

## MEMBER NEWSLETTER

### PRESIDENT'S MESSAGE

Dear members of INWES,

I would like to first of all express my sincere and deepest sympathies to the families of victims of the recent tragic earthquake in Nepal. It saddens us especially to hear of the loss of over 6,000 young people, and the grief of our Nepalese friends. We have, fortunately, been informed by our Nepalese member, Jun Hada, Chair of WISE-Nepal, that both her and her family are safe, though understandably distressed by the events. All of us at INWES are united in our hope for a speedy recovery in Nepal.

On a different note, the INWES board has been started the year with a very busy schedule. The new board and executive members of INWES, elected at the Annual General Meeting (AGM) at ICWES16 in Los Angeles, USA, have started working on their strategic plans for the next three years. First of all, we on the INWES Governance & Policy committee are going through the process of making necessary revisions to the Policies and Procedures Manual of INWES to reflect newly-amended bylaws that bring us in line with Canadian law. We hope to finalize these revisions before the end of June, so they can come into operation soon. The Policies and Procedures Manual will include detailed information on membership, governance, ICWES conferences, regional conferences and networks, which will help make our INWES activities more systematized and efficient.

INWES has two major upcoming activities. One is the Asia Pacific Nation Network (APNN) 2015, which will held from 25<sup>th</sup> to 27<sup>th</sup> of June in conjunction with International Conference of Women in STEM (ICWSTEM) at the Mongolian University of Science and Technology, in Ulaanbaatar, Mongolia. It is exciting to see the APNN being hosted by one of our recently established organizations, Mongolia's Women in Stem (WSTEM). Detailed information can be found on the website:

([www.wstem.mn/en.php](http://www.wstem.mn/en.php))

The other major event is the 2015 Regional Conference, hosted by African Women in Science and Engineering (AWSE) and the African Regional Network (ARN), which will be held from 21<sup>st</sup> to 23<sup>rd</sup> of October in Entebbe, Uganda, where the INWES board meeting also will be held. Our regional conference is held in the time between ICWES16, which took place in Los Angeles, USA in 2014, and the ICWES17 that will take place in New Delhi, India in 2017.

Through these two regional activities, I expect women scientists and engineers in Asia and Pacific nations, and those in African countries, will have an opportunity to better network and organise activities with those in neighbouring countries. Regional members have common interests as well as regional problems that can be tackled together, so we believe these events will be an exciting chance to work together and move towards more effective and innovative tailored solutions to the problems we face.

Our board members, including Yvette Ramos and Claudia Bergbauer, are actively discussing the establishment of the INWES European Network and will have a preparatory meeting, based on the newly-revised Policy Manual, in September in Geneva. We hope that our European members will be successful in forming and designing a new regional network in Europe. I am expecting the regional network to be another "herstory" for advancing women engineers and scientists in each region, in a way that reflects their regional context, challenges, and interests.

As always, I look forward to involving myself in the upcoming INWES activities and meeting as many of you as possible. I hope that your organisation and as individuals, will continue in your many efforts to make changes for a

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### EVENTS

#### 2015 WES Conference

23<sup>rd</sup> June  
London, UK

#### 2015 APNN Meeting

25<sup>th</sup> - 27<sup>th</sup> June 2015  
Ulaanbaatar, Mongolia

#### 2015 INWES Regional Conference

21<sup>st</sup> - 23<sup>rd</sup> October 2015  
Entebbe, Uganda

#### DIB 30<sup>th</sup> Anniversary Conference

November 2016  
Munich, Germany

better world. INWES will try to support you as much as we can, and I welcome any suggestions and ideas for our activities.

As they say traditionally in Korea - 'in unity there is strength'. We can solve our problems by collaborating together.

Wishing everyone a happy spring of blooming flowers, and beautiful fall colours for autumn!

Warm Regards,



Kong-Joo Lee, Ph.D.  
INWES President

# INWES MEMBER NEWS

## INWES MEMBER, CLAIRE DESCHENES, WINS SYNERGY AWARD FOR INNOVATION

Dr. Claire Deschênes, Professor at the Department of Mechanical Engineering of Laval University, and former INWES Secretary-General and Treasurer of INWES ERI, has received the prestigious Synergy Award 2014 in the "Partnership with Two or More Companies" category. She was honoured, as the Director of the Consortium on Hydraulic Machines at Laval University, jointly with ALSTOM Renewable Energy Canada Inc., Hydro-

Québec, Andritz Hydro Canada Inc., Voith Hydro Inc., and CanmetENERGY. This award highlights a fruitful and successful partnership between universities and industries to make the most of Canadian research excellence and Canadian industrial expertise.

The announcement was made at an award ceremony, on February 17<sup>th</sup> 2015, at Rideau Hall, Ottawa, in the presence of His Excellency the Right Honourable David Johnston, Governor General of Canada, the President of NSERC, Dr. B. Mario Pinto, and the Honourable Ed Holder, Minister of State for Science and Technology.

teamwork demonstrated at the Hydraulic Machine Laboratory of Laval University, between participating graduate and undergraduate students, post-doctoral researchers, research professionals, and colleagues from the Department of Mechanical Engineering. The consortium's work is helping Canadian hydro companies to stay globally competitive, and keep pace with growing electricity demand, while attracting top talent in engineering to Canada. Indeed, the consortium has set up a strong centre of Canadian expertise, precisely designed for the large hydraulic turbine industry.

Congratulations to Claire Deschênes and the Consortium team!



The NSERC Research Partnerships Program supports teams of academic and industrial researchers - enabling them to pool expertise and resources, and attract top students. These research partnerships are a source of knowledge, innovation, and training for highly-qualified people.

The consortium's success stems from the excellent

## INTEL "SHE WILL CONNECT" TRAINING ORGANISED BY WITIN AND WITED IN NIGERIA

The Yaba College of Technology chapter for Women in Technical Education and Employment (WITED) recently collaborated with the organisation Women in Technology in Nigeria (WITIN) to train girls and young women between

## AN UPDATE FROM THE AFRICAN REGIONAL NETWORK

The establishment of the INWES African Regional Network (ARN) in 2014 was motivated by the desire of the INWES Board of Directors, led by Kong Joo-Lee, to expand INWES' regional networks. Dr. Uduakobong A. Okon, the INWES Director for Africa and the President of the Organization for Promoting African Girls in Engineering, Science and Technology Education (OPAGESTE) in Nigeria, took up the challenge to convene the first African Regional Network virtual conference - in collaboration with Dr. Caroline Thoruwat, head of the Association of Women in Science

and Engineering (AWSE) in Kenya; and Rufina Dabo, head of the Association des Femmes dans le domaine des Sciences et de la Technologie (AFSTech) in Senegal. The INWES African Regional Network Steering Committee (ARNSC) was duly constituted on the 18<sup>th</sup> of May 2014, with representatives from twelve African countries to coordinate the ARN. The African countries represented in ARNSC included Nigeria, Senegal, Tanzania, Algeria, Uganda, Mali, Cameroon, Kenya, Burkina Faso, Botswana, Ghana and Liberia. Margaret Ojibode and Roseni Dearden from UK were selected by the board as observers.



In a subsequent virtual meeting of the ARNSC, held on the 15<sup>th</sup> June 2014, ARN Sub-committees were

constituted to include, Finance and Fundraising, Advocacy and Partnership, Web Portal and Communication, and Programme sub-committees, to facilitate the smooth coordination and programmes of ARN. Dr. Okon presented the Policy Framework of the INWES Africa Regional Network and the Terms of Reference for adoption. This was published in Issue 17 of the INWES Newsletter. Strategic decisions over the way forward for ARN were discussed, including the need to convene a physical meeting of the ARNSC in Cameroon, though this was eventually postponed.

An Inaugural meeting of the ARN was proposed and held at ICWES16, in Los Angeles, USA, on the 22<sup>nd</sup> of October 2014. The ARN was officially inaugurated by Kong Joo-Lee, the INWES President, with Dr. Uduakobong A. Okon as the Pioneer President of ARN and all the members of ARN Steering Committee. In attendance were INWES Board Members and African women scientists and engineers. Kong Joo-Lee in her speech expressed appreciation for the efforts to establish the ARN and promised the continuing support of the INWES Board for the development of the ARN. Marlene Kanga, of Engineer Australia and others present shared goodwill messages on the occasion, which we are glad to say was a huge success.

Rufina Dado, Caroline Thoruwat, and Aude Abena - who are all members of the ARNSC - were elected as INWES directors in the INWES General Meeting at ICWES16 in Los Angeles. ARN congratulates them all.

In other news from the African region: another member of the

ARN Steering Committee, Reine Essobmadje – founder of in Evolving Consulting - worked with others to host a four-day ICT programme, from 9<sup>th</sup> to 12<sup>th</sup> November 2014 in Cameroon, supported by UNESCO and Microsoft. It involved training, a contest for teenagers, and the showcasing of an ICT job forum. The programme was well attended with over 400 participants and 200 enterprises involved. Reports indicate that the programme was highly successful.

ARN would like to congratulate again Kadija Simboro in Burkina Faso, another member of the ARNSC, who as detailed in Issue 17 of the INWES newsletter, was honoured as a 2014 Moremi Initiative Leadership and Empowerment Development (MILEAD) Fellow in recognition of her achievements and potential as one of Africa's most promising young women leaders.

In another exciting development, the INWES Executive Committee, on 16<sup>th</sup> February 2015, approved AWSE's proposal to host the INWES 2015 Regional Conference from 21<sup>st</sup> to 23<sup>rd</sup> October, 2015 in Entebbe, Uganda. AWSE appreciates the opportunity to host the INWES Regional Conference this year and heartily welcome all to Uganda, East Africa, in advance. We wholeheartedly believe that it will be a wonderful time to share together, and a unique opportunity for the exchange of scientific and cultural experiences. We will all be attending and look forward to personally meeting many of you there.

*Uduakobong A. Okon  
Chair ARN  
President OPAGESTE Nigeria*

the ages of thirteen and twenty-five on the use of information communication and technology (ICT) for entrepreneurial development. The programme, which was held from 2<sup>nd</sup> to 4<sup>th</sup> October, 2014, was handled by WITIN and headed by the President, Martha O. Alade. Some WITED members participated under the supervision of the Coordinator, Dr. Lauretta N. Ofodile. The programme was designed to help train young women, both for their own entrepreneurial development and to empower them to become trainers themselves - creating opportunities for more young women to learn.

The training was held in a fully-equipped computer laboratory, in the Statistics Department, of the School of Science, at

Yaba College of Technology. The young women were introduced to the use of computers, operating systems, internet and email. They were also shown how to use word processing software, to design flyers, invitation cards, and resumes. The young women learnt to use spreadsheets for budgeting to enable them to prepare business start-up budgets and monthly budgets, and improve business financial organisation generally. They were also taught how to use multimedia and powerpoint presentations for business proposals, marketing plans, and sales pitches.

Other entrepreneurship activities the young women learnt about on the

programme included branding. The young women learnt to design everything from logos and business cards, to brochures, sales catalogues, and posters.

The training culminated with an activity on mind-map drawing and website design. The young women were taught how to design a free personal website on Google Sites. According to an interview conducted with the young women afterwards by WITIN, mind-mapping was the most interesting and impactful aspect of the training from the participant's perspective. They were taught to draw maps of their future business plans, which could be viewed at a glance. According to the participants this activity has helped them to think and to put down their business plans, which they, hopefully, can make a reality in the future.

On the last day of the training, trainees presented their personal learning experiences using Powerpoint presentations. Six young women trained by WITIN became trainers in November 2014, and between that time and December 2014, they have gone on to train over 500 girls and young women





## WSTEM IN MONGOLIA ORGANISE UPCOMING APNN 2015 MEETING

The board members of Women in Science, Technology, Engineering and Mathematics (WSTEM) in Mongolia, despite representing one of newest organisational members of INWES, are currently organising the Asia and Pacific Nation Network (APNN) and the International Conference on Women in Science, Technology, Engineering, Mathematics (ICWSTEM) to be held in Ulaanbaatar, Mongolia, from 25<sup>th</sup> to 27<sup>th</sup> June 2015.

Women in Science, Technology, Engineering and Mathematics (WSTEM) in Mongolia was established in 2012; it is comprised primarily of Mongolian female academics and practitioners in STEM and social science fields. WSTEM in Mongolia has been actively engaged in helping develop education and science in Mongolia, by organising training and other related activities for lecturers and professionals in the country. Mongolia's development strategy is to strengthen its knowledge economy. Key to achieving this is a quality improvement in education and research, and stimulating innovation. Thus, our theme this year is "Education Reform and Innovation."

While Mongolia has made important strides in achieving gender equality, such as revising election law to introduce 20% quotas for women candidates, it still has a long way to go when it comes to parity between women and men in education and science. Currently, Mongolia ranks 33<sup>rd</sup> out of 136 countries according to the World Economic Forum's Global Gender Gap Index (2013), which constitutes a significant improvement compared to 2012 when it ranked 44<sup>th</sup>, but still lower than in 2010 when it ranked 27<sup>th</sup>. Women hold 70% of the jobs in the education sector, and yet more than 90% of the people in positions of power are men. We are hoping that this conference will bring us, women academics in science, technology, engineering and mathematics, together to enlighten each other and, most importantly, the public, about our role in developing the knowledge economy, by focusing on education and innovation, in Mongolia and beyond.

The APNN meeting, to be held on 25<sup>th</sup> June 2015, features invited speakers, reports from member countries, and plans for 2015. The ICWSTEM on 26<sup>th</sup>

June 2015 features three additional invited speakers, participating in a panel session, to discuss the role of women academics in education and science in developing and developed countries. Finally, as part of ICWSTEM there will be an Awards Ceremony for Women in STEM, a poster session, and a group photo.

We are particularly excited about this inaugural awards ceremony for women in STEM fields - a first in Mongolia. The awards ceremony was inspired by examples set at INWES and APNN meetings, and the discussions that emerged from preparing Mongolia's 2014 Action Plan, where we realized that there are no awards for women scientists in Mongolia. This bi-annual award ceremony for women in STEM will recognize the best women scientists in the following disciplines: Agriculture; Medicine, Engineering and Technology; Social Science and Humanities; and Natural Science. The research of the five awardees will be presented in the poster session.

There will be several opportunities to experience Mongolia's rich cultural heritage. A cultural performance will be held to mark the end of the APNN conference, and an all-day trip - exploring the Mongolian countryside, old traditions, and 13<sup>th</sup> century history - will be organised for the 27<sup>th</sup> June 2015.

**Please use the website to register for these cultural events:**  
[http://www.wstem.mn/conference\\_en.php](http://www.wstem.mn/conference_en.php)

**The deadline to register for these events is: 1<sup>st</sup> June 2015.**



between thirteen and twenty-five years of age, using the same Intel® She Will Connect curriculum to help empower more young women and girls for the future.

*Ofofile Laurretta N, Sokoya A. A and Mafimidiwo Alice*

## FORMER INWES DIRECTOR OFFERED PRESTIGIOUS ROLE AT KOREAN INSTITUTE FOR BASIC SCIENCE

Dr. Myung Hee Jung was appointed Auditor at the Institute for Basic Science (IBS), in Korea - the only and largest legal entity for basic sciences in the country - for a three-year term, beginning February 9<sup>th</sup> 2015. Myung Hee served as the 5<sup>th</sup> President of KWSE and recently worked as a scientific consultant at the Korea Institute of Science and Technology - Europe in Saarbrücken Germany. She received her Ph.D. degree in medicinal chemistry from the Phillips University, Germany in 1985 and has been acknowledged for her diverse experience with prominent expertise in managing

research institutes.

Dr. Jung had played a key role in INWES from the beginning, as an interim board member and later as director of the board, and was pivotal to the success of ICWES in Seoul, 2005 as Chair of ICWES13. She has been a sincere supporter and a



practical adviser for INWES for many years, for which INWES conferred her the INWES Service Award in in 2014.

We would like to take the opportunity to congratulate her on this recent career achievement!

## PORCELAIN FACTORY VISIT IN TAIWAN

A group from the Society of Taiwan Women in Science and Technology (TWiST) recently paid a visit to the

famous, world-renowned Taiwanese pottery company Franz, which is located in Taipei. They were given a brief introduction to both the design and manufacturing process behind these

delicate porcelain wares. They also had the chance to learn to make some beautiful flower brooches for themselves on the spot.



## TECHNOLOGY, GENDER, AND EDUCATION: THE 2015 MLW

The 2015 Mobile Learning Week (MLW) in Paris, was co-organised by UNESCO and UN Women, and explored how mobile technology can be used to improve education, and accelerate the learning of women and girls. The theme of MLW 2015 was leveraging technology to empower women and girls. The week-long timetable of events included workshops, a symposium, a policy forum, and a research seminar. The principal aim of MLW 2015 was to ensure that newly affordable technologies - from basic mobile handsets to the newest tablet computers - are harnessed to open doors to educational opportunities, and promote gender equality, both in education and beyond.

Encouraging girls and women in STEM is the main mission of INWES, to which the Association des Femmes Ingénieurs et Scientifiques au Cameroun (AFISC) has been affiliated, as a paying organisational member, since its official launch in Mfoundi, Yaoundé, Cameroon in 2008. At AFISC we recognise that education is key factor in attracting, developing and retaining more women and girls in STEM, and as such firmly believe in the importance of learning more about technology programmes and content that will facilitate the learning of women and girls.

I'm highly interested in telecommunications, gender equality, and education - and how they interact. My interest in researching educational technologies has been growing steadily since November 2010, when I was admitted onto the ACREDITE masters programme (which addresses the analysis, design, and research of engineering educational technologies), with the Agence Universitaire de la Francophonie (AUF). On a more personal level, living in Cameroon, a developing country, as a mother of daughters, and a woman, has helped me understand the context and realities of education for women in African societies. Now as an engineer in the telecommunications field, I regularly encourage women in my sector, using my own personal experience of lifelong and distance learning, to continue their professional education, and the result can be seen at my institute - the National Advanced School of Post and Telecommunications (L'Ecole Nationale Supérieure Des Postes Et Télécommunications) - where the number of female students has

increased. On a different note, in my everyday life I've noticed that it has become increasingly simple to hold virtual meetings with applications like Doodle or Zoom, and that people are integrating those new practices gradually. Inspired by all of these experiences, I presented a paper on "Technology innovations for the Mobile Tutorial Lesson" as part of the "Innovations, research and achievements in the various field of engineering" theme at ICWES16 in Los Angeles.

The Mobile Learning Week in Paris offered an opportunity to pursue my ideas further and develop a deeper understanding of ICT in education. MLW, now in its fourth year, attracts participants from around the world. It was an exciting opportunity to see participants demonstrating how mobile technology can provide a tool for closing the access, knowledge, and confidence gaps between men and women - especially within the context of developing countries. It is vital that challenges associated with mobile learning are understood as clearly as its benefits. As a result, MLW 2015 examined difficulties associated with the integration of mobile technology in education as well as its opportunities and advantages, and considered how the return on mobile learning investments compares to other non-ICT educational investments.

When I was elected on to the INWES Board at Los Angeles, I promised to research and conceive an ICT project that focused on education as part of the INWES programme. At the MLW seminar, I met a number of individuals, including Patience Stephens, the Special Advisor on Education for UN Women, with whom I believe INWES can collaborate to advance their activities around the world. Following on from this, I plan to submit a project called ICT4ML<sup>2</sup>, to INWES, and hopefully after discussing it further with Board I will begin to move forward with it.

*Aude Abena*  
Head of Department at the L'Ecole Nationale Supérieure Des Postes Et Télécommunications, Yaoundé, Cameroun  
INWES Director & AFISC President



## BEES, BOOKS, MARS, STARDUST – WOMEN MATTER

Kindly shared for publication in the INWES newsletter by yentha.com.

The fourth edition of the Café Scientifique was held in Alliance Francaise de Trivandrum on Thursday. To celebrate International Women's Day and to honour Women's History month, the focus was on Women in STEM (Science, Technology, Engineering and Maths). As the organizer, I was fortunate to find three highly qualified young women to come and speak to us about their science as well as their journey in the world of STEM.



Dr. Resmi Lekshmi, Assistant Professor in IIST spoke to us about the “Wonders of the Cosmos”. In fifteen minutes she got us deep into the world of stars and their eventual death. The idea of star debris becoming future planets and even flora or fauna appealed to many in the audience. “All of us are born of stardust,” concluded Resmi.

Dr. Hema Somanathan who works at IISER, Trivandrum gave us a peek into the fascinating world of insects. How do spiders spin their unique webs? Is this learning hard wired into their brains when they are born? She spoke of recent work with paper wasps which have shown that they can distinguish individual faces and even more amazing are the bees which can tell a Mondrian and Picasso painting apart! Some ants even teach one another. Next time you encounter a tiny insect with a few hundred neurons, do not scoff at it.

The last speaker of the night was Dhanya M B who works as a Scientist / Engineer in the Space Physics Lab in VSSC. She was part of the Mars Orbiter Mission as her

team worked on the Martian Exosphere Composition Analyser (MENCA) as part of the payload of the Orbiter. Currently they are communicating with it daily and getting results which they are analysing. She expects that they will have some very original findings to report very soon.

Later the three panelists joined Alice Gauny, Director of Alliance Francaise for a discussion on what prompted them to join science and whether they had encountered any hurdles along the way.

Resmi spoke about growing up in a small village in Kerala where the Shastra Sahitya Parishad books and journals inspired her to become a scientist. As the daughter of two school teachers she did not face any discrimination while studying. She feels that the world of academia is more egalitarian than other professions. She is having a great time researching, teaching and giving talks at conferences all over the world. In her spare time she likes to go for hikes and read books.

Hema always knew she wanted to work with animals. She says that science requires long training, long work hours and one should only get into it if one is absolutely sure that you want to do just that. She is not sure if she successfully balances her work and personal life but seems to be managing all right.

Dhanya too seems to have found much encouragement along the way to be a physicist. Her first choice was to be a nuclear physicist but as fate would have it she landed a job in VSSC where they were doing space physics. So instead of micro atomic particles she now looks at macro scale objects. But she is very happy with her lab and feels she is learning a lot and contributing to ISRO's mission. Her lab also has more women than men. All three stressed the need for hard work and perseverance to survive in the world of science.

The audience had many questions. Why India should spend so much money on the Mars Orbiter Mission. Dhanya convinced him by pointing out that it was the cheapest Mars

voyage taken up by any country – actually cheaper per km than a trip from VSSC to Thampanoor! She also said that ISRO was sending payloads of other countries to space and thereby making money.

How many of their school friends were still in science? The answer was no one. So obviously there are a lot of drop outs for a variety of reasons. And no, they did not think that today's education system prepared the students for a life in a creative field like science.

As the organiser of the event, I commented that one should not forget the contributions of women scientists which have led to major changes in scientific institutions where younger women scientists are beginning to feel accepted. I also cautioned that there is more isolation as they become senior and pointed out that to this day none of the IITs has a woman Dean or Director.

An Old Girls' Club is being formed for women in STEM in Trivandrum to network and exchange ideas with one another. You can find out more about this by writing to me c/o Yentha. (anything@yentha.com)

The quiz of the day was won by little Nandini who is a junior school student in Central School, VSSC. Her wise parents had brought her and her older sister Pavai who is currently writing her board exams to this event as they knew it would inspire them more than any school text book. And girl, were they right!

Asha Gopinathan  
Neuroscientist

Consultant with GenSci-e-Tech, Trivandrum.

<http://www.yentha.com/news/view/features/bees-books-mars-stardust-women-matter>



# UPCOMING EVENTS

## THE 2015 APNN IN MONGOLIA FAST APPROACHING

The 2015 Asia & Pacific Nation Network (APNN) meeting will be held in Ulaanbaatar, Mongolia.

It will take place from 25<sup>th</sup> to 27<sup>th</sup> June 2015 at the Mongolian University of Science and Technology in Ulaanbaatar. This year, the International Conference of Women in STEM (ICWSTEM) will be held in conjunction with the annual meeting of APNN.

Further information about both the 2015 APNN meeting and ICWSTEM is available on the official website: <http://www.wstem.mn/en.php>  
The draft agendas are posted there as well as other useful information provided by the organising committee.

Please sign up as soon as possible as we hope to see you all in Ulaanbaatar in June.

**For inquiries, please contact:** [wstemmongolia@gmail.com](mailto:wstemmongolia@gmail.com)

## ENGINEERING WOMEN: ARE THEY RETURNING?

**WES Conference, London**

**23<sup>rd</sup> June 2015**

The Women's Engineering Society (WES) is a UK-based organisation that set up in 1919 to raise the profile of engineering as a career for women and has been supporting technical women ever since. Their 2015 conference focuses on the theme of women returning to engineering.

Evidence has shown that many qualified women in STEM are not returned to the engineering sector after a career or maternity break, and these are skills that we can ill afford to lose when the UK faces such a massive skills gap in the coming years. Not only are we losing out on these skills in engineering - skills that are often enhanced in many ways during the breaks - but we are failing to utilise the links that these women have with their local communities, schools, and other parents and influencers. With a bit of thought, organisation, and encouragement we could mobilise this untapped resource; and either reintroduce these skilled women to the engineering sector, or use them as ambassadors for our profession in other ways. This conference explores the opportunities and some of the best practices that are out there to access and utilise this neglected resource.

This conference is aimed at individual women engineers as well as companies wanting to know more about current best practices in developing and retaining women employees.

During the day we will hear from Sue Ferns of Prospect Union about a recent STEM survey that highlighted the

barriers that women face in returning to work after a break; from Julianne Miles (Women Returners) and Julie Thornton (Thames Tideway Tunnel) about women 'Returnship' programmes; from Katie Perry on the Daphne Jackson Trust and ways to reintroduce women to science careers; from Clem Herman on the Open University STEM Returners online course; from Kate Bellingham, who will talk about her exciting new venture School Gate SET; and from Jenny Young, from the Royal Academy of Engineering, who will talk about what Professional Engineering Institutions are doing to support their women members through the RETURN programme.

We will also hear from companies such as Arup, Atkins, Airbus, Make Architects, Goldman Sachs, Laing O'Rourke, National Grid and Hyder Consulting, who will share their case studies that look at how they have supported their employees; and from Thames Tideway Tunnel and Women Returners on the first UK engineering returnship programme. The final panel session will allow the audience to discuss the issues covered with panel members who have spoken during the day.

The conference sessions will be chaired by Meg Munn, Philippa Oldham (IMechE) and Kim Pamplin (P&G).

In parallel we will be offering some Continued Professional Development (CPD) sessions on personal and career



**NATIONAL WOMEN  
In ENGINEERING DAY**

**23 June 2015**

development from two experienced coaches, Susan Room and Carol Stewart; and we will be offering WES members the chance to learn more about the Magnificent Women schools outreach programme, and how they can be involved in this in the future.

We hope that you can join us for a stimulating day. Further details can be found here: [www.wes.org.uk/returning](http://www.wes.org.uk/returning).

This event takes place on National Women in Engineering Day 2015 at One Birdcage Walk, London, SW1H 9JJ

#### **Costs:**

WES Members: £50

(Concessions/Career Break Members: £30)

Non-WES Members (including WES Membership) : £90

(Concessions: £50)

Students: £20

#### **For further information about WES, contact:**

Dawn Bonfield, [office@wes.org.uk](mailto:office@wes.org.uk), tel. 01438 211403.

## 2015 INWES REGIONAL CONFERENCE IN UGANDA

### **Co-organised by INWES AND AWSE**

**Proposed Dates:** 21<sup>st</sup> to 23<sup>rd</sup> October 2015

**Venue:** Imperial Golf View Hotel in Entebbe, Uganda

**Conference Theme:** Women in Science, Technology and Innovation for Sustainable Economic and Social Development

The Association of African Women in Science and Engineering (AWSE) will host the 2015 INWES regional Conference at the Imperial Golf View Hotel in Entebbe, Uganda. Entebbe is the second largest city in Uganda and boasts an International airport with direct flights from many large cities in Africa and the rest of the world. The hotel has state-of-the-art conference facilities and a breathtaking panoramic view of the Great Lake Victoria and the Entebbe Golf course. It is also within a five-minute walk to the famous Botanical Gardens and a seven-minute walk to the Wildlife Education Center (Zoo). The proposed conference will target approximately 150 women in science, engineering and mathematics (STEM) from thirty African countries. The conference will be held for three days, from the 21<sup>st</sup> to 23<sup>rd</sup> October 2015.

The conference aims to provide a forum of engagement for women in STEM Careers within the region to discuss topics of common interest while creating and strengthening support networks. The conference seeks to enhance already existing strategies to encourage retention of professionals in STEM careers, while at the same time cultivating interest in STEM in female students at all levels. The conference also seeks to energise those willing to set up their own STEM associations, in order to ensure continued increase of women in STEM careers. It will also provide networking opportunities for women in STEM who are not able to travel to ICWES. Furthermore, the proposed conference aims to strengthen the African Regional Network (ARN) that was officially launched during ICWES 16, in Los Angeles in October 2014. We are confident that the ARN will go a long way in promoting the participation of African women in STEM in the economic and social development of the continent.

#### **Objectives of the conference are:**

- To discuss the role of innovation in sustainable development.
- To strengthen the African Regional Network.

- To empower women scientists with innovation-to-market skills, entrepreneurial skills, and leadership skills.
- To celebrate the successes of African women in STEM and discuss the challenges facing them.
- To devise strategies for disseminating research findings of women in STEM
- To promote STEM networks and Public Private Partnerships.

The conference theme is “Women in Science, Technology and Innovation for Sustainable Economic and Social Development”, and will comprise of two major sub-themes as follows:

#### **Career and life transitions for professional women, early-career women, and students.**

This sub-theme will focus on professional development skills for young scientists and professional women. We will share and develop skills that help women maintain a work-life balance, and successfully manage and prepare for various professional and life transitions. Additionally, young scientists will be trained in writing resumes, applying for jobs, getting prepared for the corporate world, approaching internships and undergraduate research, mentoring, pursuing higher education, curriculum-balancing between fundamentals and changing trends, science communication, and entrepreneurial skills. Suggested topics targeting professional women will include returning to work after a career break, wellness strategies, and guidance for handling difficult transitions; as well as others focused on effective leadership and managerial skills, such as: inclusive leadership, building team spirit, best practices in innovation, and making organizations more innovative and competitive.

Key note presentations in thematic areas will be given in a plenary session. Panels of successful professionals will discuss their career paths and leadership roles to inspire other participants. Panellists will be from a range of professions and a number of different continents.

#### **Celebrating current research by women in STEM**

Under this sub-theme, women scientists will make oral and technical poster presentations in their areas of specialisation. These will include current research in basic and applied sciences such as biomedical sciences, water and sanitation, energy, food security, health, the environment, agriculture, architecture and the built environment, engineering, climate change, information communication technology (ICT), cutting edge instrumentation and computer applications, nanotechnology, biotechnology and



bioinformatics, research ethics, integrity and quality assurance, indigenous knowledge, innovation, technology transfer, and intellectual property rights.

The conference call will be available on both the INWES and AWSE websites.

## DIB 30TH ANNIVERSARY CONFERENCE

The deutsche ingenieurinnenbund (DIB), an INWES member organisation supporting women engineers in Germany, will be holding its next conference in November 2016. The conference will be held in Munich, and will be extra special conference for DIB as they will be celebrating their 30th anniversary.

As well as celebrating with DIB, the conference will offer an opportunity for INWES members based in Europe to meet together and look at ways to build cooperation across Europe and plan strategically, to promote gender equality in engineering and scientific projects, organisations, and programmes in the region.

We will keep you updated as plans unfold, so look out for updates!

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## INFORMATION FOR MEMBERS

### NOMINATION CALL FOR THE UNESCO-HAMDAN PRIZE 2015-2016

The fourth edition of the UNESCO-Hamdan bin Rashid Al-Maktoum Prize for Outstanding Practice and Performance in Enhancing the Effectiveness of Teachers has opened the call for nominations.

The prize is awarded every two years and it recognises initiatives that contribute to improving educational practices around the world, with priority given to developing countries. and to marginalised and disadvantaged communities.

The Prize of \$300 000 will be divided between three winners.

Candidates may be individuals representing institutions or organisations; international or national governmental or non-governmental organizations (NGOs); educational or research institutions; and local/national/regional communities.

The deadline for nomination is 31<sup>st</sup> October 2015.

Further information about the Prize can be found at:

<http://www.unesco.org/new/hamdan-prize> and <http://www.hamdanunesco.ae/>

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## INWES MEMBER NEWSLETTER

**Deadline for Issue No. 20:** 1<sup>st</sup> August

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