

MEMBER NEWSLETTER

PRESIDENT'S MESSAGE

Dear members of INWES,

Warm greetings to all of you.

There is an African proverb that says, "If you want to go fast, you can go alone, but if you want to go far away, you have to go together". I think it is time for us all to "go together" and join the upcoming INWES regional activities. You will benefit from ideas and get the energy to help improve your professional situation, enjoy the warm support of your world-wide colleagues, and be able to share in the hope of a better world. The 2013 Regional Conference of INWES will be held in Nairobi, Kenya, from the 19th to the 20th November, 2013. It is being organized by AWSE (the Association of African Women in Science and Engineering) and I am very happy to announce that UNESCO and Samsung will be supporting the meeting. Please visit the official website (www.aawse.org) if you want to find out more.

The 2013 APNN (Asia and Pacific Nation Network) Meeting will also be held in Taiwan on the 14th September, 2013. It is being organized by TWiST (the Society of Taiwan Women in Science and Technology) and you can get more information on the IConWiST and APNN website (<http://www.2013iconwist.com.tw/>).

Finally, I would like to remind you that ICWES16 (International Conference of Women Engineers and Scientists) will be held in Los Angeles, U.S.A. on the 20th to

25th October 2014, where it will be pairing up with the SWE (Society of Women Engineers) National Conference. The theme of ICWES16 is "A global exchange for change". If you want to share your ideas for ICWES16, please get in touch with the SWE organizers at icwes16@swe.org or the INWES organizer Gail Mattson (ggmattson@comcast.net). We are preparing for the bidding for ICWES17 soon and we would be happy to hear from any members who are interested in hosting our upcoming ICWES conferences.

We send our warm welcome to our new members, Princess Nora University in Saudi Arabia and the women scientists in Uzbekistan who have recently joined us (Dr. Egamberdieva Dilfuza of the National University of Uzbekistan). We hope that our new members will join in our activities and benefit from working with the many colleagues that make up INWES.

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 (www.inwes.org), which is in the process of being upgraded, or send an e-mail to inwes.secretary@gmail.com.

I look forward to another good year where we can work together to make changes for a better world.

Sincerely,

Kong-Joo Lee, Ph.D.

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EVENTS

- IConWiST and APNN Meeting
Taipei, Taiwan
14th - 17th September 2013
- WES Members Conference
London, UK
4th October 2013
- Society of Women Engineers' Annual Conference
Baltimore, USA
24th - 26th October 2013
- Engineering Inspiration 2013
Birmingham, UK
15th - 16th November 2013
- 2013 Regional Conference
Nairobi, Kenya
19th - 20th November 2013
- ICWES16 and WE14
Los Angeles, USA
23rd - 25th October 2014

students. Her extensive achievements were recognised by the Japanese government, and Akiko won the Prime Minister's Award last year. In the wake of these achievements, Ms. Tsugawa resigned as chairperson and was nominated as honorary chairperson in April of this year.

Ms. Kayoko Sugahara, who is a Board Member of INWES and a member of the Management Committee of INWES Japan, was elected as chairperson in her place. Ms. Sugahara has laid out her goals, which include the continued development of domestic and international networks, and other related activities, to honour and build upon Ms. Tsugawa's vision.

INWES MEMBER NEWS

KAYAKO SUGAHARA ELECTED AS INWES JAPAN CHAIRPERSON

After ICWES12 was held in Canada in 2002, INWES Japan was established as an activity organization for INWES in Japan.

Ms. Akiko Tsugawa was chairperson, from the start, and has led the team to successfully carry out a wide range of activities, such as the development of a network of women scientists and engineers in Japan, and a mentoring programme for junior and senior female high school

SANJEETA WIJ WINS CEAI NATIONAL AWARD

The CEAI National Award was presented to Sangeeta Wij (Vice president of INWES and President of WISE-India) during the Inaugural Ceremony of the CEAI Conference on Infrastructure in Delhi last November. It was awarded for the design of a state-of-the-art power transformer plant situated at Nellore, which incorporates the most modern technologies from power transformer manufacturing and testing facilities globally. It is built on a hundred acres of land - covering 200,000 square feet in the first phase - is up to thirty-four metres high,

and includes gantries weighing up to 300 tonnes each.

EWA OKOŃ-HORODYŃSKA AND TEAM WIN NORWEGIAN PRIZE

Professor Ewa Okoń-Horodyńska and her team are carrying out a study called "Innovative Gender as a New Source of Progress", which is being promoted by Jagiellonian University, Faculty of Management and Social Communication (Krakow, Poland) in partnership with Osfold University College (Øsfold, Norway) and Warsaw University (Warsaw Poland).

The team has won the Norwegian Economic Instrument competition for this work, with their project placed first in the rankings. Their research identifies and explores the concept of "innovative gender", and its connections to smart growth and social progress, through an examination of the gender dimensions of innovation - gender patterns within innovative activities, the gendered socioeconomic context within which innovation takes place, the possibility of gender-bias in public policies supporting innovation, and the ways in which public support for innovation might be provided effectively to both genders.

LEADERSHIP PROGRAM TO ADVANCE WOMEN'S CAREER SUCCESS

Carolyn J. Emerson, Project Coordination, Canadian Centre for Women in Science, Engineering, Trades and Technology

Women in science and engineering careers leave their fields at higher rates than their male colleagues, particularly over the critical ten to fifteen year time period. According to the 2011 Fouad and Singh study, "Stemming the Tide: Why Women Leave Engineering", the reasons include lack of advancement as well as workplace culture. They noted: "Current women engineers who worked in companies that valued and recognized their contributions and invested substantially in their training and professional development, expressed greatest levels of satisfaction with their jobs and careers."

Women are also under-represented in leadership positions within industry and academia. Organisations that support their technical women in their career advancement reap significant benefits - higher retention rates and productivity, enhanced innovation potential, and greater attraction of other talented women. The increased participation of women in senior executive and board roles also correlates to greater profitability and more sound governance practices.

The Canadian Centre for Women in Science, Engineering, Trades and Technology (WinSETT Centre) has developed the Women in

SETT Leadership Program, made up of day-long workshop modules tailored for early to mid-career women in engineering, science and technology.

The first workshop *Becoming Leaders: An Introduction to Leadership Skills and Strategies* encourages women to identify their strengths and challenges, leverage those strengths, and be proactive in their careers. The module includes information on gender schemas, sharing of experiences and strategies from leaders in science and engineering sectors, and active engagement in discussion and exercises to allow women to learn about factors that influence career success, gain confidence, and identify actions to advance their potential.



Subsequent modules have been informed by participant feedback on high value leadership competencies. Two modules, *Negotiating for Success* and *Effective Communications for Women in SETT*, are currently in delivery mode, and a fourth, *Networking, Mentors and Sponsors*, is in development.

As of May 2013, the leadership modules have been delivered twenty-nine times across Canada, hosted by individual companies, professional associations, post-secondary institutions, and women in science and engineering advocacy organisations. While our prime audiences have been early-career women, graduate students and students with cooperative work placements have also benefited.

Assisting women to develop their own leadership potential is only part of the picture. The underlying traditions, policies, and interactions within organisations also strongly affect career success. Thus, customized workshops are also designed for managers and executives to examine the culture of their workplace, the factors that affect the success of their employees, and effective practices to encourage success.

One of the underlying principles of the program is that you lead wherever you are. Not everyone wants to be the chief technical officer. Success can be having the tools and recognition to do your current job well and to develop your own career path, and success is linked with a healthy balance of the personal and professional parts of our lives. We do, however, also encourage and support

women into leadership and governance roles in organisations. We talk about vision and values, and the courage needed to make informed decisions in the workplace and our lives.

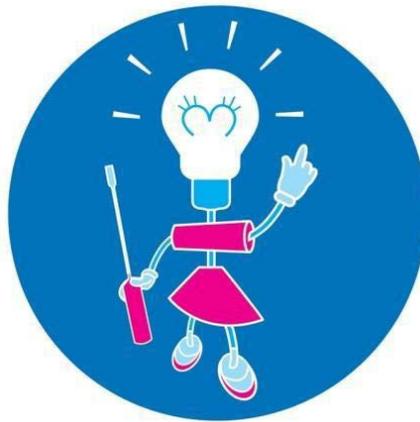
As women succeed and lead in their own style, we influence the culture of the workplace and make it more welcoming and supportive for others. We show younger women that there is a place for their talents as well.

Carolyn J. Emerson, MSc, President of Carolyn J. Emerson Consulting, has held leadership positions in various organisations with a particular emphasis on women's full participation in SETT careers. She is the co-author of two books on women in the SETT workforce and is the recipient of several awards for public service. Contact: womeninsett@gmail.com

THE KIDSINFO PROJECT

"KIDSINFO project" is the name of a programme launched in 2001 by Barbara Tschopp, a leader of the Swiss Society of Women Engineers, SVIN. It aims to introduce young children (aged eight to twelve years old) to the world of engineering and architecture, through games and simple technical exercises, which show the creativity involved in these fields and open children's eyes to the wonderful career prospects available within them. At this age, children are still young enough to build an unbiased image of professions and gender, yet old enough to think about their future.

The goal of the KIDSINFO programme is to give children - both boys and girls - a playful introduction to technology. We hope that girls, in particular, discover that technical professions could be a good choice for them. The global mission of KIDSINFO helps kids to become open to new horizons, while answering their questions about different professional



paths. The facilitators are women scientists, architects and engineers from the whole of Switzerland, who graduated in fields as diverse as civil engineering, computer science, micro-technology, geophysics, chemistry, architecture, electricity and life sciences.

With the cooperation of the class teacher, the facilitator organises an intervention at the target school. The facilitator begins with a presentation on her career, job and activities and then discusses with the young

students stereotypes linked to the field in general, and technical jobs in particular. Then it's time for a couple of fun activities, like building of a tower or creating a quiz with an electrical circuit. Then there is a final feedback session before the intervention ends.

In the past two years, over seventy-five presentations have been done all over the country.



Regina Frei (above), PhD, and Souad Sellami (left), Senior Researcher, both act as coordinators of the KIDSINFO programme in Switzerland.



Yvette Ramos (right), President of Swiss Engineering, Geneva, and Member of INWES is one of twenty-five women participating as a facilitator in the programme.



WITED, YABATECH, CELEBRATES INTERNATIONAL GIRLS IN ICT DAY

Doherty Funmilayo and Ofodile Lauretta, Lagos, Nigeria

"International Girls in ICT" Day is an initiative backed by the member states of the International Telecommunication Union (ITU) and designed to create a global environment that empowers and encourages girls and young women to consider careers in the growing field of information and communication technologies (ICT).



"International Girls in ICT" Day is celebrated on the fourth Thursday in April every year, and offers girls a chance to acquaint themselves with the opportunities for

education and work in the ICT field. The objective is to make ICT familiar to girls, and to present to them the jobs within this sector, as well as to motivate them to opt for a career related to these technologies. For the day, academic institutions, the Ministries of Education, Labour and Youth, ICT companies, NGOs and other stakeholders were encouraged to organise "Girls in ICT" events. Girls and university students were invited so they could better understand the opportunities the ICT sector holds for their future.

On Thursday, April 25th 2013, Women in Technical Education and Employment (WITED), Yaba College of Technology Chapter, the Computer Department, at the University of Lagos, and Ekokconnect organised a 2013 "Girls in ICT" day. Many girls from different secondary schools and tertiary institutions in Lagos participated in this event, which was held in the the CITS seminar room of the University of Lagos. Students from institutions including the Yaba College of Technology (YCT), University of Lagos, and YCT secondary schools were in attendance. WITED Chairperson,



Yabatech Chapter, Dr (Mrs) L.N.Ofodile was represented by the Vice chairperson, Mrs Olabisi Adeniji, at the forum in Lagos, who urged girls to consider taking up careers in the ICT field.

The girls were advised not to leave all the fun to boys in shaping their future. In particular, it was argued that ICT affects the life and work of everyone on the planet today, hence the need for girls to be involved in ICT.

Girls were also taught how make money from blogging in a paper presented by Tolu Agunbiade, who gave examples of women in Nigeria who have become successful through blogging. The Public Relations Officer, WITED Yabatech, Mrs Sokoya, advised the young girls to use social media, particularly Facebook, to their benefit.

In her remarks, Dr (Mrs) Oladeji, from the Computer Department University of Lagos, informed everyone that this was a pilot event for WITED, Yabatech, and the University of Lagos, and that the event will be held yearly from now on.



UPCOMING CONFERENCES

Save the Date for Society of Women Engineer's (SWE) Annual Conference

The Society of Women Engineer's Annual Conference will be held in Baltimore, Maryland USA, from October 24th to 26th, 2013.

Registration is already open and the website can be found at: <http://we13.swe.org/>

This is a great way to network and learn many new things through

the professional development tract. There is something for everybody – from new hires to experienced engineers and scientists. During this event, there is a chance to meet SWE leaders, businesses, organizations, universities and innovators in the industry.

Enjoy this event and remember that ICWES16 will be held jointly with WE14 in Los Angeles, CA, from October 23th to 25th, 2014.

Joan Graf

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

Saturday 14th – Tuesday 17th September 2013

Both conferences will be held at the Howard Civil Service International House, Taipei, Taiwan

For more Information, visit the conference website at: www.2013iconwist.com.tw

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

WES Members 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.

2013 REGIONAL CONFERENCE

African Women in Science and Engineering is an organization that serves women scientists and engineers, through chapters in various African countries. The purpose of the organization is to create a critical mass of African women scientists through various empowerment programs, and to highlight and enhance their contributions in research, education and the development of the continent.

AWSE seeks to encourage women to pursue careers in science, technology, engineering and mathematics (STEM) at all levels through various mentorship and leadership programs. AWSE also promotes networking and sustainable partnerships with key stakeholders and organisations. Through conferences, members are able to share their knowledge, achievements and challenges. Outstanding African women scientists and engineers are recognised through such

efforts.

The 2013 INWES Regional conference

The 2013 INWES regional conference, jointly organised by INWES and AWSE, is scheduled for the 19th and 20th of November. The conference seeks to highlight the achievements and challenges of

African women scientists and engineers in the past decade. It also seeks to emphasize the contribution of women scientists and engineers to progress on the Millennium Development goals.

The forum will also be a useful space for sharing ideas and forming partnerships across African nations, in order to facilitate the use of STEM for further development in these countries. It will also be an opportunity for women in STEM to meet and interact with successful women scientists from around the world. Participants will also meet with policy makers and representatives of funding agencies. The aim is to improve awareness of the available funding opportunities and strategies for technology transfer. Other useful skills will be imparted through women sharing their experience of the opportunities and challenges women they have faced in their careers.



Conference Themes

Theme One – Professional Development

Mentoring and coaching programs for young scientists and professionals
Attracting, developing and retaining women engineers and scientists
Women leadership and management development
Effective work–life balance strategies and policies
Women in entrepreneurship and consultancy
Networking - private and public partnerships to promote women in science, engineering and technology.
Science communication

Theme Two – Women in Science, Engineering and Technology for Sustainable Development

Indigenous knowledge
Health
Food security
Climate Change
Natural Resource management
Innovation, technology transfer, and Intellectual Property Rights

Registration Fees

Early Registration (Before June 28th 2013)
Members (AWSE/INWES) - US\$ 250
Non-Members - US\$ 300

Late Registration (After June 28,2013)
Members - US\$ 300
Non-members - US\$ 350

Payments

Cheque: (Banker's cheque) African Women in Science and Engineering

Bank Transfers:
Account Name - African Women in Science and Engineering

Call for Abstracts

Abstracts are called for on the above themes. Abstracts must clearly define the objectives, status, methodology, findings, and significance of the investigation or study. Abstracts should not be more than 300 words. The abstracts are to be typed in Times New Roman font, 12" size with double spacing, paper size - A4, preferably with margins - left 1", right 0.8", top 1", bottom 0.8".

The abstracts should be sent to Mary Mwangi, Secretary, (email: info @aawse.org) with the message title, 'INWES 2013 Abstract'. Receipt of your abstract will be acknowledged, by email, within three working days.

Key dates

Deadline for Abstract Submission: June 28, 2013
Notification of Acceptance of Abstracts: July 20, 2013
Deadline for submission of final papers: August 16, 2013
Notification of Acceptance of full papers: August 30, 2013

Bank Name - Commercial Bank of Africa
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Organisers

African Women in Science and Engineering
Website www.aawse.org; e-mail - info@aawse.org

MEMORIES FROM LAST YEAR'S CONFERENCE...

The 2012 INWES Regional conference was held in New Delhi, India on October 12th to 13th, 2012. The conference was hosted by WISE-India. The event commenced with a floral display to welcome of guests and a traditional lighting of the lamp ceremony. Sangeeta Wij, President of WISE-India delivered the welcome address and Kong-Joo Lee, President of INWES thanked the organizers and introduced INWES. About 130 participants from twenty countries attended. Forty technical papers were delivered and thirty posters presented at nine different sessions. The 15th Board meeting of the board of directors of INWES was held on the 14th and 15th of October following the conference.

Indian Traditional Lamp Lighting during the Opening Ceremony (top).

Welcome remarks by Sangeeta Wij (second from top).

Board members and guests pose for a photo during the board meeting (third from top).

Traditional dance performance at the Gala Dinner (below).



ABOUT INWES

I. Executive Officers:

President: Kong-Joo Lee (South Korea)
President-Elect: Monique Moutaud (France)
Past President: Sue Bird (UK)
Vice President: Liette Vasseur (Canada)
Vice President: Sangeeta Wij (India)
Secretary General: Jung Sun Kim (South Korea)
Treasurer: Joan Graf (USA)

II. Other Board members:

Nageen Ainuddin (WESTIP, Pakistan)
Margaret Ajibode (WES, UK)
Marlene Kanga (Engineers Australia, Australia)
Uduakobong Okon (APAGESTE, Nigeria)
Ewa Okon-Horodyska (Individual, Poland)
Rufina Dabo Sarr (AFSTech, Senegal)
Pamela Wain (Individual, UK)
Roseni Dearden (Individual, UK)
Kayoko Sugahara (INWES Japan, Japan)

III. Committees and Chairs:

Advocacy Committee Chair: Rufina Dabo (Senegal)
By-Laws Committee Chair: Liette Vasseur (Canada)
Communications & Web Portal Committee Chair:
Roseni Dearden (UK)
Conference Committee Chair: Sangeeta Wij (India)
Finance Committee Chair: Roseni Dearden (UK)
Fund Development Committee Chair: Monique
Moutaud (France)
Membership Committee Chair: Kayoko Sugahara
(Japan)
Nominating Committee Chair: Sue Bird (UK)
Programs Committee co-Chairs: Liette Vasseur
(Canada), Margaret Ajibode (UK)

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INWES MEMBER NEWSLETTER

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Twitter: [@INWES_Engineers](https://twitter.com/INWES_Engineers)

