



May 12, 2020

## Public Statement from INWES President to INWES Members

The INWES Vice-President for External Affairs, Ms. Yvette Ramos, has been removed as a Director on the INWES Board of Directors, 2018-2020. This decision was made by a Special Meeting of Members held on May 6, 2020 following the processes specified in the INWES Bylaw and the Canada Not-for-profit Corporations Act (CNCA) with regards to removing a Director. The basis for the decision was multiple incidents of lack of compliance with INWES Code of Ethics for INWES Directors.

Ms. Ramos' name has now been removed the list of the 2018-2020 INWES Board of Directors on the Canada Not-for-Profit Corporations website list and from the INWES website. The member organization she represents, Swiss Engineering, and other organizations, such as the United Nations, and associations such as the World Federation of Engineering Organizations, with which INWES collaborates are being notified of her removal.

As President, I am saddened that we had to take this drastic step to remove a Director. This is the first time in the history of INWES that we have had to call a Special Meeting of the Members to address a matter of this importance, and the first time we have had to remove a Director. Especially, since INWES strives to encourage women to pursue leadership roles.

This process was not undertaken lightly. In response to a number of concerns regarding Ms. Ramos from Board members, former Board members and INWES members, an Ad hoc Committee was formed in May 2019 according to the INWES Code of Ethics for INWES Directors. This committee corresponded with Ms. Ramos over many of months via email, phone, and WhatsApp; however, the concerns were not satisfactorily addressed, and additional incidents occurred. Therefore, based on legal advice a revised path forward was developed that included calling a Special Meeting of Members. I want to thank all the Members that took the time to participate in this Special Meeting and asked thoughtful questions.

We do not question Ms. Ramos' passion and commitment to the cause of Women in STEM, and I wish to thank Yvette for her many years of service to INWES. We would welcome her involvement as a volunteer on future INWES activities.

Should you have any questions, please do not hesitate to contact me by email as below.

Sincerely,

Gail G. Mattson, PE, CHMM, PMP  
INWES President, 2018-2020  
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