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:

Goals	KPI(s)	Progress
➢ Promote R8 WIE Awards 2023.	➢ Increase number of nominations by 10%	➢ 50 Awards nomination. A 900% increase.
➢ 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	➢ Organize WIE tracks and sessions at ASYP, EUROCON23, and ILS Nigeria and Coordinate with the SYPs and 3 Flagship conferences
➢ Increase the number of WIE members in the region	➢ Increase number of WIE members by 3%	➢ Number of members increased by 12,6%
➢ 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;	➢ Organized Star Program at EUROCON23 and encourage local Section-level program adoption
➢ Increase engagement on social media ➢ Improve Section outreach and support	➢ Increase followers on all social media pages by 5% ➢ Develop metrics for social media ➢ Organize a Region-wide virtual WIE Chairs meeting	➢ Increased followers and created an R8 WIE LinkedIn account. ➢ Organized a Region-wide virtual WIE Chairs meeting on 3rd of June 2023

Congresses with WIE sessions or tracks:

- Africa SYP, Kenya (organised): WIE Panel discussion.
- North Africa SYP, Egypt (coordinated)
- West Europe SYP, Switzerland (planned): WIE Track planned
- Central European SYP, Poland (planned)
- Middle East SYP, Jordan (planned)

Conferences with WIE sessions or tracks:

- EUROCON 2023, Italy (organized): WIE Track: 2 workshops, one panel discussion, STAR program and International Women In Engineering Day
- HISTELCON 2023, Italy (planned)
- AFRICON 2023, (planned)

- EMC conference, Poland (planned)

- 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 12,6% in Feb 2023.

	January	February	March	April	May	June	July	August	September	October	November	December
2023	6,992	4,198	4,612	4,847	5,065	5,246	5,361					
2022	6,132	3,845	4,207	4,385	4,540	4,658	4,758	4,847	4,993	6,087	6,642	6,946
2021	4,677	3,252	3,949	3,722	3,828	3,934	4,014	4,051	4,226	4,823	5,434	5,910

■ 2023
■ 2022
■ 2021

* Life Member Affinity Group Membership data can be obtained by selecting Life grades on the IEEE Membership tab

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.
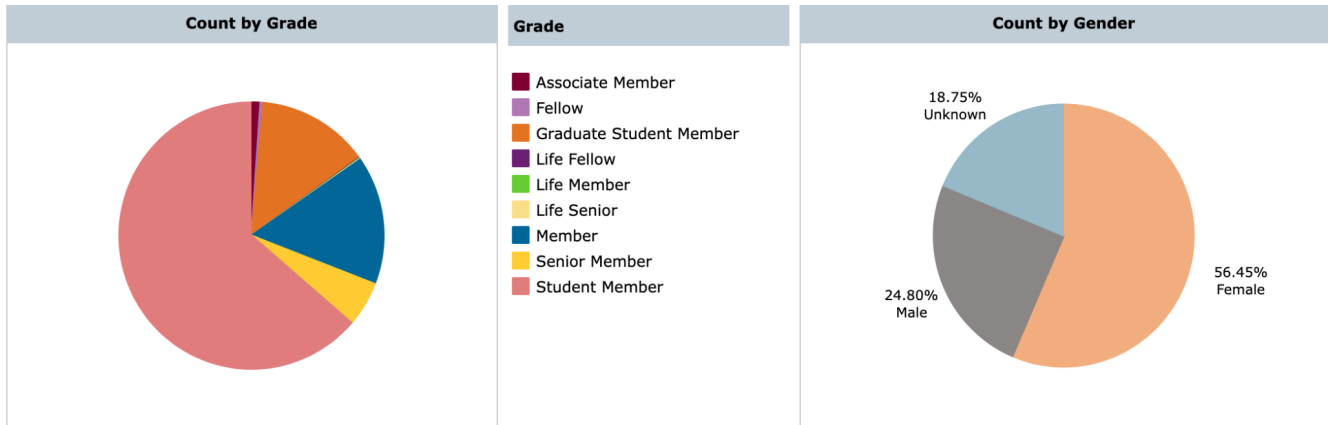

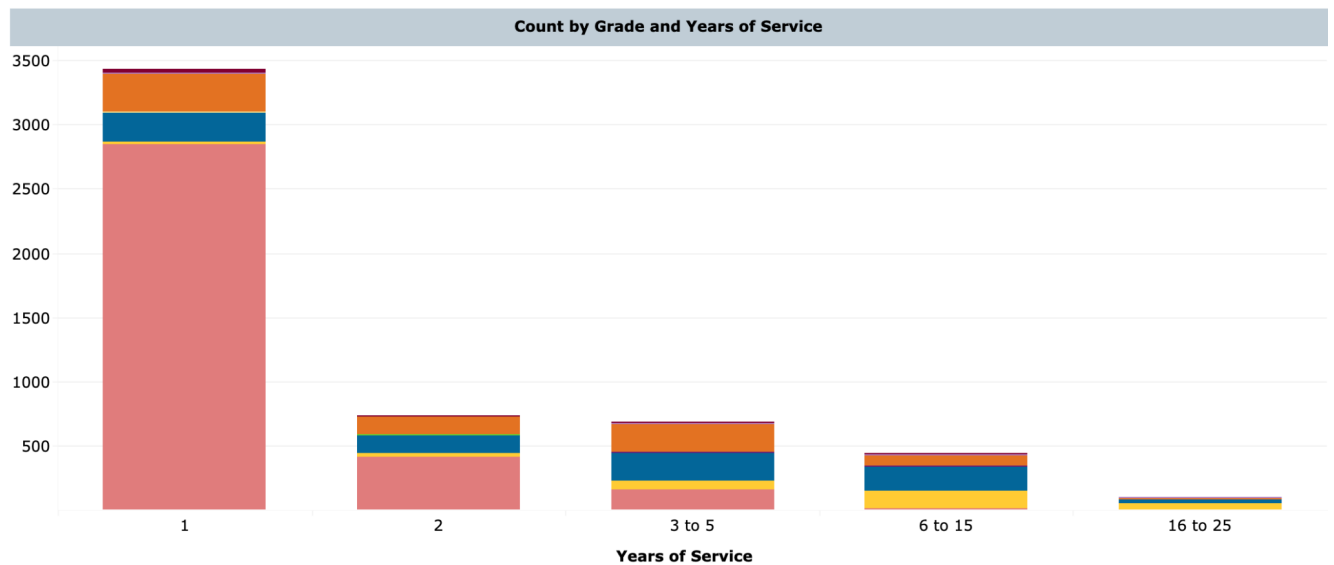Figure 2 - Membership breakdown by grade and gender

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

- Q3:
    - Engage R8 SAC and YP regarding cross the rest of sectional SYPs
    - Engage R8 TA regarding the rest of flagship Conferences
    - Organize WIE sessions at the SYPs and Flagship Conferences
    - Support section WIE activities And ILS

- Q4
    - Mentor Section teams which would like to apply for ILS with the aim of encouraging them to enhance their report and meet the criteria and supporting their application for better chance.
    - Develops goals and KPIs of next year
    - Promote ILS.
    - Set up a date for the next year Region-wide Section WIE AG meeting

Points of Concern

1. Number of WIE members per Section is comparatively lower than the potential of Sections. All Sections are recommended to conduct WIE membership campaigns to add more members.

2. There are 20 Sections without WIE AGs. We will work with these Sections to initiate WIE AGs. All Sections are also encouraged to reach out directly to us for any support for local WIE AG vitality.

3. WIE membership value adds needs to be better defined at the global level to attract more members. We have given this feedback to the Global WIE Committee as well.