



# Theme 1: Engineering Workforce Diversity

## WIE Committee Meeting Update

Lima, Peru  
December 2016



# Theme 1

## Engineering Workforce Diversity

### Objectives

- To provide workforce diversity through better workplace climate for equal opportunities for professional development;
- To improve the attraction, retention and promotion of women engineers within the work place;
- To provide employers with information improving the workplace and workforce diversity for competence, innovation and engagement;
- To provide women engineers with information helping them to succeed in the work place and attain high level positions.

### Goals

- To develop information material on ways and means of creating an equitable and friendly work place environment for workforce diversity.
- To organize information sessions on creating better workplace environment.
- To influence world engineering companies and associations as well as WFEO member countries in developing policies for workforce diversity.
- To work closely with UNESCO, and other similar organizations to promote workforce diversity through better work place environment.



# Theme 1 - Volunteers

- Vice Chair: Stacey DeVecchio
  - USA
- Deputy Vice Chair: Wen Jean Hsueh
  - Taiwan
- Karen Horting
  - USA
- Maria Teresa Dalenz
  - Bolivia
- Valerie Agberagba
  - Nigeria



# Webinar/Regional Workshop

- **Topic:** Diversity and Inclusion in Engineering: It's Everyone's Job
- **Session Objectives**
  - Identify how unconscious bias affects our decisions
  - Evaluate the importance of engineers engaging in diversity conversations in the workplace
  - Both male and female engineering leaders are encouraged to attend – men need to be part of the conversation and part of the solution!
- **Format**
  - Webinar with interactive participation
  - Modeled after Peru workshop
- **Language**
  - Spanish, English, and Mandarin
  - Theme volunteers would be interpreters



# Status of Workshop

- ✓ Material is already developed from Society of Women Engineers
- ✓ Theme volunteers reviewed
- ✓ Pilot in-person workshop in Peru
- ✓ USA already has a similar webinar
- Pilot first webinar in China / Taiwan
  - Wen Jean to lead
  - Contacted Taiwan Women in Science & Technology
  - In process to contact Chinese Institute of Engineers
- Cost
  - Material is already developed
  - Potentially charge \$50 but have people ask for a grant if they can't afford the \$50.
  - Funding for grant not identified yet



# Next Steps

- Determine cost and funding for grant
- Webinar for China / Taiwan
- Webinar for Nigeria
- Review success of webinars
- Replicate to other regions / countries