

## R8 Women In Engineering Committee

**Wafa Ben Hmida - Chairperson**

### Committee Goals

The committee's mission is to promote women engineers and scientists, and inspire girls around the Region towards engineering and science. To achieve our mission, we have developed a comprehensive set of goals and KPIs which encompasses Regional activities, support for Section activities, strengthening Student Branch AGs and recognizing dedicated volunteers.

The goals and KPIs are listed below:

Category	Goals	KPI(s)
Awards	➤ Promote R8 WIE Awards 2023.	➤ Increase number of nominations by 10%
Conferences and Events	➤ Promote WIE participation in R8 Flagship Conferences and SYP in 2023.	➤ Organize WIE tracks or WIE sessions in 5 Cross-Sectional SYPs and 3 Flagship conferences
Vitality and Membership	➤ Increase the number of WIE members in the region	➤ Increase number of WIE members by 3%
Programs	➤ Promoting R8 WIE programs, STAR, SMART, Coffee Talks, and Mentorship Program, and encourage local Section-level program adoption	➤ Organize 4 WIE programs in collaboration with local Sections;
Outreach	<ul style="list-style-type: none"> <li>➤ Increase engagement on social media</li> <li>➤ Improve Section outreach and support</li> </ul>	<ul style="list-style-type: none"> <li>➤ Increase followers on all social media pages by 5%</li> <li>➤ Develop metrics for social media</li> <li>➤ Organize a Region-wide virtual WIE Chairs meeting</li> </ul>

### Progress against goals since the last report

- Conducted strategy development sessions with the 2023 committee to develop goals and KPIs.
- Our member Sally Musonye participated in a global WIE webinar to celebrate 25 years of IEEE WIE. The event was organized by IEEE Turkey Section Students on 16 December 2022.
- IEEE WIE International Leadership Summit (ILS), Egypt - The Summit was held in Cairo, Egypt on 21-22 November 2022. The session was well attended and featured successful female leaders from Egypt. Region 8 WIE was represented by our 2022 Chair Maria Alexandra-Paun.
- Collaboration with Region 8 PEASC and IEEE EAB to promote IEEE STEM Summit (6-10 December 2022, Global) and Diversity & Inclusion in STEM (22 November 2022, Portugal).
- 2022 Chair Maria Alexandra-Paun represented Region 8 WIE in the fall Region 8 meeting (October 2022).
- Co-organized a Technical Paper Writing Preparation Workshop on 31 October 2022 with R8 SAC and Africa Council.

- Below is a summary of the membership growth of WIE:

1) Figure 1 illustrates R8 WIE membership by month over from Jan 2021 to Feb 2023. YoY growth is up by 9% in Feb 2023.

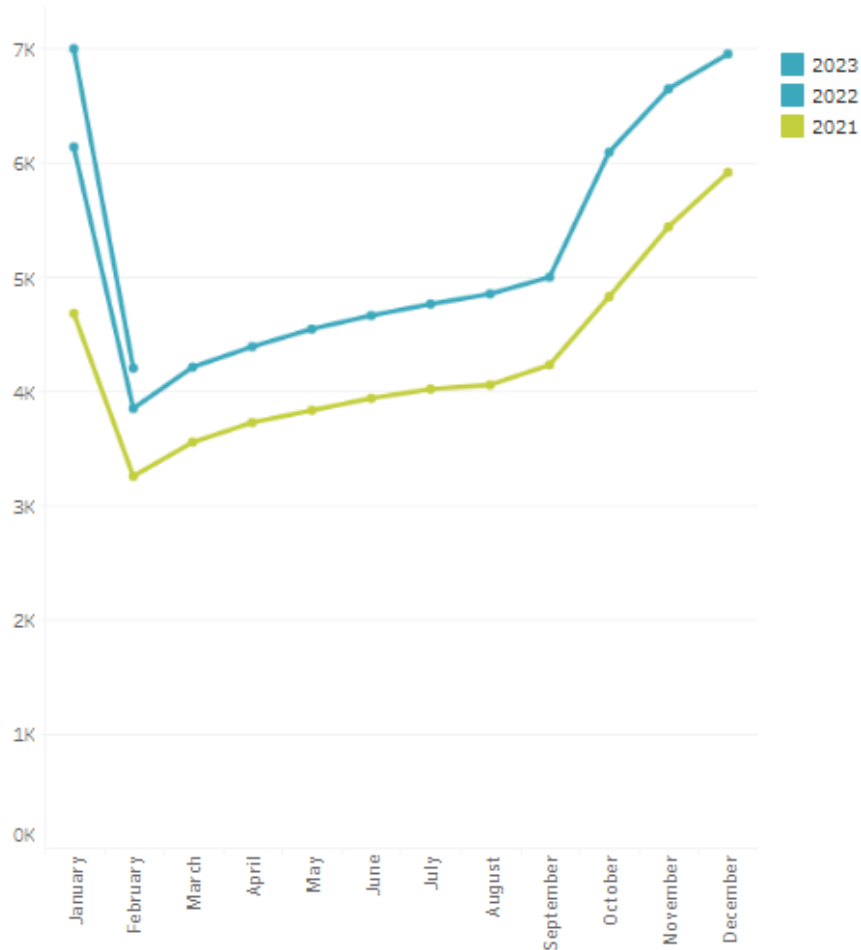


Figure 1 - Membership comparison by month

2) Figure 2 shows the breakdown of the current membership by grade and gender. Figure 3 provides an overview of the years of service by member grade.

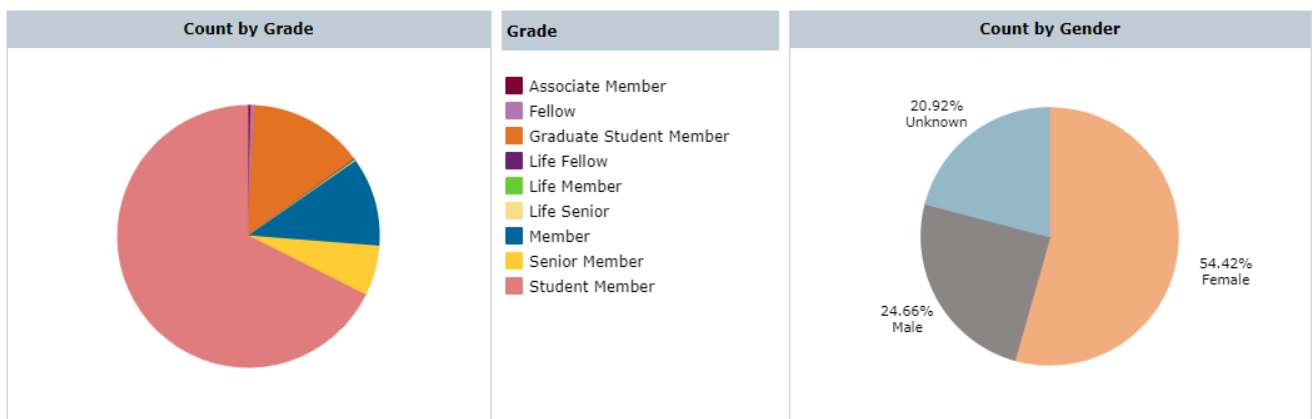


Figure 2 - Membership breakdown by grade and gender

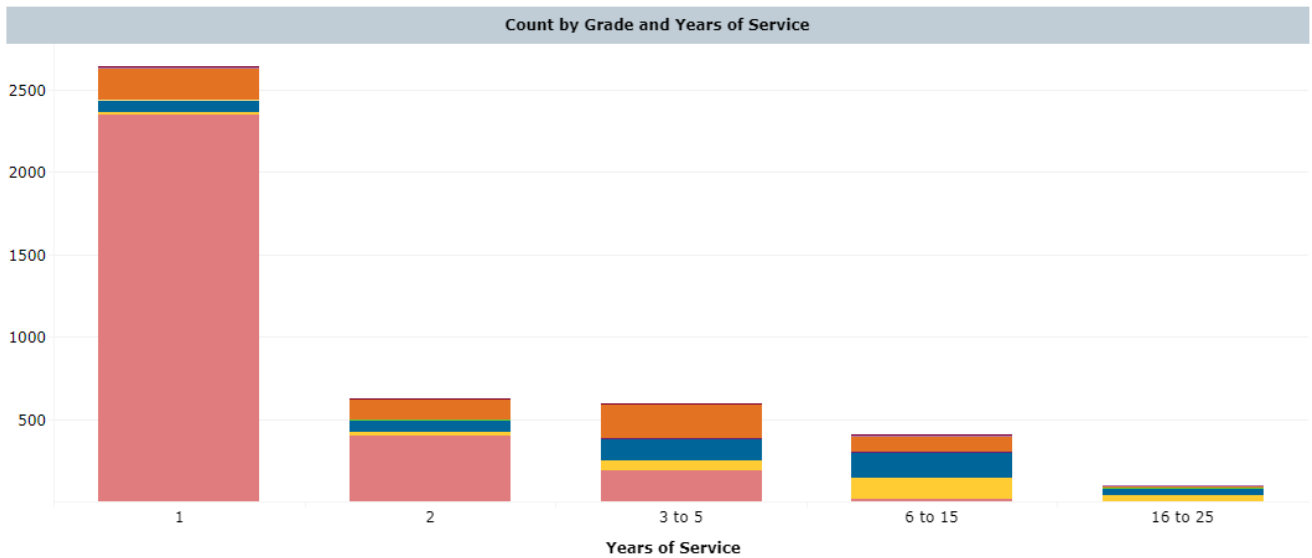


Figure 3 - Years of service by grade

Overall membership is continuing to grow YoY but the retention figures are not strong and are an area where we will aim to focus on this year through our programs and member engagement.

**Plans and timeline for this year**

- Q1:
  - Develops goals and KPIs
  - Initiate nominations and awards promotion.
  - Engage R8 SAC and YP regarding cross sectional SYPs
  - Engage R8 TA regarding flagship Conferences
- Q2 and Q3:
  - Execute Awards program
  - Organize WIE sessions at SYPs and Flagship Conferences
  - Organize Region-wide Section WIE AG meeting
  - Support section WIE activities And ILS
- Q4
  - Organize WIE sessions at SYPs and Flagship Conferences
  - Support section WIE activities and ILS
  - Mentor Section teams which applied for ILS and were rejected with the aim of encouraging them to apply again and supporting their application.

**Points of Concern**

- The number of IEEE WIE members is low even in high revenue countries, as the total number of female members is also low. Not all of them are IEEE WIE members.
- There are still 20 sections that do not have a Section WIE AG. We hope that such WIE AG groups can be created in the future.