

## 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 2024.	➤ Increase number of nominations by 5%
Conferences and Events	➤ Promote WIE participation in R8 Flagship Conferences and SYP 2024.	➤ Organize WIE tracks or WIE sessions in SYP24 and 3 Flagship conferences
Vitality and Membership	<ul style="list-style-type: none"> <li>➤ Increase the number of WIE members in the region</li> <li>➤ Initiate new Affinity groups and Help to increase member Affinity Groups</li> </ul>	<ul style="list-style-type: none"> <li>➤ Increase number of WIE members by 3%</li> <li>➤ increase the Affinity Groups by 1%</li> </ul>
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 10%</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 2024 committee to develop goals and KPIs.
- Award nomination increased by 90%.
- WIE membership increased by 50%
- Our social media followers increased by 50% and we created a new WIE account on LinkedIn.
- Organized STAR program at EUROCON 2023.
- Our member Ana Margarida represented R8 WIE at the HISTELCON 23 virtually on 8th september..
- IEEE WIE International Leadership Summit (ILS), Morocco - The Summit was held in Ifrane, Morocco on 16-17 November 2023. The session was well attended and featured successful female leaders from Morocco. Region 8 WIE was represented by our member Ala Chalhaf.
- IEEE WIE International Leadership Summit (ILS), Uganda - The Summit was held in Kampala, Uganda on 16-17 June 2023. Region 8 WIE was represented by our member Sally Musonye.
- Myself and the past chair Maria Alexendra-Paun represented Region 8 WIE in the WESYP Switzerland on 15-16 September where we had a panel discussion presented by 4 Female leaders.
- ASYP 2023 congress on 27-29 July 2023 at Baze University, Nigeria. WIE hosted a panel discussion with 6 representatives from industry in Nigeria, IEEE WIE section chair, and Sudan sub-section. The committee was represented by our member Sally Musonye.
- AFRICON 19-22 September 2023 in Nairobi, Kenya. WIE had a keynote session at the pre-conference and conducted 2 panel discussions in the main event featuring key leaders from industry and academia from Africa. The backgrounds included engineers, scientists, telecommunication and science teachers. The panels were moderated by the WIE Kenya chair and section chair. Sessions were facilitated by our member Sally Musonye.
- 21 June 2023- The participation of our member, Roua Touihri, as a speaker in the virtual conference organized by the WIE affinity group of the IEEE Esprit Student Branch which offered a valuable opportunity to share her professional and academic journey, as well as her role as a woman in the fields of technology, research, and innovation. Our member also actively engaged in sharing insights and responding to inquiries to promote our activities and programs.
- 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.

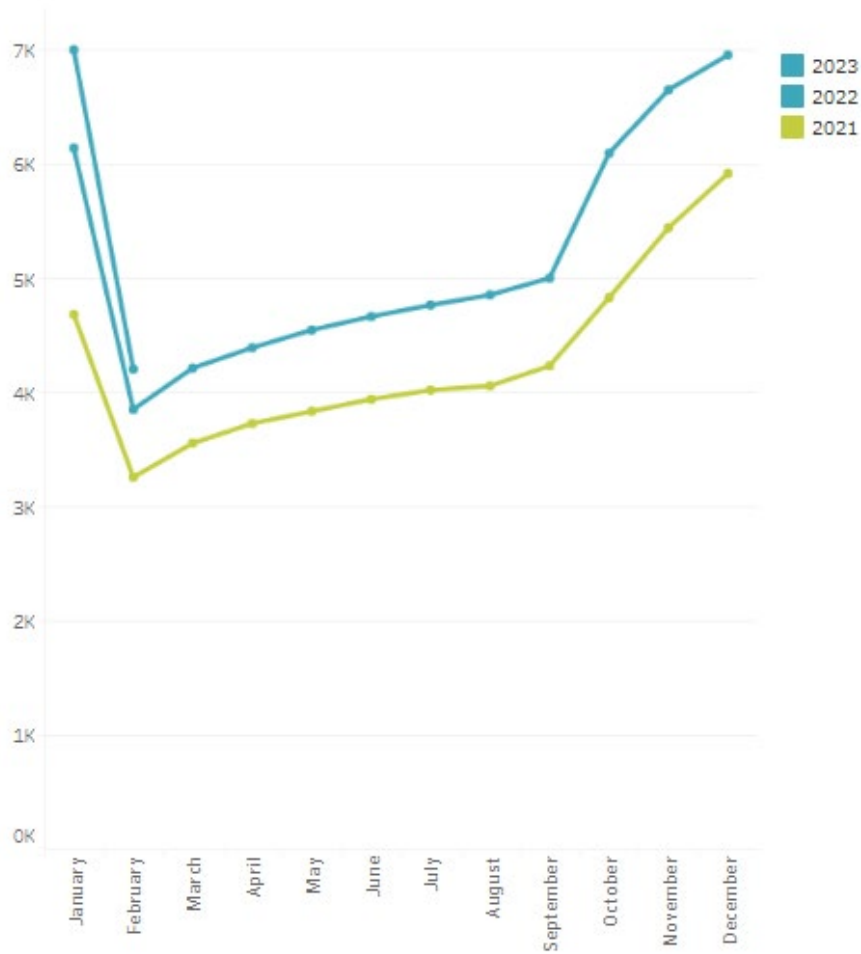


Figure 1 - Membership comparison by month

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.

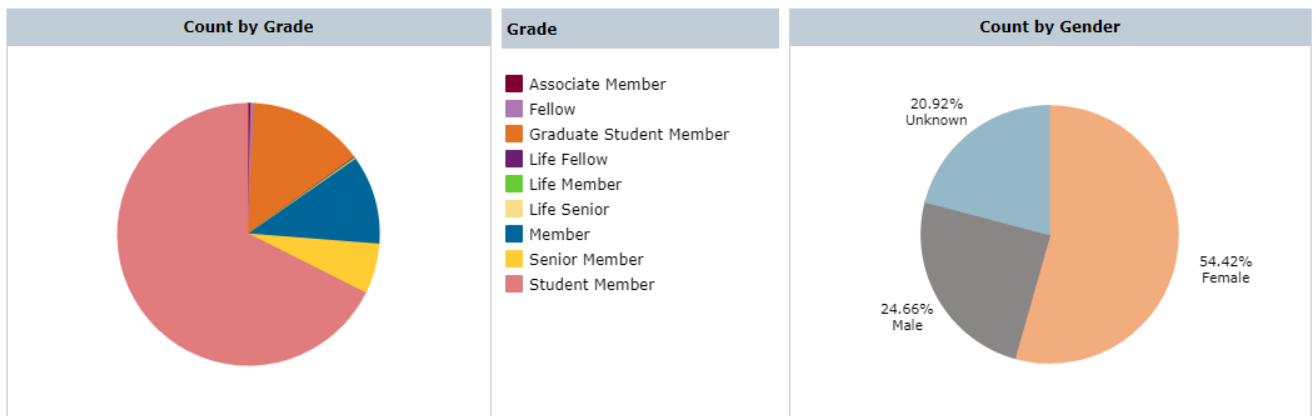


Figure 2 - Membership breakdown by grade and gender

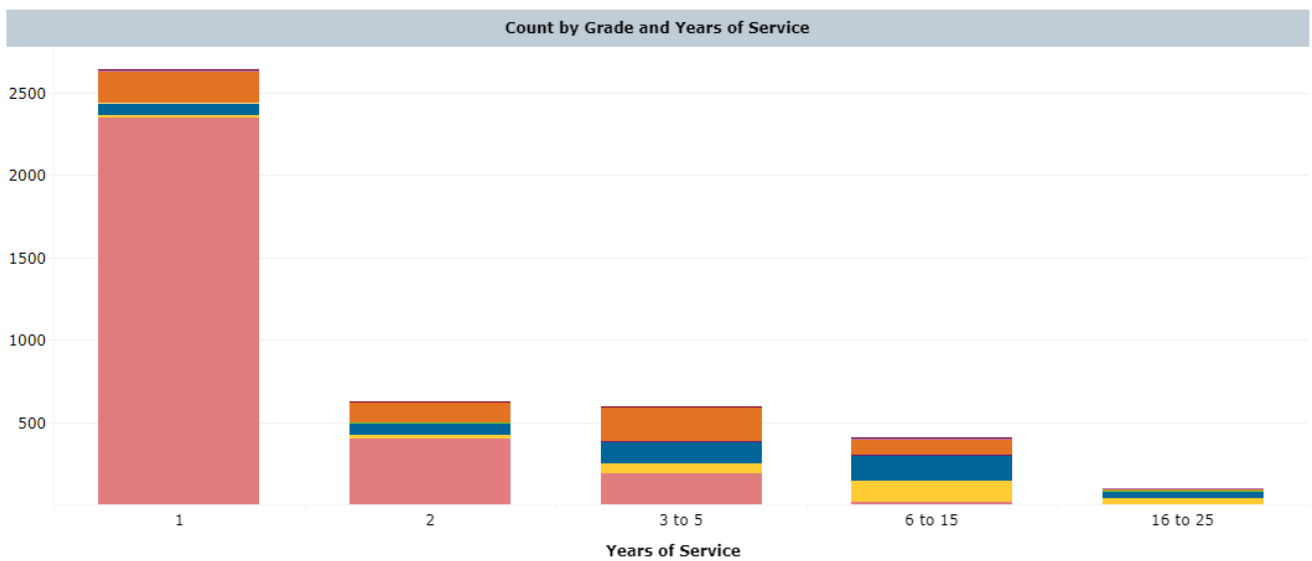


Figure 3 - Years of service by grade

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 SYP.
  - Engage R8 TA regarding flagship Conferences
  - Organize WIE track at SYP and 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
  - Activate dormant Affinity groups and help increase member Affinity Group
  - Funds 7 events (500 each): 6th of February: Funding Celebration of Women in Science
- Q4
  - 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.