engineering Officer of the Year and Young Engineering Officer of the Year Awards in each division and nationally
- National Engineering Associates Register (NEAR):
 - As of the 3rd April 32 acceptances to complete the process to become a Chartered Engineering Officer or equivalent
 - Promotion of Chartered status within Defence has a positive outcome – The Director of Technical Capability for Air Force has agreed to sponsor Air Force Associates at both commissioned and non-commissioned ranks. Sponsorship includes membership costs and fees associated with gaining chartered status
- 2010 – Year of Engineering Leadership

- NCEAA chair Ross Magno formally invited by Peter Godfrey to be a member of the steering committee

**National Committee for Women in Engineering
College Board Representative Report
January to December 2009**

Structural Engineering College

WIE Representative to College Board: Caroline Vorweg
Period of Appointment to College Board: Feb 2009 – Nov 2010

Main Activities / Events of the College Board

National Meeting:

This year's first meeting was held on the 1st of May in Adelaide. The next meeting is scheduled for the 6th of November 2009 in Brisbane.

Structural Conference:

ASEC 2010 - CECAR5 (Civil Engineering Conference) (9th – 12th August 2010) Sydney Convention and Exhibition Centre

Journal:

Journal of Structural Engineers – College is looking to encourage engineers and academics to contribute to the journal.

Awards and Prizes:

- § RW Chapman Medal
- § John Connell Gold Medal
- § Emeritus Membership of the Structural College

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

Caroline was appointed the position of Women in Engineering National Committee Representative on the Structural College Board in February 2009. She attended the National Committee Conference in Adelaide after spending the previous day with the committee regarding ICWE15.

On the 1st of May Caroline attended her first Structural College Board meeting in Adelaide. At this meeting she discussed her position and requested some guidance from the college members on how she could contribute to the board in her WIE Role.