



# **Triennial Report 2015 - 2017**





# International Network of Women Engineers and Scientists

*...building a better future worldwide*

Dear members of INWES,

I would like to deliver my warmest greetings to all of you.

As we approach the end of the year 2017, I would like to thank all of you for making another historic year for the International Network of Women Engineers and Scientists. When I look back over the past six years (2011-2017) as President of INWES, I realize that together we did a great job in moving forward for the betterment of women in STEM. During my second term (2014-2017) as President, we held ICWES17 in New Delhi, India in 2017 and two INWES Regional Conferences, one at Kampala, Uganda in 2015 and another one at Freising, Germany in 2016. Moreover, INWES continued to expand the Regional Networks since APNN (Asia Pacific Nation Network) was first established in 2011. INWES is proud to have supported the establishment of the African Regional



Network (ARN) in 2014, after which our third regional network, INWES Europe, was initiated in 2015. The Regional Conferences and Regional Networks provided us with more diversity and opportunities to meet women from various cultures allowing us to encounter different activities and make new friends. We are so proud of our members who have advanced their activities for women scientists and engineers worldwide via the INWES Regional Network and Regional Conferences. We hope to continue to pursue our INWES activities as a NGO for many more years, especially after the changes to the INWES bylaws have been made in line with legislative changes in Canada in 2014. After becoming an official NGO partner of UNESCO since 2008, we took another big step by acquiring the consultative status with UN ECOSOC in 2017. I would like to thank our INWES executive board members for their countless efforts and collective wisdom in making this possible, our board members for their endless support, and our members for their trust and participation in the INWES activities.

As always, I look forward to everyone getting involved in as many upcoming INWES activities and meetings as possible. I hope that as organisations and as individuals, you will continue in your many efforts around the world to make things better for women, for the STEM field, and for our society. INWES will, as always, try to support you. The INWES spirit is all about building actions for a gender equal, sustainable, technological and inclusive society. We believe in the need for close networking because we believe it is one of the best ways to build the collective wisdom we need to make our world a more gender-equal place, and to improve the societies we live in. We believe that collective wisdom is built by extending our horizons, maximizing diversity, and openness. Above all, we believe in the power of sharing our experiences and ideas, our passion and energy, our time and our care for each other, learning from one another and empowering each other as women scientists and engineers.

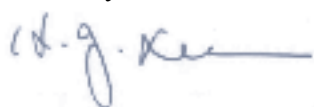
Through our activities:

- We hope this world becomes safer by being faithful to the basics.
- We hope this world is more peaceful by pursuing collaboration rather than competition.

- We hope this world is sustainable by producing new knowledge.
- We hope this world is a gender equal place by straightening what is crooked.
- And, we hope this world is rich enough to keep the next generation actively pursuing their dreams by sharing our resources.

The year 2018 is the Year of the dog — who is typically seen as loyal and generous — and with that in mind, I wish you all a happy 2018, and express my hope that your year has begun filled with the same trust and loyalty. I look forward to another good year where we can work together to make changes for a better world at our own position.

Sincerely,



Kong-Joo Lee, Ph.D.

President, INWES (2011-2014, 2014-2017)

## Board of Directors

The following is the list of the board of directors who have served from 2015 to 2017. Many thanks for their enormous service and contributions.

### Executive Officers

President..... Kong-Joo Lee (South Korea)  
 President-Elect..... Liette Vasseur (Canada)  
 Vice President..... Gail G. Mattson (USA)  
 Vice President..... Marlene Kanga (Australia)  
 Vice President..... Roseni Dearden (UK)  
 Treasurer ..... Joan Graf (USA)  
 Secretary General ..... Margaret Ajibode (UK)

### Board Members

Aude Abena (Cameroon)  
 Sylvia Kegel (Germany)  
 Rufina DABO SARR (Senegal)  
 Durdana Habib (Pakistan)  
 Seong Ok Han (South Korea)  
 Ewa Okon-Horodyska (Poland)  
 Yvette Ramos (Switzerland)  
 Kayoko Sugahara (Japan)  
 Caroline Thoruwa (Kenya)  
 Sangeeta Wij (India)  
 Chia-Li-Wu (Taiwan)

### Committees and Chairs

Nominating Committee Chair ..... Kayoko Sugahara (Japan)  
 Finance Committee Chair ..... Joan Graf (USA)  
 Conference Committee Chair ..... Gail G. Mattson (USA)  
 Policy & Bylaw Committee Chair ..... Marlene Kanga (Australia)  
 Membership & Recruitment Committee Chair ..... Yvette Ramos (Switzerland)  
 Communications Committee Chair ..... Roseni Dearden (UK)  
 Advocacy Committee Chair ..... Rufina Dabo Sarr (Senegal), Margaret Ajibode (UK)  
 Programs & Projects Committee Chair ..... Chia-Li Wu (Taiwan)  
 Fundraising Committee Chair ..... Seong OK Han (Korea)  
 Regional Network Chair ..... Liette Vasseur (Canada)

# About INWES

INWES, the International Network of Women Engineers and Scientists, is a world-wide network of women's organisation in Science, Technology, Engineering and Mathematics (STEM), representing over 200,000 women from about 45 countries. INWES is an official NGO partner of the operational type with the United Nations Educational, Scientific and Cultural Organisation (UNESCO) since 2008 and of the consultative type with the United Nations, the Economic and Social Council (UN ECOSOC) since 2017. The partnership of INWES with international organisations involves a dynamic cooperation to help women and girls worldwide to have access to education, especially in Science and Engineering.

The creation of INWES was initiated at the World Conference on Science for the 21st Century convened by UNESCO and the International Council for Science in Budapest, where Article 90 was adopted encouraging efforts for the establishment of an international network of women scientists and engineers. A group of 20 women representing 10 countries and 8 organisations met in Canada, May 2001, to explore the creation of such a network. At ICWES12 in 2002, a unanimous vote gave rise to the creation of INWES. In April 2003, INWES was incorporated as a non-profit corporation under the laws of Canada, and in July 2005, the first Annual General Meeting (AGM) was held at Ewha Womans University in Seoul, Korea during ICWES13.

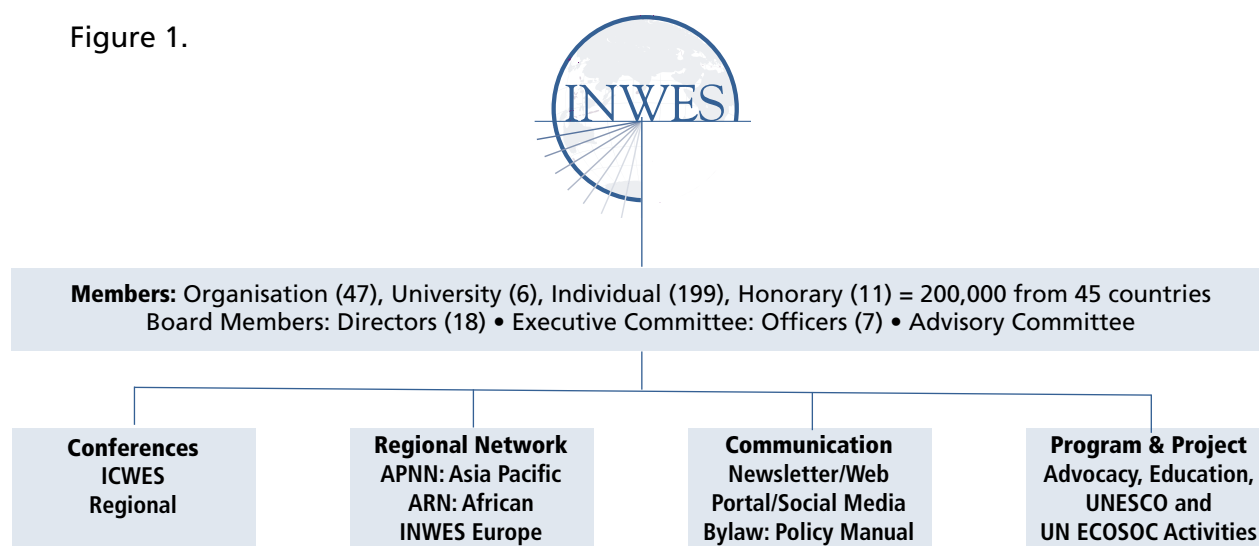
In 2008 at ICWES14, a need for a regional network was

proposed at the board meeting. A workshop to initiate the Asian network was held in 2009 in Busan, Korea during the INWES Regional Conference. After three years, at ICWES15 in 2011, the Asia and Pacific Nation Network (APNN) successfully held its first general meeting in Adelaide, Australia. The African members also took effort in organizing a regional network and finally in 2014, the African Regional Network (ARN) was launched at ICWES16 in Los Angeles, Calif., USA. The INWES-Europe Regional network had its inaugural meeting in Switzerland on 18 September, 2015 and became the third regional network of INWES on 20th of October, 2015 during the Regional Conference in Uganda. The constitutional meeting was held in 2016, at the INWES Regional Conference in Freising, Germany.

The objectives of INWES are to become an influential voice on STEM issues for the benefit of women, gender equity and society; to increase the presence of women in mainstream STEM decision-making bodies; to promote exchange of information, networking, advocacy and a wide range of global and regional projects; and to expand the opportunities for education and activities in STEM through INWES.

INWES is a not-for-profit corporation governed by a board of directors consisting of elected directors who represent organisations, corporations, university/institute, or individual memberships. The structure of INWES for 2014-2017 is shown in the following Figure 1.

Figure 1.



Structure of INWES for 2015-2017

# Meetings and Conferences

## 1. Board Meeting (BM)

INWES operates by the board of directors who are elected for a three-year term. The board meets annually to discuss and plan the various activities of INWES. The newly elected 18 directors for 2015-2017 held their first board meeting (18th Board Meeting of INWES, BM18) in October 2014 in Los Angeles, Calif., USA on the last day of ICWES16. In 2015, BM19 was held during the 2015 Regional Conference, in Kampala, Uganda, and 10 directors and one guest from 10 countries attended. At BM19, the board members had an in-depth discussion on INWES strategic plans for 2015-2017 (Figure 2) and authorized the kick-off team to proceed with the formation of INWES Europe. According to the updated INWES bylaw in accordance with the new Corporation Act of Canada, the board of directors met twice per year in person and/or electronically. Hence, in 2016, BM20 was held electronically in May and BM21 was hosted along with the 2016 INWES Regional Conference in Germany. With 10 board of directors from 14 countries and 13 guests, what was mainly discussed during the BMs were the issues on the changes of policy and procedure manual, preparation of INWES regional conference and ICWES17, strategies for membership recruitment, and other issues involved with INWES. In 2016, because five of the board of directors attended the 2016 INWES APNN Meeting in Wellington, New Zealand, the INWES directors' discussion session was opened with four guests after the INWES APNN annual

meeting where they discussed how to activate the various committees, and what preparations for BM21 and ICWES17 were needed. In 2017, BM22 was held online where decisions on the ICWES18 host organisation was made; the University of Warwick in Coventry, UK was selected as the host and the date of the conference was approved as Sep. 11-14, 2020 as proposed. In addition, information was shared on the special consultative status between ECOSOC and INWES (May, 2017), ICWES17, and the nomination for INWES directors for 2017~2020. BM23 was the last board meeting for directors of the 2015~2017 term. The meeting was held in New Delhi, India the day before the opening ceremony of ICWES17. At BM23, reports from committees and member organisations were presented by board members and nomination of new directors for 2017~2020 was discussed. Table 1 shows summarizes the dates of the BMs and Figure 3 includes some photographs of the BMs.

The board meetings during 2015-2017 have been sponsored and/or supported by our members and member organisations as follows: SWE and Gail G. Mattson for BM18; AWSE and Caroline Thoruwa for BM19; IPENZ, Elena Trout and Tracey Ayre for INWES directors discussion during 2017APNN; DIB and Sylvia Kegel for BM21; WISE-India and Sangeeta Wij for BM23; and Gail G. Mattson for Blue Jeans settings for the two online board meetings BM20 and BM22. We would like to thank all of them.

### INWES was established to:

Strengthen the capacity of individuals, organisations, universities/institutes and corporations to influence policies in STEM worldwide and encourage the education, recruitment, retention, support, and advancement of professional women and students through an international network of organisations and experts.

### Our goal:

Building a better future worldwide through full and effective participation of women and girls in all aspects of Science, Technology, Engineering, and Mathematics (STEM).

Figure 2.

## INWES Strategic Objectives for 2015 - 2017



Become a influential voice on STEM issues for the benefit of women, gender equity, and society

- Develop more programs to advocate women in STEM
- Develop more activities with UNESCO partners



Promoting exchange of information, networking, advocacy and a wide range of global and regional projects

- Improve visibility of INWES
  - Update website for capabilities to share information
  - Update communications and methods
  - Share programs between organisations and region networks
- Fund development
  - Define projects, what has been done in the past three years, ongoing work, documentation and training needed



Increasing the presence of women in mainstream STEM decision-making bodies

- Improve membership growth
  - Support current networks, including Regional APNN and ARN
  - Support new networks such as the European Network
  - Identify additional membership opportunities; South America, Middle East, corporations, etc.
- Continue awards program for Women in STEM
- Develop online mentoring program



Expanding opportunities for education through the INWES Educational and Research Institute (ERI)

- Develop educational programs that can be funded by UNESCO
- Develop programs supported by regional networks
- Develop educational program funded by ERI
- Ensure educational opportunities are shared between organisations and networks, and communicated through the website



Figure 3.

### Board Members and Guests for INWES Board Meetings from 2014 to 2017



BM18 - Oct. 25, 2014, Los Angeles, Calif., USA



BM19 - Oct. 20, 2015, Kampala, Uganda



Directors' Discussion - Aug. 20, 2016, Wellington, NZ



BM 21 - Nov. 2-3, 2016, Conference, Freising, Germany



BM 23 - Oct. 4, 2017 in ICWES17, New Delhi, India

Table 1.

### Summary of Board Meetings (BM) 2014-2017

BM	Type	Date and Place
BM18	in person	Oct. 25, 2014 in ICWES16, Los Angeles, Calif., USA
BM19	in person	Oct. 20, 2015 in INWES Regional Conference, Kampala, Uganda
BM20	online	May 18, 2016 via Blue Jeans
Directors Discussion	in person	Aug. 20, 2016, in INWES APNN Meeting, Wellington, New Zealand
BM21	in person	Nov. 2-3, 2016, in INWES Regional Conference, Freising, Germany
BM22	online	June 30, 2017 via blue jeans
BM23	in person	Oct. 4, 2017 in ICWES17, New Delhi, India



## 2. Executive Board Meeting

The executive board meets about five to six times a year, usually via the online conference system. From November 2014 to October 2017, 16 regular and special executive meetings via Skype and Blue Jeans were held on dates as shown in Table 2.

**Table 2. Dates of Executive board meetings for the years 2015-2017**

2015	2016	2017
December 3, 2014	January 20	January 30
February 16	February 22	April 5
April 27	April 27	June 6
September 16	July 11	August 10
June 11	Sept. 12	September 12
November 11		

## 3. Annual General Meeting (GM or AGM)

The general meeting of members is held every year electronically or on site when ICWES is held. In 2015 and 2016, AGM11 and AGM12 were held electronically as shown in Table 3.

**Table 3. Summary of Annual General Meetings from 2015 to 2017**

AGM	Date	Venue	Attendance	Quorum*	Remarks
AGM11	Dec. 2, 2015	Electronic	7 organisation 3 individual 9 proxies	44%	
AGM12	Dec. 19, 2016	Electronic	11 organisations 5 individual 10 proxies	50%	
AGM13	Oct. 7, 2017	New Delhi, India	9 organisations 2 universities 3 Individuals 13 proxies	79%	Election of directors for 2018-2020

\* New bylaw as of 2014 states that quorum is over 15% of all members in good standing.

The most recent meeting was the AGM13 which was held in New Delhi in October 2017 during ICWES17 (Figure 4).

Figure 4.

**2017 INWES Annual  
General Meeting,  
New Delhi, India**



#### 4. The International Conference of Women Engineers and Scientists (ICWES)

An ICWES has been held almost every three years since 1964 and INWES has been overseeing the International Conference of Women Engineers and Scientists (ICWES) since ICWES13 in 2005. For more information on ICWES, please review the appendix attached to this report. ICWES17 (2017) was hosted by WISE-India and Sangeeta Wij served as the organizing chair.



- ICWES 1 (1964) New York, USA**
- ICWES 2 (1967) Cambridge, UK**
- ICWES 3 (1971) Turin, Italy**
- ICWES 4 (1975) Cracow, Poland**
- ICWES 5 (1978) Rouen, France**
- ICWES 6 (1998) Bombay, India**
- ICWES 7 (1984) Washington, DC USA**
- ICWES 8 (1988) Abidjan, Ivory Coast**
- ICWES 9 (1991) Warwick, UK**
- ICWES 10 (1996) Budapest, Hungary**
- ICWES 11 (1999) Chiba, Japan**
- ICWES 12 (2002) Ottawa, Canada**
- ICWES 13 (2005) Seoul, Korea**
- ICWES 14 (2008) Lille, France**
- ICWES 15 (2011) Adelaide, Australia**
- ICWES 16 (2014) Los Angeles, USA 50th Anniversary**
- ICWES 17 (2017) New Delhi, India**
- ICWES 18 (2020) Coventry, UK**



Figure 5. ICWES17 and Chronicles of ICWES



The organising committee and Gail G. Mattson, Vice President of INWES, have spent a lot of time and energy in organising the venue, website, specific programs, travel awards and fundraising. The theme of the conference was “VISION 2025” and was attended by about 250 participants from 19 countries. The financial support from Samsung was tremendously helpful to make this conference real. The next ICWES will be hosted by the University of Warwick in September, 2020 and venue decided as Coventry, UK. The decision was made after a call had been announced and applications reviewed, and approved by the board of directors and by members at the AGM13. We look forward to meeting many of our members in UK in 2020. Figure 5 lists the past ICWES venues and the year it was held.

## 5. Regional Conference

In the years that ICWES is not held, the INWES Regional Conference is held. The size of the meeting is smaller than ICWES and usually rotates in different regions to accommodate as many members as possible from different parts of the globe. The chronicles of the regional conferences of INWES are listed below.

**2003 Regional Conference, Daejeon, Korea**

**2004 Regional Conference, Nairobi, Kenya**

**2006 Regional Conference, Lille, France**

**2007 Regional Conference, Wroclaw, Poland**

**2009 Regional Conference, Busan, Korea**

**2010 Regional Conference, New Delhi, India**

**2012 Regional Conference, Washington, DC, USA**

**2013 Regional Conference, Nairobi, Kenya**

**2015 Regional Conference, Kampala, Uganda**

**2016 Regional Conference, Freising, Germany**

**2018 Regional Conference, Tunisia (planned)**

The 2015 regional conference was held in October in Kampala, Uganda, hosted by the African Women Scientists and Engineers (AWSE) and African Regional Network (ARN). The decision was made after applications have been reviewed by the board of directors. The theme of the 2015 conference was “Women in Science, Technology and Innovation for Sustainable Economic and Social Development”. About 50 delegates from 17 countries attended and 93 abstracts were presented. The travel awards from UNESCO and financial support of Samsung were quite helpful in making the meeting a success (Figure 6 & 7).



**Figure 6. 2015 INWES Regional Conference in Kampala, Uganda**





**Figure 7. 2015 INWES Regional Conference in Kampala, Uganda**

The next Regional conference was held in Freising, Germany in November, 2016, hosted by the German Association of Women Engineers (Deutscher Ingenieurinnenbund, DIB) in commemoration of the 30th anniversary of the founding of DIB. The theme of the conference was “Science. Knowledge. Power.” Over 150 participants from more than 14 countries attended at keynotes, panel discussion, and workshop dealing with current issues like big data, gender and science, technology and career perspectives (Figure 8). The travel awards from UNESCO were awarded to support travel of some of the participants from overseas.



**Figure 8. 2016 INWES Regional Conference in Freising, Germany**

## 6. Establishment of Regional Networks and their Meetings

### (1) Asia and Pacific Nation Network (APNN)



2015 INWES APNN Meeting  
July 30, 2015, Ulaanbaatar, Mongolia



2016 INWES APNN Meeting  
Aug. 18, 2016, Wellington, New Zealand



2017 INWES APNN Meeting July 14, 2017, Yokohama, Japan



Figure 9. Annual Meetings and Country Reports of INWES APNN

Since 2011, INWES has established regional networks that organise meetings in specific regions. The first regional network that has been initiated is the APNN, the Asia and Pacific Nation Network. INWES members in the Asia and Pacific region are automatic members of the APNN and currently consists of members in Australia, Bangladesh,

India, Japan, Korea, Malaysia, Mongolia, Nepal, Pakistan, New Zealand, Sri Lanka, Taiwan and Vietnam. The advantage of regional networks is that the proximity in distance allows more effective information sharing and communication. KWSE (Korea) and JNWES (Japan) had served respectively as the first (2011~2014) and second (2014~2017) Chair of



APNN. In 2017, TWiST (Taiwan) has been elected as the third Chair of APNN and the Chairperson is Chia Li Wu. From 2014 to 2017, annual meetings have been held in Korea (2014), Mongolia (2015), New Zealand (2016) and Japan (2017). At the annual meeting, the activities and policies on women in STEM in each country are shared and published annually in the country report. The photographs on page 11 show highlights of APNN to date and the cover pages of the reports (Figure 9). After the bidding process, 2018 INWES APNN Meeting has been planned to be held in Vietnam in October 11-13, 2018 by VAFIW.



**Figure 10. 2014 INWES ARN inaugural Meeting in Los Angeles, USA**

## (2) African Regional Network (ARN)

By great efforts of our African members, Okon Uduakobong (Nigeria), Caroline Thoruwa (Kenya) and Rufina Dabo Sarr (Senegal), the second regional network has been launched at ICWES16 in Los Angeles, USA, in October 2014. They had the third meeting of the Africa Regional Network

Steering Committee (ARNSC) on October 8, 2015. We look forward to hearing many more exciting programs and meetings from the ARN (Figure 10).

## (3) INWES Europe

The INWES Europe Regional network had its inaugural meeting in Switzerland on 18 September 2015 and became the third regional network of INWES on 20th October, 2015 during the INWES Regional Conference in Uganda. In 2016 they had three preparatory meetings on March 19 (France), June 23-24 (UK) and September 14 (Poland). Finally the constitutional meeting has been successfully held on November 4, 2016 in Freising, Germany (Figure

11). Sylvia Kegel (DIB, Germany) is serving as Chairperson and Yvette Ramos (Swiss Engineering, Swiss) as Secretary General. For managing INWES regional network activities for Europe, they created the Wiki platform. In 2017 they held the thematic workshop at WSIS (World Summit on the Information Society) Forum at the ITU (UN), and INWES Europe board meeting in June. We look forward to more cooperated activities from INWES Europe.



**Figure 11. Constitutional Meeting of INWES Europe in 2016, Freising, Germany**

# Communications

## 1. INWES Newsletters

The enormous work of Roseni Dearden has made possible the publication of eight online newsletters as shown in Figure 12. These are posted on our website ([www.inwes.org](http://www.inwes.org)) and also circulated by e-mail to all members. A very special thank you to Roseni's daughter, Nina Dearden, who has volunteered to

edit each newsletter. We were able to get printed versions of newsletter 25 for distribution to participants in ICWES17 with the support of Gail Mattson and Yolanda George at AAAS. A very heartfelt thank you to AAAS for their continuous support to INWES over the years.

## INWES Newsletter

- 1 Newsletter #18 (January, 2015)
- 2 Newsletter #19 (May, 2015)
- 3 Newsletter #20 (September, 2015)
- 4 Newsletter #21 (January, 2016)

- 5 Newsletter #22 (May, 2016)
- 6 Newsletter #23 (October, 2016)
- 7 Newsletter #24 (February, 2017)
- 8 Newsletter #25 (July, 2017)



Figure 12. Published INWES Newsletters for 2015-2017

## 2. Website & Social Network Service

We now pay our membership fees through the PayPal system, and share news and events, newsletter, resources, membership, and other activities via our website. From 2015 to 2017, we updated the website system with great efforts by Roseni and refined the menu with added contents on the regional networks. The linked social network

service, Facebook and Twitter have been especially useful for expanding publicity of INWES. The addresses are [www.facebook.com/groups/inwes](http://www.facebook.com/groups/inwes) and [Twitter@INWES\\_Engineers](https://twitter.com/INWES_Engineers). We look forward to more improvements to the website in the next three years and hope it will become even more member-friendly.

### 3. Partnership with UNESCO

As an NGO partner of UNESCO, INWES receives regular updates from the UNESCO Division for Sustainable Development (DESA) Stakeholder/NGO Engagement Program and from UN IISD Reporting services on progress relating to the development of the Sustainable Development Goals and other topics of relevance. We shared these updates with INWES members via the website and emails. In addition, INWES participated in many activities of

UNESCO either in Paris or in our various countries. The INWES board of directors have been trying to make their presence in UNESCO events known and have been involved in the activities of national commissions of UNESCO in their own countries. In August, 2017, Kong-Joo Lee as President of INWES gave a presentation on INWES activities and vision at the UNESCO International Symposium and Policy Forum, “Cracking the Code” in Bangkok.

### 4. Membership

From 2015-2016, two new organisations were created and became members of INWES.

- WISE Bangladesh: Women in Science and Engineering in Bangladesh, established in 2015
- AFTI: The Association Tunisienne Femmes Ingenieures, established in Tunis, 2015 and had the first general assembly on May, 2016

We are hoping to recruit new corporate members or partnerships.

## Bylaws

INWES, in accordance with the new Corporation Act of Canada, went through a bylaw change in 2014 and the continuance agreement from the Canadian Federal Government was accepted. The Committee’s (Marlene Kanga, Chair) task was to review the INWES Policy and procedures manual so that they comply with the new bylaws. The INWES Policy and Procedures manual which

cover the operation of INWES meetings and conferences including ICWES conferences and the operation of the regional networks, was approved by the INWES Board on 11 June 2015. In March 2016, the Board reviewed the terms of reference of the Board committees and regional networks. The revised version was approved in April 2016 and uploaded on the INWES website.

## Finances and Funding

INWES runs its activities from membership fees and various types of funding. A big thank you to the efforts of Joan Graf, the treasurer, who has done a great job on managing the INWES financial matters. One of the important sources for travel of our members to our conferences is the UNESCO travel funds which have allowed many of our African members to attend ICWES and regional conferences. Thanks to the enormous work of Monique Moutaud, Gail G. Mattson and host organisations of INWES Regional Conferences, five travel awards for the 2015 INWES Regional Conference in Kampala, Uganda and 2016 INWES Regional Conference in Freising, Germany were supported by UNESCO. One of our major corporate sponsors is Samsung which has provided the

travel awards for the 2015 Regional Conference in Uganda, ICWES16 in Los Angeles, USA and ICWES17 in Delhi, India. Another corporate sponsor is Agilent Technologies in Korea which has supported the 2016 INWES APNN Meeting in Wellington, New Zealand. KWSE, as an organisational member of INWES, has supported the travel and activities of the INWES President for 2014-2017. In addition, local sponsors (NARO, TULLOW, ISAAA for 2016 regional conference, AMITY, THERMEX, H&K, etc. for ICWES17) have supported the host organisations, AAAS has helped us to print and distribute the INWES newsletters, and we are very grateful to all of our valuable sponsors who made the three years of INWES activities possible.

Table 4. Summary of Sponsorships from 2015-2017

Year	Funding Organisation	Amounts	Contents
2015	UNESCO, Africa	\$3,000	Travel awards for 2015 Regional Conference in Uganda
	Samsung Inc	\$10,000	Travel awards for 2015 Regional Conference in Uganda
	KWSE		<ul style="list-style-type: none"> <li>- Supported 2 participants for 2015 Regional Conference in Uganda</li> <li>- Travel awards for 20 participants from APNN countries for 2015 YWS Camp, Korea</li> <li>- Travel awards for 6 participants for 2015 INWES APNN Meeting in Mongolia</li> </ul>
2016	UNESCO	\$16,000	Travel awards for INWES Regional Conference in Germany
	Agilent, Korea	\$3,000	Travel awards for APNN meeting in New Zealand
	KWSE		<ul style="list-style-type: none"> <li>- Supported 2 participants for 2016 Regional Conference in Germany</li> <li>- Travel awards for 22 participants from APNN countries for 2016 YWS Camp, Korea</li> <li>- Supported 4 participants for 2016 INWES APNN Meeting, New Zealand</li> </ul>
2017	Samsung Inc.	\$10,000	Travel awards for ICWES17 in India
	KWSE		<ul style="list-style-type: none"> <li>- Supported 4 participants for ICWES17 in India</li> <li>- Travel awards for 22 participants from INWES networks for 2017 YWS Camp, Korea</li> </ul>

### Thank You to Our Sponsors



**Agilent**



# Financial Report Submitted by Joan Graf



International Network of Women Engineers and Scientists

*... building a better future worldwide*

## INTERNATIONAL NETWORK OF WOMEN ENGINEERS AND SCIENTISTS

### BALANCE SHEET (Prepared without Audit)

As at December 31, 2015

	2015	2014
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 44,392	\$ 42,577
Advances receivable	<u>9,765</u>	<u>-</u>
	54,157	42,577
<b>WEBSITE</b>	13,662	13,662
	<u>\$ 67,819</u>	<u>\$ 56,239</u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 3,408	\$ 3,980
Deferred revenue	<u>1,502</u>	<u>16,062</u>
	4,913	19,962
<b>NET ASSETS</b>	62,906	36,277
	<u>\$ 67,819</u>	<u>\$ 56,239</u>



**For the year ended December 31, 2015**

	<b>2015</b>	<b>2014</b>
<b>REVENUE</b>		
Membership revenue	\$ 7,738	\$ 7,029
Grants and sponsorship	74,983	4,791
Foreign exchange gain	1,331	-
Interest revenue	— 19	— 42
	<u>84,071</u>	<u>11,860</u>
<b>EXPENDITURES</b>		
Bank charges and interest	442	591
Conference expenses	52,151	5,093
Foreign exchange loss	-	209
Insurance	1,026	1,026
Office expense	71	185
Professional fees	<u>3,752</u>	<u>7,574</u>
	<u>57,442</u>	<u>14,678</u>
<b>NET REVENUE (EXPENDITURES)</b>	26,629	(2,818)
<b>NET ASSETS - BEGINNING OF YEAR</b>	36,277	39,095
<b>NET ASSETS - END OF YEAR</b>	<u><u>\$ 62,906</u></u>	<u><u>\$ 36,277</u></u>

	<b>2015</b>	<b>2014</b>
<b>CASH PROVIDED BY (USED IN)</b>		
<b>OPERATING ACTIVITIES</b>		
Net revenue (expenditures)	\$ 26,629	\$ (2,818)
Net change in non-cash working capital items:		
Advances receivable	(9,765)	-
Accounts payable and accrued liabilities	(492)	(4,155)
Deferred revenue	<u>(14,557)</u>	<u>16,042</u>
<b>NET CHANGE IN CASH</b>	1,815	9,069
<b>CASH - BEGINNING OF YEAR</b>	42,577	33,508
<b>CASH - END OF YEAR</b>	<u><u>\$ 44,392</u></u>	<u><u>\$ 42,577</u></u>



## International Network of Women Engineers and Scientists

*... building a better future worldwide*

As at December 31, 2016

	2016	2015
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 64,186	\$ 44,392
Advances receivable	<u>          </u>	<u>9,765</u>
	64,186	54,157
<b>WEBSITE</b>	13,662	13,662
	<b>\$ 77,848</b>	<b>\$ 67,819</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 2,000	\$ 3,408
Deferred revenue	<u>3,262</u>	<u>1,505</u>
	5,262	4,913
<b>NET ASSETS</b>	72,586	62,906
	<b>\$ 77,848</b>	<b>\$ 67,819</b>

**For the year ended December 31, 2016**

	<b>2016</b>	<b>2015</b>
<b>REVENUE</b>		
Membership revenue	\$ 2,247	\$ 7,738
Grants and sponsorship	21,468	74,983
Interest revenue	<u>9</u>	<u>19</u>
	<u>23,724</u>	<u>82,740</u>
<b>EXPENDITURES</b>		
Bank charges and interest	330	442
Conference expenses	8,249	52,151
Foreign exchange loss (gain)	955	(1,331)
Insurance	1,026	1,026
Office expense	184	71
Professional fees	<u>3,300</u>	<u>3,752</u>
	<u>14,044</u>	<u>56,111</u>
<b>NET REVENUE</b>	9,680	26,629
<b>NET ASSETS - BEGINNING OF YEAR</b>	62,906	36,277
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 72,586</b>	<b>\$ 62,906</b>

	<b>2016</b>	<b>2015</b>
<b>CASH PROVIDED BY (USED IN)</b>		
<b>OPERATING ACTIVITIES</b>		
Net revenue	\$ 9,680	\$ 26,629
Net change in non-cash working capital items:		
Advances receivable	9,765	(9,765)
Accounts payable and accrued liabilities	(1,408)	(492)
Deferred revenue	<u>1,757</u>	<u>(14,557)</u>
<b>NET CHANGE IN CASH</b>	19,794	1,815
<b>CASH - BEGINNING OF YEAR</b>	44,392	42,577
<b>CASH - END OF YEAR</b>	<b>\$ 64,186</b>	<b>\$ 44,392</b>

# Financial Report submitted by Joan Graf



International Network of Women Engineers and Scientists

*... building a better future worldwide*

As at December 31, 2017

	2017	2016
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 35,120	\$ 64,186
Prepaid expenses	<u>855</u>	<u>-</u>
	35,975	64,186
<b>WEBSITE</b>	13,662	13,662
	<b>\$ 49,637</b>	<b>\$ 77,848</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 2,000	\$ 2,000
Deferred revenue	<u>8,097</u>	<u>3,262</u>
	10,097	5,262
<b>NET ASSETS</b>	39,540	72,586
	<b>\$ 49,637</b>	<b>\$ 77,848</b>

For the year ended December 31, 2017

	2017	2016
<b>REVENUE</b>		
Membership revenue	\$ 6,515	\$ 2,247
Grants and sponsorship	15,416	21,468
Interest income	<u>7</u>	<u>9</u>
	<u>21,938</u>	<u>23,724</u>
<b>EXPENDITURES</b>		
Bank charges and interest	580	330
Conference expenses	48,833	8,249
Foreign exchange loss	1,421	955
Insurance	171	1,026
Office expense	-	184
Professional fees	<u>3,979</u>	<u>3,300</u>
	<u>54,984</u>	<u>14,044</u>
<b>NET REVENUE (EXPENSE)</b>	(33,046)	9,680
<b>NET ASSETS - BEGINNING OF YEAR</b>	72,586	62,906
<b>NET ASSETS - END OF YEAR</b>	<b>\$ 39,540</b>	<b>\$ 72,586</b>



## International Network of Women Engineers and Scientists

*... building a better future worldwide*

For the year ended December 31, 2017

	2017	2016
CASH PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Net revenue (expense)	\$ (33,046)	\$ 9,680
Net change in non-cash working capital items:		
Advances receivable	-	9,765
Prepaid expenses	(855)	-
Accounts payable and accrued liabilities	-	(1,408)
Deferred revenue	4,835	1,757
NET CHANGE IN CASH	(29,066)	19,794
CASH - BEGINNING OF YEAR	64,186	44,392
CASH - END OF YEAR	\$ 35,120	\$ 64,186



# APPENDIX

## 1. Chronicles of ICWES

	Year	Location	Theme
ICWES 1	1964	New York, NY USA	Focus for the Future Developing Engineering and Scientific Talent
ICWES 2	1967	Cambridge, UK	Enough for Everyone. The Application of Technology to World Problems
ICWES 3	1971	Turin, Italy	Planning for Progress. Women's Professional & Family Duties
ICWES 4	1975	Cracow, Poland	New Techniques in the Service of Mankind
ICWES 5	1978	Rouen, France	La Contribution des Femmes Ingenieurs et Scientifiques à la Solution des Problèmes que le Progres Technologique pose aux Diverses Sociétés Humaines
ICWES 6	1981	Bombay, India	Science, Technology & Society
ICWES 7	1984	Washington, DC, USA	Technology: An International Bridge
ICWES 8	1988	Abidjan, Ivory Coast	Science, Technologie et Developpement
ICWES 9	1991	Warwick, UK	
ICWES 10	1996	Budapest, Hungary	
ICWES 11	1999	Chiba, Japan	Science and Technology for Global Ecology
ICWES 12	2002	Ottawa, Canada	Women in a Knowledge - Based Society
ICWES 13	2005	Seoul, Korea	Women Engineers and Scientists: Main Force to Reshape the Future World
ICWES 14	2008	Lille, France	A Changing World: New Opportunities for Women Engineers and Scientists
ICWES 15	2011	Adelaide, Australia	Leadership, Innovation, Sustainability
ICWES 16	2014	Los Angeles, CA USA	A Global Exchange for Change
ICWES 17	2017	New Delhi, India	Vision 2025
ICWES 18	2020	Warwick, UK	

## 2. Chronicles of INWES Regional Conference

Year	Location	Theme
2003	Daejeon, Korea	The Converging of Bio, Information, Environment, Energy, Space and Nano Technology
2004	Nairobi, Kenya	Leadership Workshop for African Women Scientists and Engineers
2007	Wroclaw, Poland	Women Scientists and Engineers in New EU countries and Eastern Europe: Strategies for a Global Workforce
2009	Busan, Korea	Women in Green Technology Towards a Sustainable Asia
2010	Washington, DC, USA	Opportunities for Developing Country-Specific Projects for Women in Science and Engineering in Education, Workforce and Economic Development
2012	New Delhi, India	Women in Science, Engineering, Architecture, Technology and Consultancy / Green Infrastructure and Project
2013	Nairobi, Kenya	Professional Development for Women Scientists and Engineers / Women in Science, Engineering and Technology for Sustainable Development
2015	Kampala, Uganda	Women in Science, Technology and Innovation for Sustainable Economic and Social Development
2016	Freising, Germany	Science. Knowledge. Power

## 3. Chronicles of INWES APNN Meeting

Year	Location
2011	Adelaide, Australia
2012	Kuala Lumpur, Malaysia
2013	Taipei, Taiwan
2014	Seoul, Korea
2015	Ulaanbaatar, Mongolia
2016	Wellington, New Zealand
2017	Yokohama, Japan

## Sponsorship Opportunities

### Bronze - \$500 to \$2,499\*

- Sponsor name is included in newsletter, on INWES website, and in Annual Report and, will
- Receive all general INWES mailings, e-mail bulletins, triennial conference announcements, and information sharing.

### Silver - \$2,500 to \$4,999\*

- Same as Bronze, logo and name on website and newsletter, plus a quarter-page profile or individual representing the corporation in newsletter or website;
- Option to receive membership at corporate level.

### Gold - \$5,000 to \$9,999\*

- Same as Silver except a half-page profile or individual representing the corporation in newsletter or website,
- Profile at ICWES conferences, corporation name and logo will be listed on the conference website and will appear in different media during the conference (such as program and proceedings, banner or board in the conference area).
- Corporation will receive complimentary invitations for INWES events (such as banquets at ICWES conferences), and option to receive membership at corporate level.

### Platinum - \$10,000 or higher\*

- Same as Gold except full-page profile or individual representing the corporation in newsletter or website;
- Profile at ICWES conferences, corporation name and logo will be listed on the conference website and will appear in different media during the conference (such as the banquet menu, program and proceedings, banner or board in the conference area);
- Conference exhibition fee for a booth will be waived;
- Corporation will receive complimentary invitations for INWES events (such as banquets at ICWES conferences);
- Corporation will be mentioned in all promotional press releases, media information and other opportunities,
- Option to receive membership at corporate level.

\*Amounts in US dollars

## Membership Opportunities

INWES is building a better future worldwide through full and effective participation of women and girls in all aspects of Science, Technology, Engineering, and Mathematics (STEM).

### Individual Member

Individuals interested in supporting the mission and the goal of the International Network of Women Engineers and Scientists are eligible for Individual Membership in the Network. An individual becomes a member by completing and submitting the application form along with payment of dues.

### Organisational Member

An organisation interested in supporting the purpose and the goal of the International Network of Women Engineers and Scientists is eligible for Organisational Membership in the Network upon:

- Providing documentation of policies and/or programs that have similar goals as INWES,
- Payment of annual dues, and
- Identification of an organisational representative

### Institute or University Member

An institute or university interested in supporting the purpose and the goal of the International Network of Women Engineers and Scientists is eligible for University/Institute Membership in the Network upon:

- Providing documentation of policies and/or programs that have similar goals as INWES,
- Payment of annual dues, and
- Identification of an University/Institute representative.

### Corporate Member

Any corporation interested in supporting the purpose and the goal of the International Network of Women Engineers and Scientists is eligible for Corporate Membership in the Network upon:

- Providing documentation of policies and/or programs that have similar goals as INWES,
- Payment of annual dues, and
- Identification of a corporate representative.

*To learn more about INWES, sponsorships  
or how to become a member,  
please send an e-mail to [info@inwes.org](mailto:info@inwes.org)  
or visit INWES online at [www.inwes.org](http://www.inwes.org).*

**Printing of the 2015-2017 Triennial Report provided compliments  
of Brookhaven Science Associates**





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