

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 2024.	➤ Increase number of nominations by 5%	➤ 55 Awards nomination. 14% increase.
➤ Promote WIE participation in R8 Flagship Conferences and SYP in 2024.	➤ Organize WIE tracks or WIE sessions in SYP24 and 3 Flagship conferences	➤ Organized WIE tracks and sessions at the SYP24, flagship conferences, ILSs and different events like WIE act, GITex and TSYP
➤ Increase the number of WIE members in the region	➤ Increase number of WIE members by 3% ➤ Increase the Affinity Groups by 1%	➤ Increased number of WIE members by 25% ➤ 01 new Affinity Group (Congratulations Hungary) and 14 new Student Branch Affinity Groups
➤ 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 more than 25 WIE programs in collaboration with local Sections;
➤ Increase engagement on social media ➤ Improve Section outreach and support	➤ Increase followers on all social media pages by 10% ➤ Develop metrics for social media ➤ Organize a Region-wide virtual WIE Chairs meeting	➤ Increased followers and created an R8 WIE LinkedIn account. ➤ Developed metrics for social media ➤ Organized a Region-wide virtual WIE Chairs meeting on April2024

Congresses with WIE sessions or tracks:

- Middle East SYP, Jordan (organized): WIE Panel discussion and WIE Presentation
- Power Africa,
- R8 SYP, Grenoble (organized): R8 WIE Keynote, WIE Panel discussion and round table.
- ILS Dubai (organizer): Mentorship WIE Program and R8 WIE Presentation

- ILS Cairo (organized): WIE panel discussion
- GITEX (organized): Workshop
- WIE Day
- PowerUp
- SheTech
- IEEE WIE Benefits with IEEE Germany section
- IEEE WIE and SAC and YP in person meetings
- Empowering Transitions: From University to Workplace
- Hello Tomorrow Conference
- WIE Act Tunisia:
- TSYF (planned): R8 WIE program and WIE Presentation

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
- ENERGYCON 2024
- MEELECON 2024
- RTSI 2024
- IHTC 2024

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 25%
- Our social media followers increased by 50%.
- Events:
- **ILS Dubai:** Our member Hazar Ocklah delighted to have represented the IEEE Women In Engineering Region 8 at the IEEE Women in Engineering International Leadership Summit Dubai edition, where our goal was to spread awareness of the IEEE Women in Engineering mission & vision across the United Arab Emirates educational & professional institutions.
- **ILS Egypt:** Also Hazar Oklah represented R8 WIE at the ILS Cairo, The event brought together women leaders, professionals, and engineers worldwide to share knowledge, inspire, and promote leadership in engineering. It offered opportunities or networking, mentoring, and discussing the latest trends in technology, innovation, and diversity
- **PowerUP:** As part of the PowerUP event, Ala Chalghaf conducted an informative session titled "IEEE IES and WIE Membership." The presentation covered the various programs, benefits, and opportunities available through IEEE's Industrial Electronics Society (IES) and Women in Engineering (WIE) memberships, providing valuable insights for participants interested in enhancing their professional growth and networking within these communities.
- **WIE Day: Strength in Unity:** During the event, Ala Chalghaf served as a jury member for the Technical Challenge also Baya Bouchaala and Ala Chalghaf had the honor of being distinguished panelists on July 8th, alongside esteemed leaders like Ms. Celia Shahnaz, Chair of the IEEE WIE Committee. This unique opportunity was part of the SheTech event, featuring sessions on hard and soft skills. Baya extends heartfelt thanks to the 16 Tunisian Affinity Groups for their dedication in organizing the inspiring celebration of IEEE WIE Day.
- **She Tech:** The She Tech event featured an engaging panel discussion with esteemed speakers Ms. Celia Shahnaz, Ms. Baya Bouchaala, and Mr. Ala Chalghaf. The panelists shared insights on IEEE Women in Engineering (WIE) and the value of volunteering within IEEE. Participants had the opportunity to interact with the speakers, gaining valuable knowledge about professional development and community involvement through IEEE.
- **IEEE WIE Benefits with IEEE Germany section:** Baya Bouchaala had an inspiring experience at the "IEEE Women in Engineering" workshop, collaborating with Ines Hamrouni, Chairwoman of IEEE Germany Section. The session highlighted the vital role of women in shaping socio-economic progress and aligned with the DAAD WESPICE project, fostering employability in engineering. The hybrid event organized by TU Chemnitz, Germany, was filled with vibrant discussions and a shared passion for empowering women in the field.
- **IEEE WIE and SAC and YP in person meetings:** Myself and Baya Bouchaala where Baya represented the WIE student affinity groups. and I represented our R8 WIE Best practices and our plans for the year we also participated at ILC meeting plans.

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- **Student branch activities training:** Baya Bouchaala was invited by the IEEE Tunisia section activities committee to host a wie session to the tunisian IEEE officers to know more about the IEEE R8 WIE benefits and opportunities.
 - **Empowering Transitions: From University to Workplace -Kenya:** The event covered mentorship, speed networking and a strategy development workshop. The target was recently graduated WIE student members transitioning to early careers. The attendees were provided with tools to navigate the next phase with 2 graduates getting support for internships from the 2 partner organizations. There will be a follow up meeting by the end of the year and the findings will be published as an IEEE paper for the WIE members experience in the transitional phase from student to YP. Currently, there is an ongoing mentorship program for the WIE members who participated in the event.
 - **MESYP:** IEEE R8 WiE representative (Larissa Abi Nakhle) participated at the IEEE MESYP 2024 in Jordan, where she hosted a session and introduction to R8 WiE activities.
 - **Hello Tomorrow Conference:** IEEE R8 WIE participated at Hello Tomorrow Conference in Paris Connected with Women in Entrepreneurship, the talk was given by Larissa Abi Nakhle .
 - **SYP2024:** IEEE R8 WIE participated (myself, Ala Chalhaf, Baya Bouchaala, Emtiez Akrami and Roua Touiri) where I hosted a session and introduction to R8 WiE and Global WIE activities, opportunities and programs, as well as a round table hosted by Roua and the rest of the team about the rise of electric vehicle and its impact in the environment and different fields.
 - **Gitex Oct 14:** A great talk was given by our member Larissa Abi Nakhle Bridging the Gap: Supporting Emirati Women Launch Their AI Careers
 - **RTSI 2024:** IEEE R8 WiE representative (Femia Arvaniti) participated at the IEEE RTSI 2024 in September 18-20 in Lecco Italy, where she hosted a session and introduction to R8 WiE activities, as well as part the panel discussion on benefits of the presence of women in industry and academia. The participants engaged with the presenter and learned about the different initiatives of the WiE internationally and regionally. Additionally, the attendees were encouraged to apply and participate or host events supported by WiE and an informal exchange between other groups and their activities also took place. Increased networking opportunities were beneficial for as well as benefited by the R8 WiE participation.
 - **IHTC 2024:** IEEE R8 WIE will be representative (Larissa Abi Nakhle and Ana Margarida) where a 3 sessions will be set for Women In Engineering a keynote: Women in engineering in crisis area, a panel discussion: Women in engineering in crisis area and a second panel discussion: Expanding Access to Technology and Education through Humanitarian Activities
 - **WIE Act:** IEEE R8 WIE will be represented by (Beya Bouchaalaand and Ala chalhaf) where they will host two sessions during Meet and Greet session as part of the WIE Act event.
 - **IEEE tunisian student and young professionals congress TSYP:** IEEE R8 WIE will be represented by (Beya Bouchaalaand and Ala chalhaf) where they will host two sessions and Star Program during TSYP in december

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

1) Figure 1 illustrates R8 WIE membership YoY growth is up by 25%.

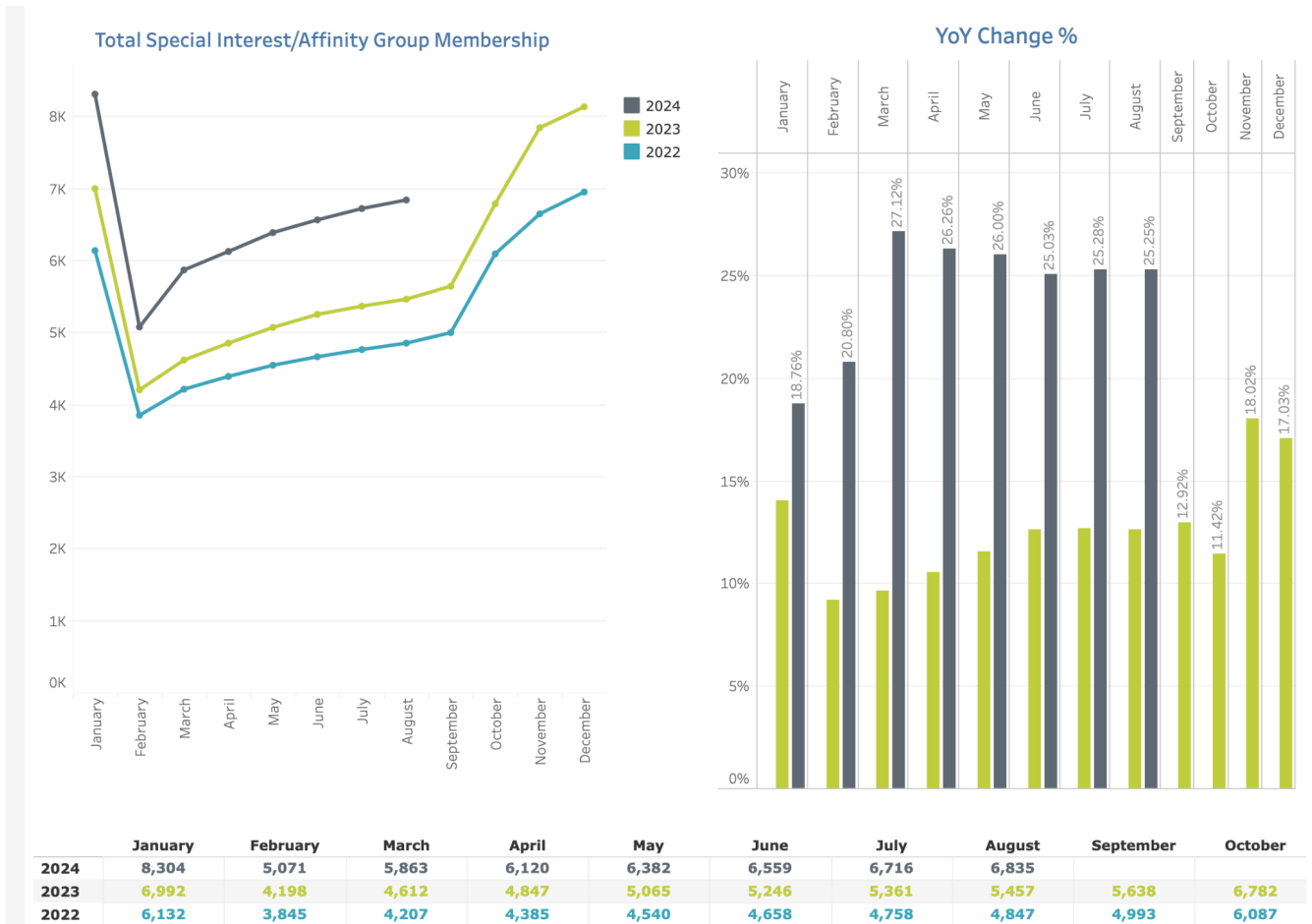


Figure 1 - Membership comparison by month

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.

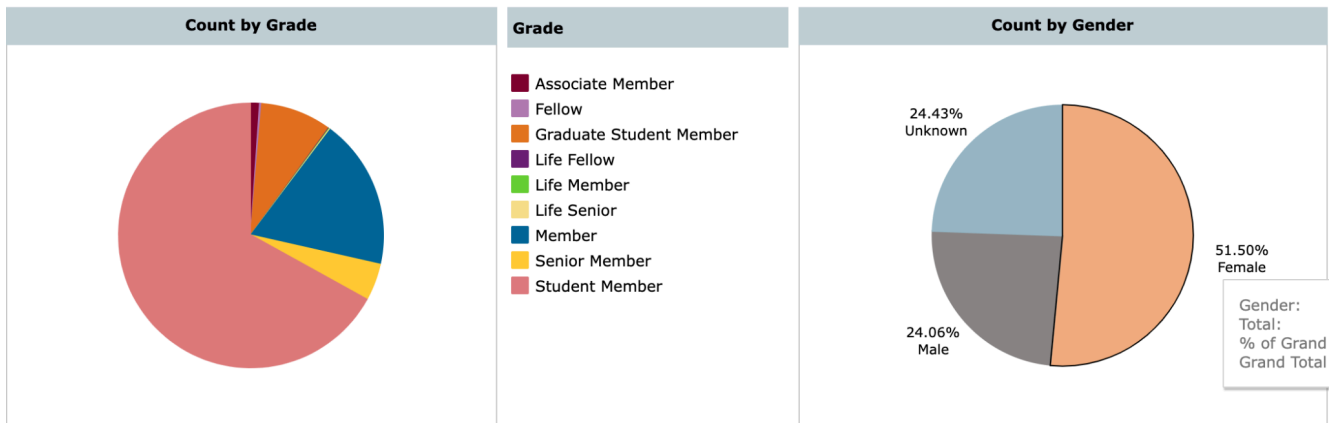


Figure 2 - Membership breakdown by grade and gender

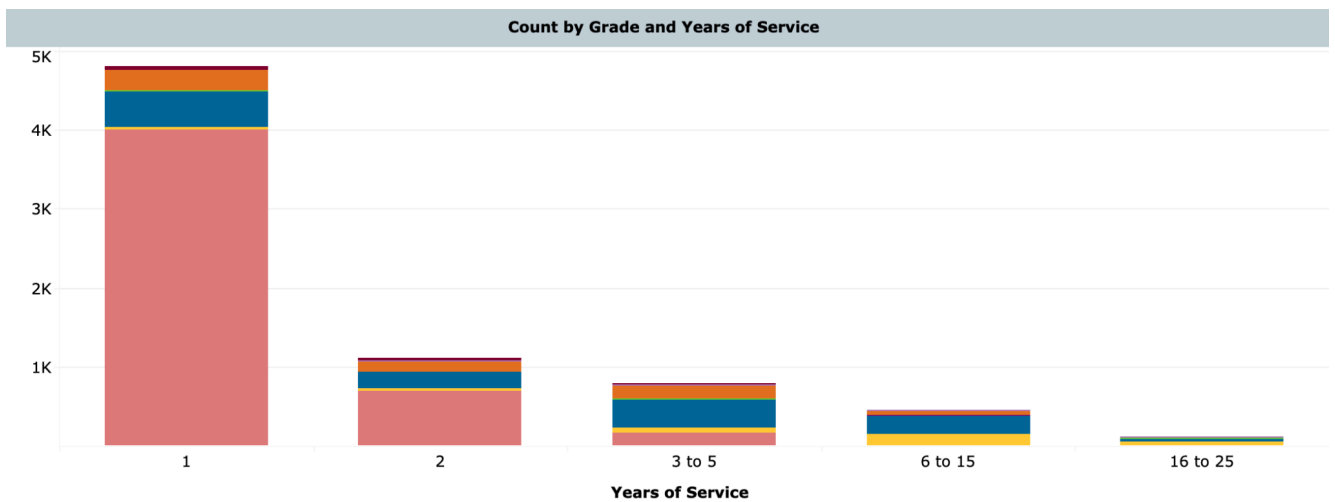


Figure 3 - Years of service by grade

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
 - Reach out to the not active section to support them and encourage them to organize ILS and more events
 - Support section WIE activities And ILS.
 - Support Sections to organize one of WIE programs in their events
- 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 17 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 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.