



The Committee on Women in Engineering

THE WOMEN IN ENGINEERING COMMITTEE STATEMENT FOR WORLD ENGINEERING DAY 4TH MARCH, 2022

Build Back Wiser -Engineering the Future

The **World Federation of Engineering Organizations (WFEO)** boasts of a large and diverse community of engineers from over 100 countries across the globe including Asia Pacific, Africa, America and Europe. The **Women in Engineering Committee (WIE)** is a Policy Implementation Committee of WFEO.

In coming years, sustainability of engineering will depend on **Diversity, Equity, and Inclusivity (DEI)** and these three guide the activities of our committee and form the basis of our strategic goals and overarching themes.

From ideation and conception, procurement, creation and production, application and use of modern engineering and technology, DEI has become a vital factor for global progression. Our committee promotes and advocates DEI within the sector and aims to ensure that more and more females join and thrive in the workforce, and that their opinions and perspectives contribute to the future of engineering and technology, across all the Sustainable Development Goals such as industry, innovation and infrastructure development, climate change, health security, access to clean water and sanitation, sustainable cities, digital technology, and gender equality.

To **Build Back Wiser**, after the Covid pandemic and various climate disasters, the engineering and technology community needs to embrace all people, rich and poor, and including the most vulnerable, with diverse and inclusive innovations that are accessible to all.

Four main thematic goals, form the basis of our work and are shown below:



Strategic Theme Three: Collection of disaggregated strategic indicators -will be an area of major emphasis for the Committee in 2022.

The simple **GENDER SCORECARD**, (shown below) was initiated by **Engineers Canada**, and adopted by the Women Engineering Committee, for collection of gender disaggregated data. The scorecard can be used by countries to establish engineering data baselines for 2022, and to create targets and track and benchmark progress achieved in subsequent years. The scorecard allows for additional information depending on the country and engineering culture, categorization, registration, progression procedures etc



Commitment to the Generation Equality Action Coalition on Technology and Innovation for Gender Equality

Gender Equality Scorecard for the Measurement of Gender Disaggregated Data for Professionally Registered Engineers

The Gender Equality Scorecard is a gender disaggregated data measurement tool which has been developed by Engineers Canada to track the progress in numbers of women in the engineering sector who are members of Professional Institutions on their journey to professional registration. The ambition is for engineering regulators globally to adopt a standardized method of measuring data, helping them to set appropriate goals to increase numbers of women in the engineering sector within their own country, and simultaneously promulgating a global benchmark through which longitudinal data can be collected and tracked. The Professional Institutions and Engineering Regulators are requested to report annually against a proposed matrix of eight or more measures, depending on applicability, starting with the next reporting cycle in 2022.

The gender disaggregated metrics listed on the scorecard are:

- Total percentage and number of licensed (professionally registered) engineers
- Percentage and number of newly licensed engineers for that particular year
- Percentage and number of Engineers in Training (EITs)
- Percentage and number of newly registered Engineers in Training (EITs)
- Student members
- Percentage and number of mentorship program participants (where an officially recognized Institute scheme exists)
- Percentage and number of scholarship recipients (where an officially recognized Institute scheme exists)
- Regulator council members
- Any other regulator-specific metrics

Regulators can use the scorecard to set their own yearly targets for each of these categories. If Regulators have other metrics they would like to track as part of the scorecard they can add their own Regulator-specific metrics, or replace some of the metrics above which are not applicable with their own metrics.

The purpose of this scorecard is to provide a tool for Regulators and professional engineering institutions to set and measure aspirational yearly targets, and for the data to be collected and used globally by the World Federation of Engineering Organizations-Women in Engineering Committee to monitor, track and report progress on a global level.

For further details, and to be involved in joining this initiative, please contact Tessy Gnyan on wfeo-wie@wfeo.net or Dawn Bonfield on dawnbonfield@btinternet.com

This progress towards global adoption of this Scorecard is part of the Commitment made by the World Federation of Engineering Organizations- Women in Engineering Committee to apply engineering to address the Sustainable Development Goals. The Commitment is made to the UN Women Generation Equality Action Coalition on Technology and Innovation for Gender Equality.

In conclusion, measurement of engineering disaggregated data is expected to raise awareness on the insufficiency (or otherwise) of diversity and inclusivity in engineering, particularly as it affects women and is further expected to hold engineering communities and organizations accountable on the female perspectives reflected in their work. Studies indicate that a more diverse workforce of females and other disadvantaged groups, which reflects a wider variety of experiences and views, can greatly benefit the profession and humanity as a whole.

WIE invite(s) our colleagues in the **World Federation of Engineering Organizations** and beyond, to join our call for the measuring and reporting of gender disaggregated statistics, and the adoption of the **Gender Equality Scorecard**, and to unite with us in creating a **global benchmark**, which will accelerate progress towards a more diverse and inclusive engineering sector worldwide.

Let's celebrate an inclusive World Engineering Day!

Yetunde Holloway
Chair, WFEO-Women in Engineering Committee
yaholloway@gmail.com

To sign-up, please contact: **Dawn Bonfield**
Deputy Chair
dawnbonfield@btinternet.com

Tessy Gbayan
Secretariat
wfeo-wie@wfeo.net