

Women in Engineering Coordinator

Ana Cigarn Romero

Goals

- Active and vibrant WIE AGs: Increase the vitality of Section and Student Branch Affinity Groups by getting closer to the active AGs, identifying and revitalizing dormant AGs, and creating AGs in the remaining sections with the help of Section Chairs;
- Awards: Increase the awareness about R8 WIE programs and awards, and engaging WIE members; and define clear and transparent selection criteria of awards;
- Establish WIE participation and visibility in R8 flagship events;
- Increase the WIE membership in R8 and continue the growing trend achieved in past years;
- Identify women leaders in STEM and create a new program and award to encourage leaders in Technology, and rank them as experts or models to other IEEE Women in technology;
- Encourage IEEE STEM conferences in R8 to have Women as organizing members, scientific members and plenary talk speakers;
- Close cooperation with the IEEE R8 Young Professionals, IEEE R8 Action For Industry and IEEE R8 Humanitarian Activities Subcommittees;
- High visibility of the activities organized and of the initiatives planned by WIE R8 by putting special effort on ensuring a high social media presence.

Progress against goals since the last report

- Awards: Recognition of the worthy winners for R8 WIE Awards and Clementina Saduwa Award. Definition of clear and transparent selection criteria of the R8 WIE Awards
- WIE R8 has actively participated in R8 flagship events of 2019 with an active role (being part of the plenary session, speech and/ or giving a workshop). For the last quarter of the year 2019, this included the WE SYP, the Nordic SYP and the Hellenic SYP;
- Industry relations: attendance of the 5G World Forum and establishment of contact with the companies Cadence and Vodafone Germany;
- Active support towards the organizers of the WIE ILS in 2020, setting at the same time some requirements to guarantee successful events;
- There is a continuous cooperation taking place with the IEEE R8 Young Professionals, IEEE R8 Action For Industry and IEEE R8 Humanitarian Activities Subcommittees using the model of Corresponding Membership;
- Stronger collaboration with MGA WIE as well as a with societies (especially ComSoc).
- Social media: actively running the R8 WIE social media platforms to keep the followers updated with the latest news of the WIE R8 Sub-Committee;
- Provision of mentorship towards members interested in WIE both, via social media and via the participation in the different IEEE events.

WIE participation in conferences, meetings or other events

None.

WIE activities/initiatives planned

- Revitalize dormant AGs, find out what our members expectations and needs are, create programs that better serve the needs of our members;
- Collaborate more highly with WIE AGs and Section Chairs to achieve common goals;
- Collaborate actively in the definition of the strategy of WIE MGA: Ana Cigarn Romero will be the voice of the different regions by taking the role of Region Coordination Leader of the WIEC in 2020;
- Action for Industry meets WIE: the plan for 2020 is to organize events with the contacts created and to get even more relevant contacts in the industry field;
- Combined sessions in IEEE flagship conferences/ events between IEEE R8 WIE and YPs in 2020;
- Set an initiative together with the IEEE R8 HuAc SC to identify the reasons of lack of leadership opportunities of women engineers in the Middle East and Africa and, by this, set a program to support women engineers;
- Social media: create a plan to improve the R8 WIE social media presence, especially on Twitter;
- Establish an efficient communication platform (e.g. via webinar, survey) to support existing WIE AGs and guide the people who would like to create a new WIE AG;
- With a mid-term perspective, propose a new program directed to young girls to develop their technical skills during their first education life and guide their tendencies towards engineering passion and studies.

WIE activities/initiatives developed

- Establishment of the WIE R8 Awards Guidelines including criteria for the nomination of awards to increase the clarify for IEEE members wanting to apply;
- Two WIE International Leadership Summits are planned in 2020; they will take place in Genova (Italy) and Uganda (Kampala). The corresponding preparations are going on. WIE R8 Sub-Committee is providing active support as well as some requirements to the WIE ILS organizers to guarantee the success of those events;
- Get in touch with WIE section AG and WIE Std AG to promote WIE programs and awards;
- Update the Roster of R8 WIE AGs and send messages to verify the vitality of existing groups;

- Establish contact with Section Chairs for Sections with no AG to create one;
- Encourage IEEE STEM conferences in R8 to have Women as organizing members, scientific members and plenary talk speakers.

Proposals for improvements

- WIE ILS R8: ensure a higher number of participants for 2020 and more variety in the precedence of speakers. Furthermore, it seems that the planned WIE ILS in Nigeria did not take place; it may be rescheduled for 2020.
- Establish an independent evaluation committee to improve the process of evaluation of the awards nominations for WIE Region 8.

Points of Concern

- Due to the large number of WIE Section and Student AGs, effective ways of establishing connection and most importantly keeping the exchange going regularly is a challenge for the limited number of WIE Subcommittee members;
- WIE AGs do not have sources for funding within Region 8. The only funding is an amount of 300 USD that should be requested from MGA 3 months prior to the event:
 - Sections should be encouraged to financially support their WIE AG events;
 - It is preferable to have regional support in case the Section is not able to.
- There is no support for WIE AG representatives to attend events such as the SYP or other conferences
 - As a start, active Section WIE AGs could send a funded representative (who is also a Student member or a Young Professional) to the SYP, which will provide significant motivation.
- Means of involving WIE officers in various trainings, especially with the lack of funding

Other Issues to report