

Region 8 Women In Engineering (WIE) Committee

Committee Members

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WIE aims to empower women in STEM and inspire the next generation of girls across the region. To achieve this mission, we have established strategic goals and key performance indicators focused on impactful regional initiatives, local activity support, student group development, collaboration with technical societies, and volunteer recognition.

Goals and KPIs

Category	Goals	KPI(s)
Opportunities and Development	Raise awareness of WIE and IEEE resources, and ensure women in engineering are informed and connected to opportunities for growth	<ul style="list-style-type: none"> - Increase membership by 20 % - Host 2 info sessions/webinars on available IEEE WIE resources with more than 25 participants for each. - Distribute a WIE resource guide to 50% of

		Sections and Student Branches.
Conferences and Events	Promote WIE participation in all R8 Flagship Conferences and Main R8 events regional SYPs.	Organize WIE tracks or sessions in 4 flagship conferences and 6 other events.
Collaboration	Foster stronger connections between WIE, IEEE technical societies, and IEEE committees.	<ul style="list-style-type: none"> - Partner with at least 3 IEEE technical societies(IAS, CS,...)/ committees(LM /YP/SAC) - Organize 3 collaboration events (e.g., industry panels, joint workshops) - Pilot the appointment of WIE representatives in 5 societies at the R8 (new initiative : Society ambassador program)
Local Involvement	Enhance local section involvement and support WIE program implementation through funding opportunities	<ul style="list-style-type: none"> -Support the launch of 3 new WIE AGs -Provide financial support to 7 sections
Visibility and Recognition	<ul style="list-style-type: none"> -Increase visibility on social media platforms -Recognizing and Showcasing most active AG Highlight the new WIE AG’s first event on social media 	<ul style="list-style-type: none"> - Increasing social media followers by 10 % - Increase awards nomination by 1 %

Progress against goals since the last report

- Our social media followers increased by 100% on LinkedIn
- Launched three new WIE Affinity Groups/Student Branch Affinity Groups:
 - Oman SAG, Ghana SBAG, Kenya SBAG, expanding our regional network.

- Initiated collaboration with R8 committees (YP, LM, SAC) and IEEE societies (IAS, CS, Entrepreneurship, etc.) to foster greater engagement in WIE initiatives. A dedicated webinar was held to introduce the WIE Committee and highlight available opportunities for women entrepreneurs.

The following figures provide insights into membership growth, renewal trends, and AG opportunities across Region 8.

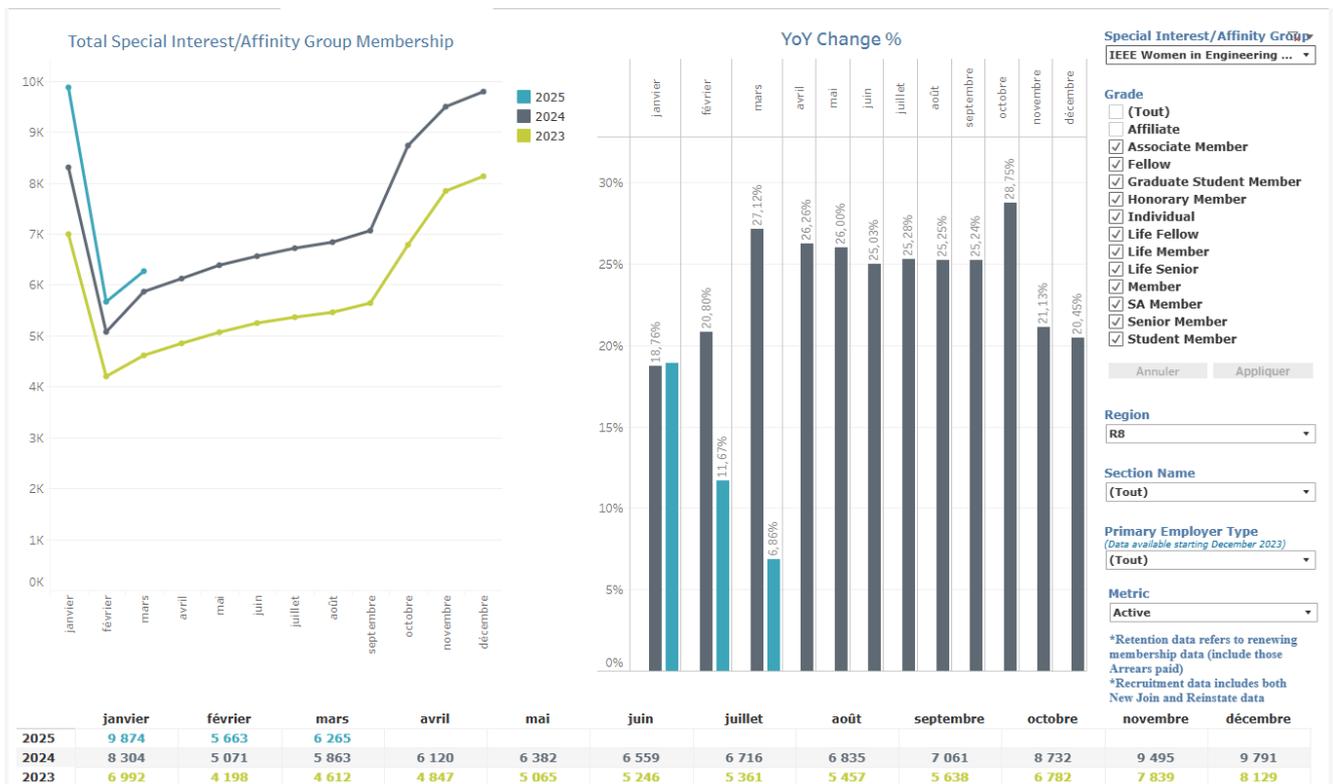


Figure 1: WIE Membership Trends Over Time

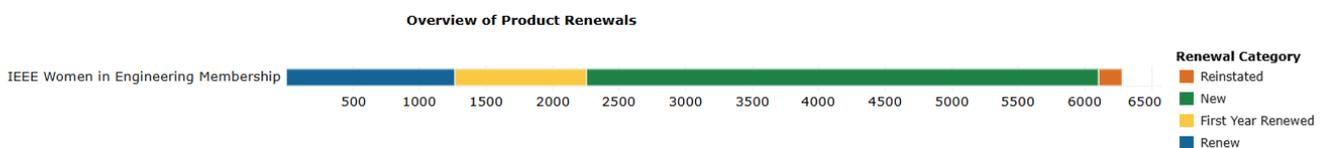


Figure 2: Overview of WIE Renewals categories

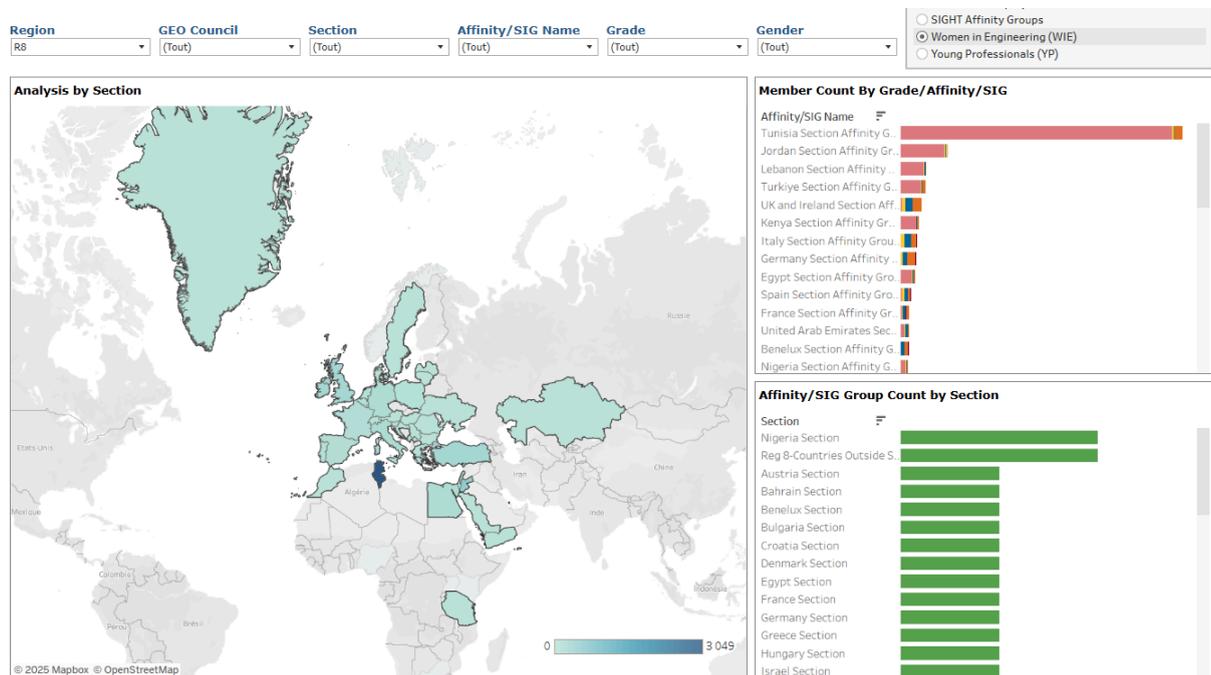


Figure 3: WIE Ag with number counts

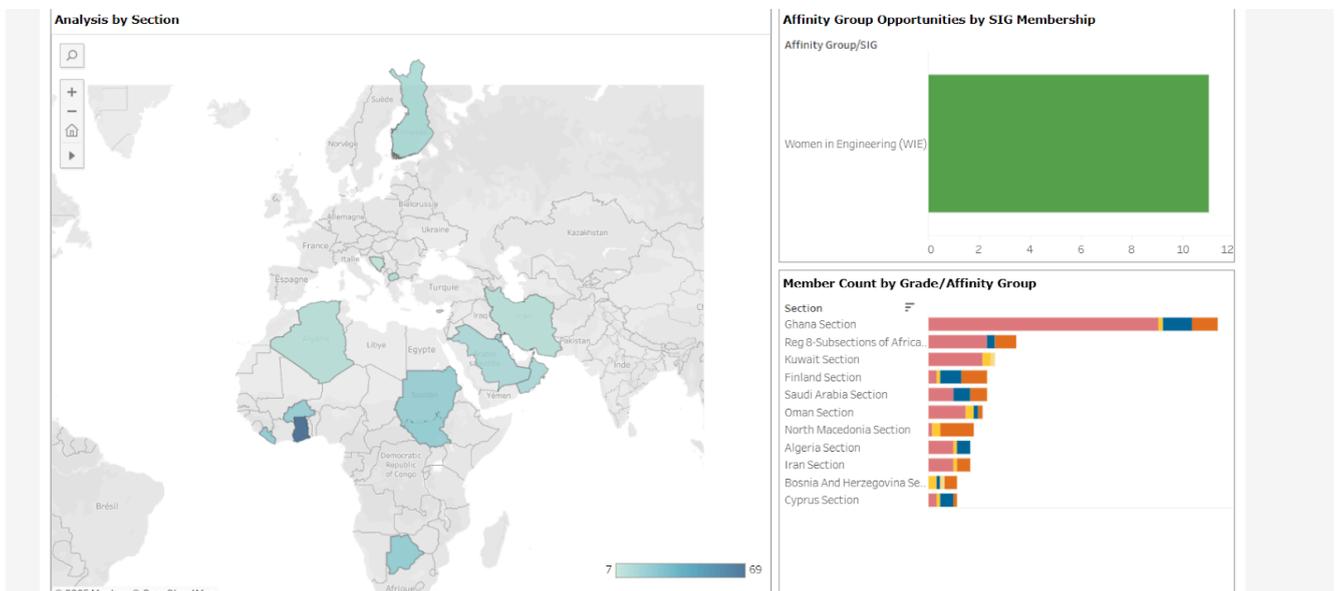


Figure 4: Potential Affinity groups opportunities, Includes 6 eligible members for potential AG formation.

Figure 5 : Status of R8 WIE sections Affinity Group - March 2025

		Members	email address	Section	Members	SB WIE	Larissa	Members	WIE	SB Members	WIE SB	Section	Section	Section
	Members	210		United Kingdom and Ireland	6	6	Lebanon	6	1	-	-	Slovenia Section	Portugal	South Africa
	No AG	-	kouzouabdella	Algeria	No AG	-	Estonia	201	1	149	8	Kenya Section	Oman	France
	23 Members	No AG		Austria	No AG	-	Finland	16	No AG	-	-	Kuwait Section	Poland	Spain
	No AG	1		Belarus	1	1	Germany	4	1	-	-	Latvia Section	Qatar	Sweden
Legend	Status	15 members		Bahrain	No AG	-	Ghana	6	1	-	-	Lithuania Section	Reg 8-Countries Outside s Zone A	Switzerland
	AG active	No AG	bbranko@etfb	Bosnia And Herzegovina	27	6	Greece	0	1	-	-	Malta Section	Reg 8-Countries Outside s Zone B	Tunisia
	AG inactive	0 member??		Bulgaria	1	0	Hungary	-	No AG	-	-	Mauritius Section	Romania	Turkiye
	AG Chair	Chair in good standing		Croatia	399	12	Jordan	39	1	27	1	Morocco Section	Russia (Northwest)	Uganda
	AG Chair	Chair needs elections		Cyprus	No AG	0	Iceland	85	2	30	6	Nigeria Section	Russia (Siberia)	Ukraine
	AG Chair	New AG	K.Papanikolaou	Denmark	-	-	Iran	11	No AG	9	1	North Macedonia Section	Russia	United Arab Emirates
	AG Chair	AG to be formed		Egypt	No AG	??	Iraq	18	1	-	1	Norway Section	Saudi Arabia	Western Saudi Arabia
	AG Chair	AG to be formed	marsaler@ieee	Czechoslovakia	21	3	Italy						Serbia And Montenegro	Zambia
	AG Chair	AG to be formed		Benelux										

Committee of R8 Specific Issues

1) Breaking the Misconception: WIE is for all allies in STEM

Many still mistakenly believe WIE is exclusively for women. In reality:

- 35% of our volunteers are male allies.
- We value and welcome gender-diverse supporters.
- We collaborate with all STEAM professionals who champion inclusion.

2) Visibility challenges

- There is a need to increase the visibility of women engineers across R8. Many sections and students are unaware of WIE opportunities, limiting engagement.
- This is being addressed through awareness campaigns and storytelling initiatives.

3) Limited Collaboration

- Collaboration with key stakeholders: R8 committees (YP, LM, SAC), Technical societies and Industry partners. This isolation diminishes the impact of WIE activities.

4) Communication challenges:

- Challenges persist in engaging certain WIE Affinity Groups and section chairs, often due to outdated contact information or lack of responsiveness. While several sections have established WIE AGs, many are currently inactive, and in some cases, the same WIE committee has remained unchanged for over several years.

Points of Concern

- Lack of motivation or willingness among members to take on leadership roles in forming or sustaining WIE AGs
- Uneven geographical distribution of WIE AGs, with some areas underrepresented or inactive
- Difficulty in securing funding or sponsorship for WIE events

WIE 2025 Year Plan

First Half (Feb – Jun)

Focus: Awareness, Foundation, Early Engagement

- Prepare WIE branding material (brochures, posters,..) .
- Personally reach out to all section WIE AGs, as well as sections without a WIE AG
- Initiate Collaborations:
 - Launch Society Ambassador Program
 - Initiate collaboration with SAC/WIE/YP
- Grow and Support Locally:
 - Conduct an online session with all WIE leaders in R8
 - Open Call for WIE Funding in Region 8
- Events Planning:
 - Prepare WIE tracks for flagship conferences and ILSs, regional SYPs, and other events.

Second Half (Jul – Dec)

Focus: Visibility, Engagement, Recognition

- Attend and build collaboration in flagship events, SYPs, ILS
- Launch an awards campaign
- Wrap-Up and Strategy:
 - Track KPI/membership progress
 - Collect feedback
 - Draft 2026 strategy

Participating in Impactful Events – 2025

We reached out to the organizers of the following events and received positive responses to include a dedicated WIE track:

- 9th IEEE R8 RTSI
- 9th IEEE R8 HISTELCON
- 15th EDUCON
- WomenInTech
- GITEX Global
- WesSYP
- AfricaSYP
- NordicSYP

- MenaSYP
- *ILS France*
- *ILS Poland*
- *ILS Jordan*
- *ILS UK and Ireland*
- WIE ACT

Additionally, many other events are being planned.

To further strengthen our impact, we have proactively reached out to all Section Chairs without a WIE Affinity Group (Figure 4), as well as WIE Chairs, to raise awareness about WIE initiatives and encourage collaboration. Figure 5 highlights the results of an analysis conducted across all R8 Sections to better understand the current landscape and identify areas of opportunity. This year, financial support for seven WIE AGs across seven different sections is planned.

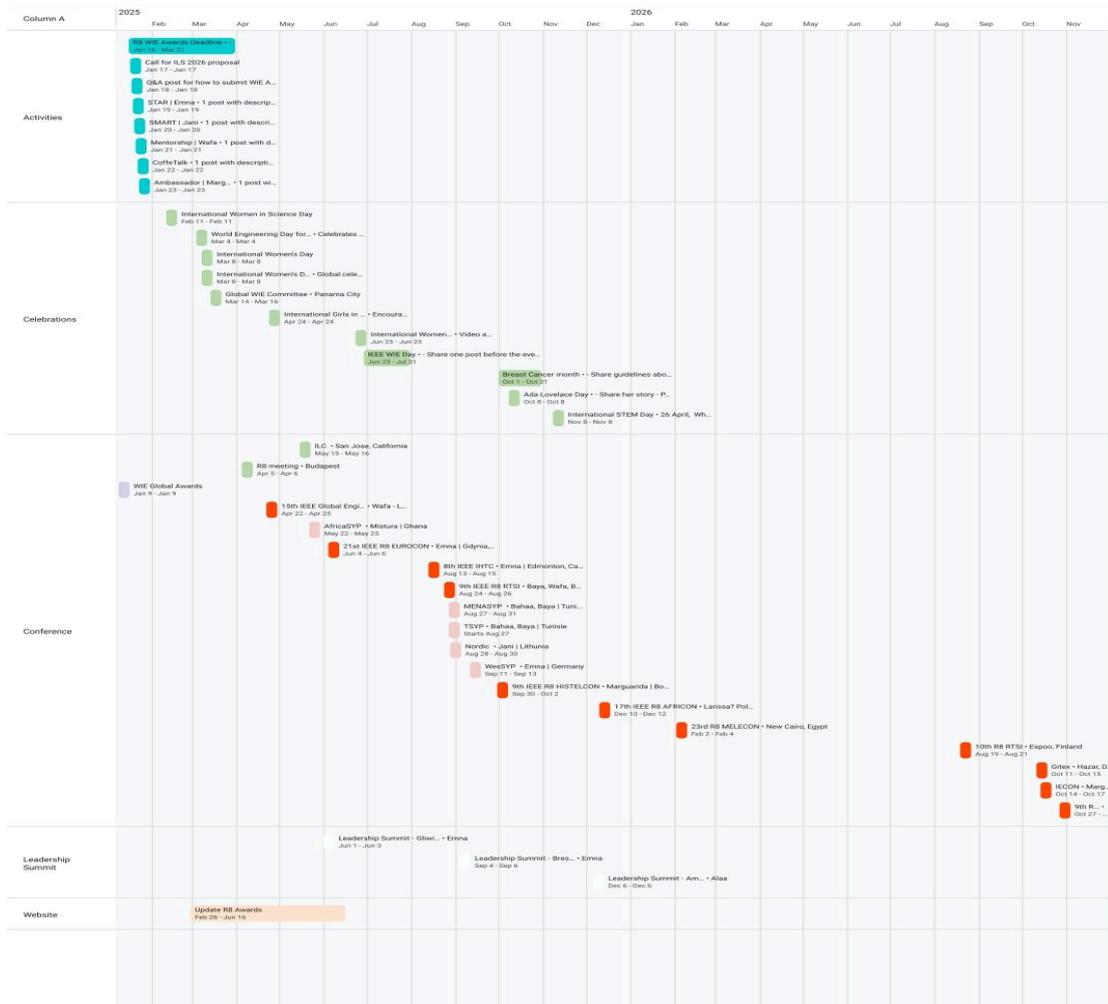


Figure: Timeline of WIE celebrations, conferences, and summits planned throughout the year.

Proposals for improvements/Other Issues to report

We remain committed to empowering women in engineering and creating a lasting impact throughout Region 8.