



ENGINEERS
AUSTRALIA

Women in Engineering
National Committee

Women in Engineering National Committee Strategic Planning 2010 / 2011

In 2010 /11 the Women in Engineering National Committee is committed to continuing our vision to ATTRACT, RETAIN, SUPPORT and CELEBRATE women in the engineering profession. In order to deliver this commitment, the following strategic plan outlines the key initiatives.

1. ATTRACT

1.1 Continued development of the **GirlTalk program** including the CD and *Go Girl* brochure for implementation by the Divisions. Program to consider various audiences including high school students, Maths and Science teachers via Associations, Career Advisors, and Education Boards – Curriculum Council in each State.

2. RETAIN

2.1 Continued promotion of the EA **Career Break Policy** and possible extension of same.

2.2 **Position statements** regarding Women in Engineering Issues such as the support of paid maternity leave.

2.3 Development of a **Women in Engineering blue print** to encourage diversity. Blue print needs to include an awareness of the issues facing women in engineering and good practice solutions implemented in industry.

2.4 Development of fit for purpose Personal Protective Equipment (PPE). Commission a design competition and launch a prototype at ICWES 15.

3. SUPPORT

3.1 Continued support of the Divisions in providing **CPD and networking events** especially encouraging the 2011 theme of the Year of the Humanitarian Engineer.

3.2 Identification and nomination of female **Fellows**.

3.3 Development of a **Fellows mentoring program**.

4. CELEBRATE

4.1 Identification and nomination of female **Honorary Fellows**.

4.2 **Profiling of inspiration female engineers** through the *Make It So* website and the EA Magazine.

4.3 Development of criteria and candidates for the **EA Medal**.

4.4 Database of **College awards** and potential nominations.

4.5 Submission of **profiles to The National Federation for Australian Women (NFAW)'s The Australian Women Register**.

4.6 **ICWES15 scholarships**. 5 x \$1000



Engineers Australia 2010-2015 Strategy	WIE NC 2010/11 Strategy
<p>Community Engagement Provide a forum for members of the profession to engage more directly in partnership with our communities on issues of concern to them</p>	<p>1) Profile female engineers with interesting engineering experiences and projects on the 'Make it So' website</p>
<p>Professional Development Provide a forum for the advancement of engineering through the commitment and contributions of its members to the highest standards of knowledge and professional practice, and to their own ongoing professional development</p>	<p>1) Continue to encourage WIE divisional committees to run quality CPD events 2) Continued support of the Professional Women Leadership short course through EEA. 3) Continued organisation of ICWES15 4) Promotion and further development of the EA career break policy.</p>
<p>Leadership and Influence Provide a respected voice for the profession to influence leaders and decision-makers on public policy and wider community issues</p>	<p>1) Development of a Women in Engineering Program blue print to encourage diversity in engineering organisations. 2) Continued contribute into Equality Rights Alliance (ERA) women in leadership projects 3) Position statements regarding women in engineering issues</p>
<p>Recognition and Promotion Inform our members and our stakeholders about the contribution of the profession in ways that promote its image and standing</p>	<p>1) ICWES 15 conference scholarships 2) Development of an honours and awards coordinator and provision of appropriate nominations.</p>
<p>Education, Training and Recruitment Ensure that an engineering career remains an attractive option for young Australians and qualified migrant engineers, and recruit them as members of Engineers Australia</p>	<p>1) Further development of the "Girl Talk" program. 2) Development of a Fellows mentoring program. 3) Development of prototype fit for purpose PPE for female engineers.</p>
<p>Internal Structure and Administration Ensure that our members and our staff have the best possible organisation, structures and support for them to work together to achieve our vision</p>	<p>1) Succession planning of 2012/2013 chair and deputy chair positions 2) Strengthen relationship between WIE national committee and WIE division committees 3) Strengthen relationship between WIE, YEA and CLEM.</p>