



**WFEO/FMOI**

World Federation of Engineering Organizations  
Fédération Mondiale des Organisations d'Ingénieurs

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## **Capacity building to create equal opportunities within the engineering profession**

Organizations and project leaders will appreciate this check list to identify and become aware of key management issues influencing the attraction and retention of women engineers as employees.

A gender balanced engineering team means competitiveness in innovation and in meeting client or stakeholders needs.

**1. In your country's engineering organization:**

- Do you keep track of gender %?
- Is the % of fellows similar between gender?

**2. In your organization:**

- What is the % of women on your board?
- How many awards are given to women, including the most prestigious?
- How many women were recognized for their contributions by being promoted?
- In presenting engineering to pre-college students, is your material adapted to girls and how many women model are used?

**3. Does your organization:**

- Show its segregated data to the youth and ask for their comments?
- Show commitment and willingness to attract women engineers and how is this achieved?
- Consult its female engineers when building human resource policies?
- Seek professional help in building its capacity to attract and retain women engineers?

**4. In presenting papers/documents, how often do you:**

- Consider in the subject you present, the needs of women?
- Recognize the contribution of women?
- When organizing an event, what is the gender ratio for accepted papers, for women in the organization committee and as keynote speaker?

**5. During training/workshop sessions, do you consider:**

- Work life balance logistic which facilitate the attendance of women?
- Running the event without stereotyping, such as assigning secretarial roles to women and chairing roles to man?

**6. In corporate agreements signed with other organizations:**

- Does the scope consider concerns and needs of women engineers?

**7. In your Institutional documentation (web site/portfolio):**

- Are both genders equality represented in pictures?
- Are both genders seen to share all hierarchical levels?

**8. When mainstreaming the budget of your Institution:**

- Are the annual training and travelling budgets equally/proportionally allocated between genders?
- Are funds allocated to initiating and holding unique activities for women engineers ?

**9. When funding trips to WFEO activities:**

- What is the % allocated to each gender, in terms of participants, speakers and facilitators?
- In terms of selected participants, what is the % by gender?
- What criteria are used to select the attendees?

**10. In your WFEO standing committee:**

- What % of women hold executive/leadership roles?
- How many women have requested/were invited to join and to lead a group?
- At your last meeting, what was the % of women contributors?
- What are the criteria's for joining ?
- What was the % of women taking part in your activities?