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## *Message from the President*

### **Dear members of INWES:**

Warm greetings to all of you! The executive board members have already met via Skype in January and recently on March 20<sup>th</sup> to discuss the various exciting events that INWES has planned for 2013. I am happy to announce, first and foremost, the 2013 regional conference which will be held in Nairobi, Kenya, on the 6<sup>th</sup> and 7<sup>th</sup> of November. I would like to thank all the Association of African Women in Science and Engineering (AWSE) members who are putting their best effort into the preparation, with special mention to Caroline Langat Thoruwa as an AWSE chairperson for this regional meeting.

The regional meeting will have two stimulating themes, "Professional Development for Women Scientists and Engineers" and "Women in Science, Engineering and Technology for sustainable development". I look forward to another successful event like that in Nairobi in 2004. As an additional highlight, this year Uduakobong Okon, a board member from Nigeria, and Rufina Dabo Sarr, a board member from Senegal, are planning to initiate the African Network of INWES prior to the confer-

ence. I hope this will be the start of a more active INWES network on the African continent.

In addition to the regional conference, the 2013 Asia and Pacific Nation Network (APNN) meeting will be held in Taiwan on September 14<sup>th</sup>. This event will be held in conjunction with IConWiST, the first international conference organized by our Taiwanese members (TWiST). It is quite exciting to see how fast TWiST is growing, given that it was only founded in 2012. I would like to thank KWSE (the Association of Korean Woman Scientists and Engineers), the Chair organization of APNN, for their various forms of continuous support.

ICWES16 will be held in Los Angeles in October, 2014. The Memorandum of Understanding (MOU) is in process between INWES and the Society of Women Engineers (SWE), and Gail Mattson and Sangeeta Wij have already started communicating, sharing and working together with us towards the conference.

Another piece of exciting news for us is that Israeli women scientists and engineers have started a new organization with the help of INWES. We look forward to having them as our newest active member. In addition, KWSE in commemoration of the 20<sup>th</sup> anniversary of its founding is planning an APNN camp for young women scientists in August at Ewha Woman's University, Seoul, Korea. You will receive information about all these events via e-mail and through our website, so please look out for this.

Some of you may be concerned about our website which is currently under construction. I apologize for the inconvenience. We will be opening the website very soon, which we hope will be more user-friendly. The delay is due to the installation of a new Paypal sys-



tem that would allow online payment of membership fees. Once the website is open, we will be using it to reach our members worldwide with innovative programmes like the "Mentoring Site."

I look forward to having more of you involved in INWES activities, and welcome any suggestions or ideas at any time of the year. Please visit our website (when it opens) or send us

an e-mail at [inwes.secretary@gmail.com](mailto:inwes.secretary@gmail.com). I look forward to another good year in which we work together to make changes for a better world.

Sincerely,

**Kong-Joo Lee, Ph.D.**

**INWES President**

## News from INWES Members

### THE GLOBAL MARATHON

A Global Marathon for women in engineering and technology was held on March 4<sup>th</sup> to 8<sup>th</sup> this year and I was asked to participate. This was a virtual conference held over 3 days with different themes for each day. The technology involved was interesting as I gave my presentation through a webcam from my study in my house; this was all set up by engineers in the USA, along with my slide show and an opportunity to submit questions over the web. I participated in the day entitled "Leadership", and the title of my talk was "Towards Leadership – Use the Networks".



*A flash mob to the song "Chain Reaction" on the esplanade of the European Parliament*

I first talked briefly about the networks I belong to which have done the most for me - mainly WES UK and INWES - but also professional networks.

I then talked about different types of networking, and how I thought that being part of an organised network gave many advantages such as: meeting people from all different types of work and positions who may be helpful to you in your career; volunteering within the network and, through volunteering, learning new skills and demonstrating them to others; and the opportunity to put yourself into different and unfamiliar situations which

may open doors in your career. I also commented on how many friends I have made through networks.

After all my years of working within networks, I also felt able to give some advice - to start networking as soon as possible, volunteer within your network, try to meet as many people as possible and keep in touch, and if someone asks you to do something, say yes!

I concluded that if you work and volunteer in networks you always get more out

than you put in; networks grow and develop, and through the network you get the chance to do things which can really enrich your life.

I was told that there were people from the US, Canada, UK, Switzerland, Puerto Rico, Ethiopia, Mexico, Brazil, Germany, Slovenia, Italy, Netherlands, Chile, Iran, Turkey, India and Kenya listening to the talk, and I was able to listen to some talks given by others. It was difficult to do a presentation without feedback from the audience, and I can't be sure how well it went down, but the questions and comments at the end indicated interest, so I hope that's a good sign!

**Sue Bird**  
**UK**

## "SCIENCE: IT'S A GIRL THING!"

The European Commission (EC) has recognised the problems that may arise in EU member states in the future, due to low birth rates. So in order to increase the number of highly qualified personnel, particularly professionals, in STEM the European Commission launched a project on the 21<sup>st</sup> and 22<sup>nd</sup> June 2012, called *"Science: it's a girl thing!"*.

(<http://www.facebook.com/sciencegirlthing>)

The first part of this programme took place in Brussels, centred around the European Parliament (EP), and was attended by Commissioner Máire Geoghegan-Quinn (of the of "Women in Research and Innovation"). I was invited to a special interactive session at the EP where high school students (both boys and



*Anna during a scientific workshop in the Copernicus Science Centre in Warsaw (5<sup>th</sup> Dec 2012)*

girls) from several European countries were able to meet with role models - women scientists and engineers. The young people could ask us about our careers and scientific research, and how we've reconciled work and family commitments. In front of the EP, we enjoyed interesting performances (photo on previous page), and magic chemical shows, designed to interest young people in science.

To continue the campaign, I agreed to activate the Facebook page, *"Science: it's a girl thing!"*, in October, including the chat function. I promoted science, chemistry and the Department of Chemistry at the University of Wroclaw. In total, this project was seen by 1,800,000 people, for which I received thanks from the EC and a diploma from the Polish Minister of Science and High Education, Professor Barbara Kudrycka, personally.

The second part of the project was organized in several major European research centers (the Netherlands, Germany, Austria, Italy and Poland) and various science and technology museums. In Poland, this project culminated



on December 5<sup>th</sup> 2012, with a set of science workshops for hundreds of young people (K12-18) in the Copernicus Science Centre in Warsaw. Women scientists both from Poland and from other countries of the EU were invited. I talked to students about "*Light and Matter*" (glow sticks, glow toys, fluorescent paints etc.) and they seemed very interested in all the demonstrations and lectures.

The one-day session ended with a fascinating lecture by Professor Anja C. Andersen, from the Dark Cosmology Center in Copenhagen, who looks at stellar dust and stars in the early stages of evolution. She has a very optimistic personality and left the young people with a very hopeful motto, "follow your dream... even if it's not science".

However, we hope that in the minds of many of these young people, and especially girls, this event sparked a light to study sciences and engineering.

In fact, this campaign to popularise science continues because the girls continue to ask us various questions and we continue to answer them (as role models) in the forum of the "*Science: it's a girl thing!*" Facebook page.

**Professor Anna Szemik-Hojniak**  
**Wroclaw, Poland**  
[anna.szemik@chem.uni.wroc.pl](mailto:anna.szemik@chem.uni.wroc.pl)

## WITED AND THE FEMALE STUDENT FORUMS

Women in Technical Education and Employment (WITED) is a national association of female academic staff from polytechnics across Nigeria. WITED is a project conceptualized by the Commonwealth Association of Polytechnics in Africa (CAPA) in reaction to the observed low participation of women in science, technology, engineering and mathematics (STEM), which aims at enhancing the partici-

pation of women and girls in STEM at all levels.



*WITED Co-ordinator, Dr Mrs L.N. Ofodile (Right), and Public Affairs Officer, Mrs A.A. Sokoya (Left) at the event*

WITED Nigeria was inaugurated by the Federal Government in 1997 and has since been encouraging girls to choose STEM courses in secondary and tertiary institutions using science quizzes and competitions, awards for best students from STEM courses, workshops, and seminars.

The Female Student Forum (FSF) is an initiative of WITED at the Yaba College of Technology in response to a request to partner with the Gender Desk - Office of the Senior Special Assistant to the President on Youth and Student Affairs (SSAPYS), Abuja Nigeria. The office was created by the President, Dr Goodluck Ebele Jonathan, to give youth and students a representation at the highest levels, given that they are the least represented in the country. The FSF will create opportunities for female students in my institution to associate and network as a community.

WITED in collaboration with SSAPYS aims at using FSF as a platform to contribute to the representation and development of female youth and students by means of seminars, workshops and conferences. Members will be

given entrepreneurship training (e.g. events planning, hall decoration), leadership training (e.g. sea school, life skills and character training, "living in your world"), and agricultural training (e.g. fish farming, mushroom farming, horticultural skills) and other skills that will enable them excel in their chosen fields.



*Female students at the FSF sensitization meeting with some WITED members*

The Female Student Forum (FSF) sensitization programme was held on the 20<sup>th</sup> February, 2013 and was attended by over 500 female students and over 450 have registered as members of the forum.

**Lauretta Ofodile and Alice Mafimidiwo**  
**Lagos, Nigeria**

## KWSE NEWS FROM KOREA

### Forum for Women S&T Leaders Held In Busan, Korea

The Busan, Ulsan, Gyeongnam Regional Branch of The Association of Korean Women Scientists and Engineers (KWSE) hosted a symposium to mark the founding of a regional forum for "Women S&T (Science and Technology) Leaders" on November 16<sup>th</sup> 2012. After the welcome remarks delivered by Dr. Gap Soon Moon of KWSE and Dr. Kyung-Ja Ha

of the WISET PNU Center, Dr. Byung Joo Min, assemblywoman of the Korean National Assembly, gave a presentation on "*Policy for supporting women scientists and engineers in Korea.*" The need to implement policies on work-family balance for women in science and technology was emphasised.

Six panellists including the former president of KWSE, Dr. Mi-Sook Won, and others representing academia, research institutes, industry, government organizations, and non-governmental organizations, talked about urgent problems that need to be addressed - especially in the south-eastern region of Korea. The discussion was chaired by Dr. Jung Sun Kim, the INWES Secretary General.

*Dr. Mi-Sook Won*  
*7<sup>th</sup> President of*  
*KWSE*



The forum is to serve as an advocacy group for women scientists and engineers in the south-eastern region of Korea.

### Dr. Mi-Sook Won Awarded Prize

Dr. Mi-Sook Won, 7<sup>th</sup> President of KWSE, received the "2012 Woman Scientist of the Year" award on November 30<sup>th</sup> 2012 together with Dr. Sung Hee Baek of Seoul National University and Dr. Lena Lee of Ewha Womans University. Since 2001, The Ministry of Education, Science and Technology (MEST) and the National Research Foundation (NRF) of Korea have awarded a prize to three prominent women each year, recognising their advancement of science and technology in Korea. Dr. Won was also the Chair of the 2009 INWES Regional Conference held in Busan, Korea.





*KWSE Symposium*

## KWSE holds International Young Woman Scientist Camp

KWSE held a two day international camp for graduate students and post-doctoral research fellows working in Korea. Seventeen women from China, Indonesia, India, Mongolia, Thailand, Japan and Turkey and twelve from Korea attended the program in Daejeon, the research triangle of Korea. The program was organized by the international cooperations committee, chaired by Dr. Hye-On Yoon.

Dr. Yong-Hyeon Shin, President of KWSE welcomed the participants and announced that the year's event was a pilot for a bigger event

*KWSE International Young Woman Scientist Camp*



planned for 2013, when KWSE celebrates the 20<sup>th</sup> anniversary of its founding. Dr. Hyang Sook Yoo, APNN Chairperson, gave a lecture on convergence technology, which she suggested required the cooperative effort of scientists from various backgrounds. The participants had the opportunity to visit the Korea Research Institute of Bioscience and Biotechnology (KRIBB) and broaden their network of international contacts.

**Jung Sun Kim**  
*Korea*

## "GO MINT" – PUTTING SUCCESSFUL IDEAS INTO PRACTICE

The shortage of qualified employees in the so-called MINT subjects (Mathematics, Informatics, Natural Sciences and Technology) is putting Germany's reputation as a centre for research and business at risk. "Go MINT" – the National Pact for Women in MINT Careers, which brings together politics, business, science and the media, is designed to change the image of MINT professions in society.

"Go MINT" is part of the federal government's qualification initiative and was launched in

2008 at the instigation of the Federal Ministry for Education and Research, with the aim of increasing young women's interest in scientific and technical degree courses and attracting female university graduates into careers in business. 128 partners are already supporting this aim with a wide range of activities and initiatives



to advise young women on their studies and career. The growing number of partners indicates that business and science are unable and unwilling to do without the potential offered by women in MINT subjects any longer.

The "Go MINT" office is the central hub of the network of partners in the pact. It focuses the activities of the pact and informs and advises the pact members. It also carries out a wide range of PR work. "Go MINT" is the only initiative to address women and MINT at national level. The information portal [www.komm-mach-mint.de](http://www.komm-mach-mint.de) provides an overview of and guide to the wide range of initiatives for attracting the next generation of female employees, with practical tips, advice on the best approaches and a national project map providing information about more than 1,000 projects.

The pact focuses on close cooperation and the network creates links and provides the opportunity to exchange information between government bodies, companies, foundations, research institutes, universities, associations and, last but not least, women's technological organisations such as the "deutscher ingenieurinnenbund e.v." (German Association of Female Engineers) (dib). Dib e.v. was involved in setting up the pact from the outset. Together the pact partners are committed to promoting and carrying forward successful initiatives and activities and to developing new ideas and integrating them into existing structures.

A very effective cooperation project that has come about as part of the pact is the "NiedersachsenTechnikum", which was set up by the federal region of Lower Saxony and companies and universities based in the region. The model project "Niedersachsen-Technikum" has proven to be a successful, innovative initiative that has been tried out and developed to help young women take firm decisions to study MINT subjects on the basis of technical

and personal experience in business and at university. The 6-month technical course makes it possible for young women who are qualified to go to university to gain their first practical experience of MINT subjects: they follow a taster course at a selected university and simultaneously have doors opened to a MINT career by completing work placements in companies. The University of Osnabrück has had a 100% success rate so far: all of its female Technikum students have embarked on a MINT degree or training course. Other federal regions are already exploring ways of adopting this successful model. [www.niedersachsen-technikum.de](http://www.niedersachsen-technikum.de)

Attracting young women to study MINT subjects is only the beginning, however, since still too few MINT graduates end up in careers in business, despite the increase in numbers. Advice and support programmes must continually be developed to boost the potential provided by these highly qualified female graduates in technical areas so that it can be exploited in business in particular. Within the "Go MINT" network, ideas and best practice are being passed on and initiatives are being developed and implemented in this area.

With its TOP25 campaign, the pact partner dib e.V. has developed an initiative with significant public impact to attract attention to particularly successful female engineers and the wide range of fields in which they work with distinction. The aim of the TOP25 campaign was to present the 25 most influential female engineers in Germany and thus point out the potential of women, in a field that is still dominated by men, to companies, associations and chambers of trade and industry in particular. <http://www.dibev.de/top25.html>

A platform that makes it possible to network efficiently on the issue of women in management and, as a result, to develop initiatives is provided by the pact partner Deutsche Messe



AG, in the form of the WoMenPower conference. The conference, which has taken place annually since 2004 at the largest industrial exhibition in the world, the Hanover Industrial Fair, makes it possible to exchange information on topics such as careers, strategies for success and both modern and innovative forms of work.

<http://www.hannovermesse.de/de/ueber-die-messe/programm/veranstaltungen/womenpower>

And all of the initiatives together are slowly but surely delivering success. According to current information from the Federal Office of Statistics and the calculations of the "Go MINT" office of the National Pact for Women in MINT Careers, over 33,000 new female students opted for a degree in engineering in the academic year 2011. That is almost three times the number of new female students in 1995. The picture in mathematics and natural sciences is similar. Here the number of new female students has increased by a factor of 2.5 since 1996 to 54,000. The positive trend in recent years is particularly evident here: the curve has been climbing more steeply than ever for the past four years. And the working world of technology is also becoming more diverse. Above all this is evident in the number of qualified female engineers, which has risen by 48% since 1999.

It is now a matter of continuing this positive trend. More women will be reached if practical knowledge is used effectively and successful models are disseminated. In this context, the "Go MINT" office is delighted at the opportunity to share information at an international level.

**Dr. Ulrike Struwe**  
*Germany*  
[struwe@kompetenzz.de](mailto:struwe@kompetenzz.de)

## **"RENTRÉE SOLENNELLE" WITH AFSTECH/SENEGAL**

### **An official celebration of the new academic year for women scientists and engineers...**

For the first time in Senegal, AFSTech/Senegal, organised a "Rentrée Solennelle" (a formal event celebrating the new academic year) for women scientists and engineers (ReSFeSI) in partnership with the Senegalese Association of Women Engineers in Civil Engineering (ASFIGC) and the Association of Mechanics of Senegal (A2MS). This unique day went as follows:

#### ***Opening ceremony***

The event began with a welcome speech from both Mr Sirlin Paterne Loufimpou, the headmaster of Petite Ecole Protestante (a primary school in Dakar), and the founding president of ASFTech/Senegal, Mrs Rufina Dabo Sarr. Following this Mrs Abibatou Fall Sidibe and Mrs Alimatou Ndiaye Ba called for the strengthening of the partnership with AFS/Tech Senegal in the implementation of their activities.

#### ***The panel***

##### **Topic 1:**

**"The situation of women entering and working in the automotive industry"**

This issue was explored by Mrs Alimatou Ndiaye Ba, mechanic and garage manager.

##### **Topic 2:**

**"Don't girls like working in marine engineering?"**

This discussion was led by M. Mandaw Gueye, head of the mechanics department at l'Ecole Nationale Formation Maritime (the National School of Maritime Training).





Mrs Christine Boute Simo, engineer in civil aviation, serving l'Agence pour la Sécurité de la Navigation Aérienne (ASECNA) - the Agency for the Security of Aerial Navigation - shared her experiences with the audience.

Personal accounts were shared by Mrs Diarra Diop Loum and Mr Michel Faye, Director of Professional training, who acted as sponsors and patrons.

### ***The regional branches of AFSTech/Senegal***

A report was shared with the audience by Mr Momar Kandji, active associate member of AFSTech/Senegal, feeding back from the Central region - the south east and south west.

### ***Award ceremony***

This year a major innovation was to confer awards on five male role models (to stay in the spirit of gender equality) and six female role models.

### ***A guided tour of the department: The cold and air conditioning***

Mr Pape Medoune WELLE, head of this department, took visitors on a journey into the mysteries of his sector.

### ***Recommendations***

Many recommendations were made with regards to the authorities.

This day received a great deal of coverage in the national press. An article was dedicated to it in the daily newspaper 'Le Soleil' (The Sun). There was a special programme about the meeting on national television, and two other channels also broadcasted clips of the event.

**Mrs Rufina DABO SARR**  
**President of AFSTech/Sénégal**  
***Senegal***

## **GIRLS AND WOMEN IN STEM: WHO'S RESPONSIBLE?**

On May 9th, 2013, a symposium will be held during the 81th conference of ACFAS (Association francophone pour le savoir) to discuss the challenges still existing today in attracting girls to STEM and to retain women in these positions. In Québec, like many other regions of the world, there is a lack of highly qualified personnel in STEM. At the same time, recent studies in Canada have shown that while girls were interested in STEM in early 2000s, the numbers are again decreasing. The challenge of finding qualified personnel in STEM may therefore become more pressing than in the past. Five main factors have been identified as contributing to these challenges - ranging from teacher's traditional ways of delivering the curriculum to governmental policies and societal pressures. This symposium will examine these various factors and what can be done to break down these barriers.

The symposium has been organised by Anne ROY, Donatille MUJAWAMARIYA and Sylvie FRÉCHETTE, on behalf of AFFESTIM (Association de la francophonie à propos des femmes en sciences, technologies, ingénierie et mathématiques). The 81th conference, "*Savoirs sans frontières*", is organized by ACFAS under the patronage of UNESCO. It will be held at Université Laval, Québec City, Québec, Canada from May 6-10).

**Liette Vasseur**  
**President of AFFESTIM**  
**Vice President of INWES**  
***Canada***



## Upcoming Events

### EVENTS IN THE UK

***The Women's Engineering Society -  
inspiring women as engineers, scientists  
and leaders***

**WES Member's Conference:**

**Friday 4th October 2013**

The WES Members' Conference will be held at the Institution of Engineering and Technology (IET), Savoy Place, London.

Theme: "Harnessing the Energy"

**Engineering Inspiration 2013:**

**Friday 15th - Saturday 16th November  
2013**

The Engineering Inspiration 2013 Conference will be held at Aston University, Birmingham UK. This conference is in its 5th successful year and will bring together 150 women engineering students for industry and technology insights and personal enrichment.

### EVENTS IN TAIWAN

**2013 International Conference on Women  
in Science and Technology  
and  
2013 Asia and Pacific Nation Network  
(APNN) Meeting**

**When:**

14<sup>th</sup> - 17<sup>th</sup> September 2013

**Where:**

Howard Civil Service International House,  
Taipei, Taiwan

**For more Information, visit the conference  
website at [www.2013iconwist.com.tw](http://www.2013iconwist.com.tw)**

### Call for Poster Abstracts

Poster abstracts are invited for the 2013 International Conference on Women in Science and Technology (IConWiST).

Posters will be displayed outside the main conference room for the entire conference period and there will also be a 'poster session' where authors will be required to attend their poster to answer queries relating to the work presented.

#### Conference Topic Areas:

- Gender policies for promoting women in STEM.
- Effective practices for recruitment, mentoring, and retention of women in STEM.
- Gendered innovations in STEM.
- Strategies in work-life balance.
- Women, entrepreneurship and leadership

#### Abstracts Format:

1. Introduction or background
2. Methods or approach
3. Results
4. Conclusions
5. 300 words minimum.
6. Abstracts should be typed, 12 point font, Times New Roman. Fit on one A4 page.
7. Please include an abstract title, author(s) full names, affiliated institution(s) and contact details. Please underline the presenting author(s).

#### Deadline:

31<sup>st</sup> May 2013

#### To Submit:

Please send your posters abstracts to [2013iconwist@gmail.com](mailto:2013iconwist@gmail.com) with a subject of "[Poster Abstracts] 2013IConWiST-your Name- your Institutions"



**Please Note:**

A limited number of spaces for posters are available. A decision regarding each abstract will be notified to the presenting author by 30<sup>th</sup> June 2013.

*Complete information, terms, and conditions about poster presentations will be ready on our conference website in March. Please make sure you visit our website when it is ready.*

*Receipt of your abstract will be acknowledged, by email, within 3 working days.*

**For any inquiries, please contact:**

**Hsiao-Ching, Wang**  
2013 IConWiST assistant  
2013iconwist@gmail.com

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**INWES Member Newsletter**

Deadline for Issue No. 14: 1<sup>st</sup> May 2013

Contact: Roseni Dearden, Communications & Newsletter Committee

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## Contact INWES

### International Network of Women Engineers and Scientists

[www.inwes.org](http://www.inwes.org)

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