
INWES Asia Pacific Nation Network 2016 Meeting

18 August 2016
Wellington, New Zealand

HOSTED BY



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Welcome

Dear INWES APNN delegates,

It's a pleasure to extend a warm welcome to you, an attendee of the 2016 INWES APNN meeting, in my capacity as the President of IPENZ. I look forward to joining you in August and hearing your reflections on the status of female engineers and scientists in your country. This year's meeting will take place at the IPENZ National Office in Wellington, New Zealand, on Thursday 18 August. The following day, IPENZ is hosting the Diversity in Action Summit at Te Papa in Wellington and I also look forward to your involvement and input in that event.

We look forward to hosting you all and discussing gender issues in our respective countries. In my opinion, the issues that unite us are far greater than the differences in our respective cultures or ethnicities.

Diversity covers a variety of cultures and values. We need to recognise we're operating in a global community and we all need to make a conscious effort to understand the things that make individuals and societies unique - whether these are multiculturalism, gender, individual circumstances and, for engineers, different practice fields or qualifications. Organisations that realise the benefits of building a truly diverse and



inclusive workforce attract people of all types, stay open to new ideas, and can enjoy greater reach in the marketplace.

I sincerely hope the meeting is a great success. I look forward to sharing stories and experiences, and to building relationships between us and our countries.

I look forward to seeing you soon.

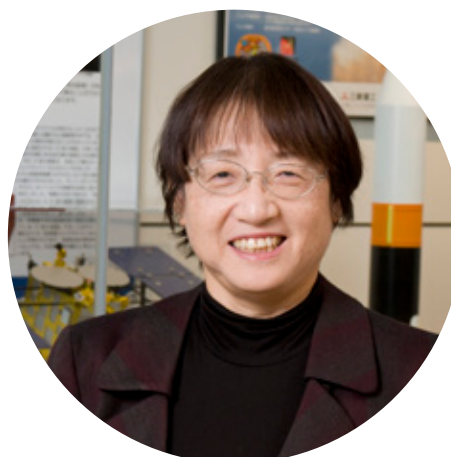
Elena Trout FIPENZ
IPENZ President

Welcome to the 2016 INWES Asia Pacific Nation Network Meeting taking place in Wellington, New Zealand this winter. It will be my great pleasure to meet you at this sixth INWES APNN meeting. I look forward to seeing many representatives of the INWES APNN countries there.

One of the roles of the APNN is to promote INWES' outreach. To that end, "Wise-Bangladesh" was established in Bangladesh this year, and I look forward to welcoming one of their members to this year's meeting. We're very pleased to see a new face.

We remember the first INWES APNN meeting in Adelaide, Australia in 2011, on the day before ICWES15. Since that meeting, we have had five APNN meetings, all of which have been very successful. In addition, every local conference has been unique and interesting and we learnt a lot across various STEM areas. We've had wonderful times together and also experienced warm hospitality we will never forget.

Because of many people's sustained efforts, it seems the concept of diversity is now popular in many countries. In Japan, the Government is promoting diversity strongly and is pushing to increase the representation of women on every government committee and the proportion of women executives in private companies. This action is very welcome but I think this trend is vulnerable. This force of movement is still top-down only. When we try to promote diversity in organisations, universities and corporations, some people still ask: "Why do you push for women so strongly?"; "We are treating men and women fairly. We are satisfied with the current situation, and so why do we have to change?"; "If you say you are right, please show me the evidence of better revenue, profits and number of papers and awards". I'm sure you've had the same experience. In my experience, the majority of men still question the value of diversity, and to



keep the movement sustainable, we have to show the real evidence behind diversity. We must maintain our progress otherwise it might be undone.

Last year in Mongolia, the topic of our local conference was innovation, education, and technology. We exchanged many interesting and useful stories. Our theme this year in Wellington is "Diversity in Action: Strategies for smart business". We are really excited to listen to interesting stories of how workforce diversity can generate creative solutions.

The world is facing rapidly increasing uncertainty, and there are so many questions still to be solved. Through the conference, we should learn from each other, share experiences and the issues females scientists and engineers are facing, and understand each other more deeply. I really hope this opportunity and encounter will be a positive experience and help going forward. I look forward to seeing you soon and hope you have a great time at the sixth INWES APPN meeting in New Zealand.

Kayoko Sugahara
INWES APNN Chairperson

Organising Committee

Kayoko Sugahara	Chair of the APNN, JNWES
Elena Trout	President, Institution of Professional Engineers New Zealand (IPENZ)
Susan Freeman-Greene	Chief Executive, Institution of Professional Engineers New Zealand (IPENZ)
Bridgit Sissons	General Manager - Marketing and Communications, Institution of Professional Engineers New Zealand (IPENZ)
Jan Macandrew	Senior Event and Communications Advisor, Institution of Professional Engineers New Zealand (IPENZ)
Tracey Ayre	Policy Advisor, Institution of Professional Engineers New Zealand (IPENZ), Country Representative

Sponsors

IPENZ acknowledges the contribution of Agilent as sponsor providing travel funds for some Asia Pacific Nation Network delegates.

IPENZ also acknowledges the contribution of the Tertiary Education Commission, Meridian Energy and Tonkin + Taylor as sponsors of the Diversity in Action Summit.

This year's host

About IPENZ

IPENZ is excited to be hosting the 2016 meeting of the Asia Pacific Nation Network (APNN). We have been New Zealand's representative on the INWES APNN since its inception in 2011.

Since 2011 we've focused on delivering our Women in Engineering programme, which has the following aim:

"As a result of its diversity, engineering is seen as making a highly relevant contribution to New Zealand's economic growth and wellbeing. The engineering profession is recognised as an employer of the best and brightest. Engineering workplaces are diverse and have exemplary employment practices. The number of engineers is sustainable in the long term."

To help achieve this aim we've completed research into the barriers female engineers face, investigated the economic benefits of increased diversity, raised awareness with engineering leaders and university deans and provided role models and networking opportunities for female engineers.

Encouraging diversity and inclusion in New Zealand's engineering profession is just one small part of what we do. We're the lead national professional body representing the engineering profession in New Zealand. We have approximately 17,000 Members, 13 per cent of whom are female. Our Members range from engineering students to practising engineers and senior Members in positions of responsibility in business. We represent engineers from all engineering specialisms including biomedical, civil, chemical, electrical and mechanical engineering.

We undertake a wide range of functions, including setting competence and ethical standards, developing and promoting quality marks for engineers, recognising professional competence via registration and acting as the accrediting body for engineering degrees and diplomas in New Zealand and providing assessment for non-New Zealand engineering qualifications.

We look forward to hosting you at the 2016 INWES APNN meeting and Diversity in Action Summit.

About New Zealand

Discovery of New Zealand

Māori were the first people to inhabit New Zealand (Aotearoa in Māori). They travelled thousands of kilometres across the Pacific Ocean in small ocean-going canoes to get here. Later, in 1642 Dutch explorer Abel Tasman sailed in search of a vast southern continent and discovered New Zealand. Abel Tasman and his party endured a devastating encounter with Māori before departing. Shortly afterwards, a Dutch map maker gave the name Nieuw Zeeland to this country.

In 1769 English navigator Captain James Cook sighted New Zealand. After an initial battle, Captain Cook and his party made more civil contact with Māori.

Several other explorers visited New Zealand after Captain Cook, including Jules Sébastien César Dumont d'Urville, Marc Joseph Marion du Fresne and, later, sealers, whalers and missionaries.

New Zealand's history is centred on the Treaty of Waitangi/Te Tiriti o Waitangi. The Treaty is an agreement signed by the British Crown and Māori (the first people to arrive in New Zealand) at Waitangi on 6 February 1840 to establish British law in New Zealand.

Over the years it's been recognised that the English and Māori versions of the Treaty differ in meaning. Additionally, Māori have made many complaints that the terms of the Treaty were not being upheld. The Waitangi Tribunal, a standing commission of inquiry, was established in 1975 to hear these complaints and help resolve Treaty claims.



Population

Today, New Zealand is home to nearly 4.7 million people. Our largest city, Auckland is populated by 1.4 million people with other cities including Christchurch (540,000 people), Wellington (470,000 people), Hamilton (400,000 people) and Dunedin (202,000 people).



New Zealand is a multi cultural country with three official languages - English, Māori and New Zealand sign language.

There are many things to see and do in New Zealand - take a look at these websites for some ideas:

- www.newzealand.com/int/travel-guide
- www.lonelyplanet.com/new-zealand
- www.newzealand.com/int/visitor-information-centre
- www.newzealand.com/int/trips-and-driving-itineraries
- www.newzealand.com/int/things-to-do

Weather

The INWES APNN meeting is being held during New Zealand's winter. The mean daily temperature in Wellington during winter is around nine degrees Celsius. The weather can be changeable so always be prepared for temperature changes and rain.

Currency

New Zealand's currency is the New Zealand dollar. We have notes (of values \$5, \$10, \$20, \$50 and \$100) and coins (10, 20 and 50 cents, \$1 and \$2).

Banks, some hotels and Bureau de Change kiosks will exchange money for you. Banks are typically open from 9.30am to 4.30pm Monday to Friday. Some are also open during weekends and Automated Teller Machines (ATMs) are widely available. International credit cards and ATM cards will work as long as they have a four-digit PIN encoded. Check with your bank before leaving home.

Goods and Services Tax

All goods and services are subject to a 15% Goods and Services Tax (GST). This is usually included in the displayed price. Visitors cannot claim this tax back.

Tipping

Tipping is not expected in New Zealand, even in restaurants and bars. Tipping for good service or kindness is at the discretion of the visitor. Hotels and restaurants in New Zealand do not add service charges to their bills.

Electricity

New Zealand's electricity supply is 230/240 volts and we use angled two or three pin plugs (the same as Australia and parts of Asia)¹.

Telephones and Internet²

The main mobile networks in New Zealand are 2degrees, Skinny, Spark and Vodafone. If you want to use your phone on these networks you will need to visit one of their branches.

Public phones take call cards purchased from bookstores and newsagents and some accept credit cards. New Zealand phone numbers can be found in the White Pages and Yellow Pages (for businesses).

Free WiFi hotspots are available in urban areas. All of New Zealand's public libraries have a free WiFi service, as do many i-SITE Visitor Information Centres. Some hotels provide WiFi for guests, although there is sometimes a charge for use. Cafes and restaurants also sometimes have a free WiFi service when you purchase food or drink.

Emergencies

New Zealand is largely a welcoming, safe country. If you need to contact emergency services (ambulance, fire or police), the number to call is 111.

New Zealand is located in a seismically active area. If there is an earthquake while you are here, the advice is to "drop, cover and hold" - drop to the ground, seek cover under a table and hold on until the shaking stops.

If you are inside a building, move no more than a few steps, then drop, cover and hold. If you are outside, move no more than a few steps away from buildings, trees, streetlights, and power lines, then drop, cover, hold. Stay where you are until the shaking stops and it's safe to move.



^{1,2} www.newzealand.com/int/feature/internet-and-wifi-access-in-new-zealand/

About Wellington

Wellington is New Zealand's capital city and known as the world's "coolest little capital". It's home to just under 500,000 people; around 10% of New Zealand's total population.

The people who live here are diverse - around 25 per cent were born overseas. The majority of people are of European descent but there are also significant populations of Maori (13%), Asians (11%) and Pasifika peoples (8%).

Wellington is known for its vibrant arts scene, world class café and restaurant culture, and active outdoor lifestyle. Set around an attractive waterfront, you'll be tempted by the many cafes, restaurants and bars.

While you're here you may want to:

- Ride the **cable car** up to the **Wellington Botanic Gardens**
- Have a look around the **Museum of New Zealand Te Papa Tongarewa** (known as Te Papa)
- Take a walk along the **waterfront**
- Take a look at the stars at the **Carter Observatory**
- Visit **Zealandia**, a wildlife sanctuary right in the heart of the city
- Take a tour through the **Weta Cave Workshop**
- Go shopping on Lambton Quay
- Take a free tour of **New Zealand's Parliament**.



³ Adapted from material provided by the Wellington Regional Economic Development Agency - www.wellingtonnz.com/discover/life-in-wellington/facts-and-figures and www.wellingtonnz.com/discover/visitor-information

About the venues

IPENZ National Office 50 Customhouse Quay, Wellington

The 2016 APNN meeting will be held on Thursday 18 August at the IPENZ National Office, 50 Customhouse Quay in Wellington.

The IPENZ National Office is a 10-minute walk from West Plaza Hotel, Civic Square and Museum of New Zealand Te Papa Tongarewa.

If you need to get in touch on the day of the INWES APNN meeting, call +64 4 473 9444.

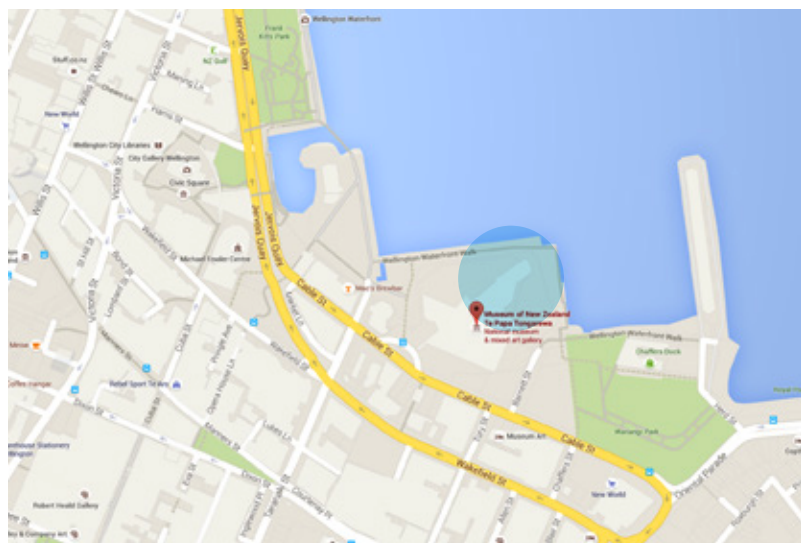


Museum of New Zealand Te Papa Tongarewa (Te Papa) 55 Cable St, Wellington

The one-day Diversity in Action event will be held on Friday 19 August at Museum of New Zealand Te Papa Tongarewa (Te Papa), located at 55 Cable Street in Wellington.

Te Papa is a seven-minute walk from the West Plaza Hotel and Civic Square.

If you need to get in touch on the day of the Diversity in Action Summit, call +64 4 380 7000.



Draft agenda: INWES Asia Pacific Nation Network Meeting 2016

18 August 2016

IPENZ National Office, Level 3, 50 Customhouse Quay

Time	Activity
8.45am	Mihi whakatau (welcome)*
9.30am	Remarks from Hon Louise Upston, Minister for Women
9.45am	Welcome remarks from Elena Trout, IPENZ President
9.55am	Welcome remarks from Kayoko Sugahara, APNN Chair
10.05am	Welcome remarks from INWES representative
10.15am	Morning tea
10.45am	Country report 1
11.05am	Country report 2
11.25am	Country report 3
11.45am	Country report 4
12.05pm	Country report 5
12.25pm	Lunch
1.25pm	Presentation from Cynthia Brophy, CEO of the New Zealand Human Rights Commission
2pm	Country report 6
2.20pm	Country report 7
2.40pm	Country report 8
3pm	Afternoon tea
3.30pm	Country report 9
3.50pm	Country report 10
4.10pm	Country report 11
4.30pm	APNN AGM
6pm	Dinner

* A mihi whakatau is a Māori term used to describe a formal welcome. During the mihi whakatau, a Māori speaker will welcome you, on behalf of IPENZ (your host). Another Māori speaker will then respond on your (the visitors') behalf to acknowledge the welcome. There will be waiata (singing) to support what the speakers have said. You will not be required to speak, sing or undertake any other action.

Agenda: Diversity in Action Summit

Friday 19 August 2016

Te Papa, 55 Cable Street, Wellington

Time	Activity
8.45am	Registration and coffee
9am	Welcome and opening remarks from Elena Trout, IPENZ President
9.10am	<p>Keynote Speaker</p> <p>Lt General (Retd) David Morrison</p> <p>How diversity improves the bottom line</p>
10.15am	Morning tea
10.45am	<p>Keynote Speaker</p> <p>Susan Doughty</p> <p>Developing inclusive reward strategies and solutions</p>
11.45am	Table discussions
12.15pm	Lunch
1.15pm	<p>Facilitated Panel Discussion</p> <ul style="list-style-type: none"> • Wai Yie Leong • Steve Abley • Lana West <p>Making diversity work: three different perspectives</p>
2.15pm	<p>Keynote Speaker</p> <p>Dr Marlene Kanga</p> <p>A strategic framework for inclusiveness wellbeing and diversity in engineering workplaces</p>
3pm	Afternoon tea
3.30pm	<p>Keynote Speaker</p> <p>Dr Michelle Dickinson</p> <p>Should we fix the leaky pipeline?</p>
4.20pm	Plenary discussions on key issues identified through the day
4.50pm	Closing address
5 - 6pm	Networking function at Te Marae

About the speakers

Keynote speakers

Lieutenant General (Retd) David Morrison

David Morrison is Chair of the Diversity Council Australia and Australian of the Year 2016. He concluded his appointment as Australia's Chief of Army in May 2015. As an Australian Army Officer, he led troops from platoon level all the way up to three-star General - Chief of Army.

David faced many leadership challenges during his time in the Army, but is probably best known for his strong public stance on gender equality and leading cultural change in large organisations. His three-minute address to his workforce in the wake of a particular instance of poor behaviour by a group of officers and senior soldiers was posted on YouTube and has had over 1.7 million views.

Susan Doughty

Susan is a Partner in EY's People Advisory Services practice. She leads EY's Reward pillar delivering executive reward and broad based remuneration services across Oceania markets.

Susan has more than 25 years' experience in senior human resources and reward management roles and is recognised as an industry expert in the design of contemporary reward strategies and solutions. Susan is also the President of the Auckland YWCA and was responsible for the development of the Equal Pay Awards, now in their third year. Susan takes a lead role on pay equity issues within New Zealand and helps organisations to achieve their diversity goals.



Lieutenant General (Retd)
David Morrison



Susan Doughty



Dr Marlene Kanga



Dr Michelle Dickinson

Dr Marlene Kanga

Marlene is a leading engineer and board member, including Chair of the Australian Department of Industry and Science R&D Incentives Committee, the largest support programme for industry R&D in Australia. She is a Fellow of IPENZ, President-elect for the World Federation of Engineering Organisations (WFEO) and a member of its Executive Board. WFEO is the peak body for engineering institutions internationally, representing some 100 national and regional engineering institutions and approximately 20 million engineers.

Marlene has been an advocate for greater diversity in engineering and science and has developed a practical strategic roadmap to assist engineering organisations in achieving their aspirations for a diverse and innovative workforce.

Dr Michelle Dickinson

Michelle is a senior lecturer in engineering at the University of Auckland, where she runs New Zealand's only nanomechanical testing laboratory. Her combined interests in both biology and materials science give her a unique insight into how nature and technology can learn from each other for future scientific developments.

She is a Member of the New Zealand Order of Merit, was awarded the Sir Peter Blake Leadership Award in 2015 and won the Prime Minister's Science Media Communication Prize and the New Zealand Association of Scientists Science Communicators Award in 2014. Michelle is also co-founder of the charity OMGTech!

Panelists

Dr Wai Yie Leong

Wai Yie received her PhD in Electrical Engineering (Hons) from the University of Queensland, Brisbane, Australia in 2005. She has authored six book series and more than 100 papers that highlight innovation in electronics and biomedical engineering. Wai Yie is currently Chair of the Women Engineers' Section, Malaysia; the ASEAN Federation of Engineering Organisations (WEAFEO) and Healthcare Research Group at Taylor's University.

Steve Abley

Steve is a leader in the engineering community and the managing director of the professional services firm he founded, Abley Transportation Consultants. The firm has grown over the last 13 years to now be a significant leader and a national and international provider of specialist advice.

Steve is a Fellow of IPENZ and a member of the Institute of Directors' Canterbury Branch Committee. He has previously served on IPENZ's governing board where he continues to have a leadership role.

Lana West

As head of Diversity and Inclusion for BNZ, Lana's work focuses on ensuring the bank has a high performing workforce that is diverse and inclusive now and in the future. Through her career she has worked in New Zealand, Australia and Samoa in banking and private health insurance.

Lana is proud of her heritage as a Kiwi Samoan. Growing up in Auckland, she describes herself as part-islander - part-mainlander, acknowledging her father from Samoa and her mother who hails from Dunedin.



Dr Wai Yie Leong



Steve Abley



Lana West



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