IEEE WIE has*...

- **Over 22,000** members in more than **100** countries
- More than **14,000** Student members
- **780+** Section Affinity Groups and Student Branch Affinity Groups
- **60+** Subcommittee volunteers driving global activities
- **Over 1,300** International Leadership Conference attendees
- **38** Liaisons from Technical Societies/Councils
- **4** annual IEEE WIE awards
- Award-winning *IEEE WIE Magazine*

...and much more!

*Data as of December 2017*
IEEE WIE Membership Growth
As of December 2017

WIE MEMBERSHIP

Note: Higher Grade members pay $25 annual WIE membership in addition to IEEE membership fee.
IEEE WIE Affinity Group Growth

As of December 2017

WIE AFFINITY GROUPS (AG)*

<table>
<thead>
<tr>
<th>Year</th>
<th>Section Level AG</th>
<th>Student Branch AG</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>101</td>
<td>219</td>
</tr>
<tr>
<td>2011</td>
<td>116</td>
<td>259</td>
</tr>
<tr>
<td>2012</td>
<td>122</td>
<td>303</td>
</tr>
<tr>
<td>2013</td>
<td>125</td>
<td>346</td>
</tr>
<tr>
<td>2014</td>
<td>135</td>
<td>374</td>
</tr>
<tr>
<td>2015</td>
<td>146</td>
<td>442</td>
</tr>
<tr>
<td>2016</td>
<td>160</td>
<td>536</td>
</tr>
<tr>
<td>2017</td>
<td>176</td>
<td>614</td>
</tr>
</tbody>
</table>

Note: *Actual AG growth has more than doubled compared to plan requiring increased staff support (e.g., requests for initial & special funding, promo items).
## 2018 IEEE WIE Subcommittees & Focus

<table>
<thead>
<tr>
<th>Subcommittee</th>
<th>Description/Focus</th>
<th>Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affinity Group</td>
<td>Develop best practices for IEEE WIE Affinity Groups, support training of officers, and assist with engaging WIE Affinity Groups.</td>
<td>Growth; # of activities</td>
</tr>
<tr>
<td>Awards</td>
<td>Review nominations for IEEE WIE awards (AG, SBAG, inspiring member, etc.) and define new awards and criteria.</td>
<td># of submissions</td>
</tr>
<tr>
<td>Membership Engagement</td>
<td>Develop activities to engage IEEE WIE membership; investigate surveys; support membership development and benefits (including career resources and IEEE Collabratec).</td>
<td>Membership growth; satisfaction</td>
</tr>
<tr>
<td>Newsletter</td>
<td>Support development and generate content for IEEE WIE newsletter.</td>
<td>Open and click-thru rates</td>
</tr>
<tr>
<td>Outreach</td>
<td>Support STEM outreach efforts and develop materials for outreach (including STAR, humanitarian, special events, etc.).</td>
<td># of activities</td>
</tr>
</tbody>
</table>
## 2018 IEEE WIE Subcommittees & Focus (cont.)

<table>
<thead>
<tr>
<th>Subcommittee</th>
<th>Description/Focus</th>
<th>Metric</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summits &amp; TechW</td>
<td>Promote and support IEEE WIE Summits and Tech Powered by Women Workshops.</td>
<td># participants, satisfaction, membership growth</td>
</tr>
<tr>
<td>Visibility</td>
<td>Collaborate with IEEE Societies to identify and nominate women and bring visibility to IEEE WIE.</td>
<td># nominations</td>
</tr>
<tr>
<td>Website</td>
<td>Support IEEE WIE website with suggestions for enhancements, content maintenance, and usability improvements.</td>
<td>Visits, page views, membership conversions</td>
</tr>
<tr>
<td>Workshops</td>
<td>Develop WIE workshops and panel discussions at IEEE events (major conferences and meetings of technical societies) to bring visibility and build network among women.</td>
<td># events</td>
</tr>
<tr>
<td>Conference</td>
<td>Develop annual IEEE WIE International Leadership Conference plan; partnership development and retention.</td>
<td>Growth, revenue, partnerships</td>
</tr>
<tr>
<td>Magazine</td>
<td>Support development and content generation for the IEEE WIE Magazine.</td>
<td>Open and click-thru rates; awards</td>
</tr>
</tbody>
</table>
IEEE WIE Signature Funding Programs

▶ Travel Grant program
  - IEEE WIE provides support in the form of grants for IEEE WIE members to attend and present at IEEE sponsored conferences or IEEE WIE sponsored events.

▶ Special Funding
  - IEEE WIE encourages the development of local activities that add professional value to IEEE WIE members and are aligned with our mission.
  - Sample activities include: IEEE WIE workshops, IEEE WIE panel sessions at IEEE Society conferences, joint IEEE WIE/Young Professionals activities, etc.

▶ For Guidelines, visit http://wie.ieee.org/resources/
IEEE WIE Magazine

Winner of 2008, and 2010-2017 Apex Awards

- *IEEE Women in Engineering Magazine* profiles women with successful careers in science, technology, engineering, and mathematics, as well as coverage of educational programs that attract young women to those disciplines.

- Available as a benefit of IEEE WIE membership

- 2017 GDUSA’s American Inhouse Design Award
  - December 2016 issue: *Authentic Women*. 
Pre-University Initiatives

IEEE WIE STAR Program

- STAR (Student-Teacher and Research Engineer/Scientist) Program was developed to address the growing concern that, at a young age, girls are discouraged from careers in mathematics, science, and engineering.
- Best Practices developed
- Sample outreach activities:
  - Humanitarian projects involving the pre-university community
  - Competitions
  - Hands-on activities (Tryengineering.org/Trynano.org/Trycomputing.org)
  - Mentoring
  - Public awareness activities
IEEE WIE Signature Events

- **IEEE WIE ILC** (International Leadership Conference) – annual flagship conference with over 1000 participants with global impact on WIE International Leadership Summits

- **WIE International Leadership Summits** – 11 Summits on 6 continents with thousands of participants planned for 2018

- **WIE TechW** (Tech Powered by Women) Workshop – launching 2018 pilot event in Vancouver (one of MGA Priority Projects)

- **WIE events** – 17 WIE events at IEEE technical conferences in 2017
IEEE WIE International Leadership Summits

- IEEE WIE Summits provide regional opportunities to foster networking, mentorship, and collaboration
  - Planned by local volunteer organizing committees
  - WIE Program resources include: partial funding, tools, templates, promotional materials & guidelines to promote brand & process continuity

- **11 Approved for 2018:**
  - Brisbane, Australia
  - Dhaka, Bangladesh
  - Toronto, Canada
  - San Salvador, El Salvador
  - Kerala, India
  - Tokyo, Japan
  - Amman, Jordan
  - Ifrane, Morocco
  - Tunisia
  - Los Alamos, NM, USA
  - Southampton, UK

http://wie.ieee.org/leadership-summits2018/
IEEE WIE TechW Workshops

*Coming in 2018...*

- Test pilot program in 2018
- Develop workshops to provide leading-edge career professional development sessions for those in research, industry and entrepreneurship
  - Focus on a hot area of technology and advancement of women in the profession
- Established partnership with Section host – MOU signed with IEEE Vancouver Section
  - Date (Sep 21) and venue finalized – pending signature
  - Next steps: marketing launch, program, call for speakers
Thank you for your continued support of IEEE WIE!

Visit us at wie.ieee.org
Appendix:

IEEE WIE Subcommittee Reports
• Four tracks (88 speakers)
  Executive Leadership
  Empowerment
  Innovation & Women in National Labs
  Disruptive Tech & Technology Leadership

• Workshop Track (7 speakers)

• Pitch competition (Tuesday)
  12 pitches, $5,000 1st place prize

• Exhibits (Monday & Tuesday)
  35 exhibitors
  40 paid partners
  22 media partners

• Open Career Fair (Tuesday)
  ~20 attendees

• Empower Hour on exhibit floor
  ~700 participants
## WIE ILC Stats (founded 2014)

<table>
<thead>
<tr>
<th>Item</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Conference Attendees</td>
<td>375</td>
<td>704</td>
<td>1304</td>
<td>1346</td>
<td>1063</td>
</tr>
<tr>
<td>Pre-Conference Reception</td>
<td>200(^{(1)})</td>
<td>253(^{(1)})</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Opening Day Celebration/Reception</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Post-Celebration Reception</td>
<td>-</td>
<td>-</td>
<td>✓</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Closing Speaker Reception</td>
<td>-</td>
<td>-</td>
<td>✓</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Career Fair only (limited)</td>
<td>150(^{(2)})</td>
<td>105(^{(2)})</td>
<td>30(^{(2)})</td>
<td>~125(^{(2)})</td>
<td>17(^{(2)})</td>
</tr>
<tr>
<td>Hackathon</td>
<td>-</td>
<td>80+ registered</td>
<td>150+ registered</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Pitch Competition</td>
<td>-</td>
<td>-</td>
<td>6 finalists</td>
<td>5 finalists</td>
<td>12 pitches</td>
</tr>
<tr>
<td>Financial/in-kind partners</td>
<td>25</td>
<td>26</td>
<td>38</td>
<td>32</td>
<td>40</td>
</tr>
<tr>
<td>Media partners</td>
<td>7</td>
<td>12</td>
<td>16</td>
<td>26</td>
<td>22</td>
</tr>
<tr>
<td>Travel Grants (funded)</td>
<td>14</td>
<td>21</td>
<td>26</td>
<td>47</td>
<td>17</td>
</tr>
<tr>
<td>Volunteers (free registration)</td>
<td>20</td>
<td>30</td>
<td>40</td>
<td>57</td>
<td>58</td>
</tr>
<tr>
<td>Conference committee</td>
<td>9</td>
<td>12</td>
<td>12</td>
<td>17</td>
<td>19</td>
</tr>
<tr>
<td>Women in STEM Think Tank</td>
<td>50</td>
<td>50</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

\(^{(1)}\) Opening reception hosted by Square in 2014 and by Microsoft Yammer in 2015

\(^{(2)}\) Career Fair was free in 2014. $5 per ticket in 2015. $10 per ticket in 2016. $5 + Free in 2017; $10 per ticket in 2018
Demographics

• 1063 attendees
• 33 countries
• 501 companies/organizations
• 22% IEEE & IEEE WIE Members
Demographics
(from 2017, did not ask in 2018 but approximately same)

Years of Experience
- Student: 9%
- Less than a year: 4%
- 1-5 years: 23%
- 6-10 years: 16%
- More than 10 years: 48%

Professional Status
- Academic/Teaching: 6%
- Industry-executive level: 7%
- Industry-management: 27%
- Practicing Engineer: 40%
- Researcher: 6%
- Student: 14%
Finances

• Will be net positive for 2018
  • Over five years, WIE ILC has returned ~$349,841 surplus to the WIE program
  • Note: 5-year surplus estimated on 2 June 2018 data for 2018 IEEE WIE ILC (accounting not yet final)

• Partnerships
  • More corporate partners overall compared to 2017
  • Lower partnership levels from top-tier partners

• Did not meet attendee target
  • Projected 1500 for 2018 but achieved only 1063 attendees
IEEE WIE Awards Subcommittee

Submitted by Lori Hogan on behalf of the Awards Subcommittee

June 12, 2018
2018 WIE Award Winners

▸ **Inspiring Member of the Year winner:** Winnie Ye, Ottawa Section, "For her outstanding contributions to the IEEE WIE and the engineering community"
  - **Honourable Mention:** Maryam Davoudpour (Toronto Section), Zuhaina Zakaria (Malaysia Section), Mehrnaz Shoustarian (Victorian Section)

▸ **Inspiring Student Member of the Year Winner:** Elena Uchiteleva, London Section, "In recognition of her extraordinary services, acts, dedication, advocacy for women in STEM, and her outstanding contributions and invaluable achievements to the engineering profession that exemplify and support the IEEE WIE Goals throughout her strategic and exceptional leadership"
  - **Honourable Mention:** Chirra Akanksha Goud (Hyderabad Section), R Ankayarkanni (Tamilnadu, India), Mayssa Mayssa (Tunisia)

▸ **Affinity Group of the Year:** London (R7)
  - **Honourable Mention:** Toronto (R7), Honduras (R9)

▸ **Student Branch Affinity Group of the Year:** Vimal Jyothi Engineering College (R10)
  - **Honourable Mention:** University of Moratuwa-Sri Lanka (R10), Bangladesh University of Engineering & Technology (R10)
Other Awards

- **IEEE-Level Award**
  - Discussed @ F2F meeting in March in context of IEEE Medal for Women in Engineering (draft proposal circulated previously); good feedback in communications to follow with respect to focus, judging, criteria, etc but no consensus from overall committee
  - Request from IEEE Awards for endorsement from committee to continue pursuit of an award; great support and encouragement from IEEE Awards level for such an award, particularly from IEEE Awards Staff Mahjeda Ali
    - Could take form other than Medal (thus reducing associated costs); Young Professionals have recently announced such an award (details TBD) to first be presented in 2019
    - Legwork to be done by IEEE Awards committee in conjunction with WIE Awards sub-committee

- **MGA-Level Award**
  - It has been suggested that WIE establish an MGA-level award, or elevate an existing WIE award to that level.
  - This would further the visibility of WIE in IEEE, and further the visibility of the work being done by the inspiring members and affinity groups under the WIE umbrella.
  - Discussions among the Awards Sub-committee focused on taking an existing award and elevating it, possibly the Affinity Group award based on the number of people it impacts and acknowledges.
IEEE WIE Visibility Subcommittee

Report for IEEE WIE
June 12, 2018

Subcommittee: Linda Bushnell (Chair), Ana Cigarán Romero, Cinzia Da Via, Bozenna Pasik-Duncan, Katherine Kim, Georedna Brown
Increasing Visibility of Women in IEEE

*Projects with measures for success*

- Encourage Women to join an IEEE Society and IEEE WIE
  - Apply for IEEE Senior Member and IEEE Fellow
  - Dedicate a page to celebrate women in the society
- Create a Database of Women in the society
  - Use to nominate qualified women for awards
  - Use to nominate qualified women for leadership positions such as AE, BoG, ExCom, technical committees, conference organizing committee, Distinguished Lecturers, etc.
  - Share with society President, General Chairs, Editors
Increasing Visibility of Women in IEEE

Projects with measures for success

▸ Create a pin or ribbon to give to women at conferences
  - “I am an Engineer; I change the world,” or IEEE WIE, for example

▸ Hold at least one IEEE WIE event at conference
  - Lunch on the first day; invite plenary speakers/awardees as keynote speakers, send IEEE WIE material
  - Invite men to the event; General Chair, Society leadership

▸ Participate in IEEE WIE Social Media
  - Like/follow sites, send items to post
  - Maintain a dedicated society WIE web page
Increasing Visibility of Women in IEEE

Projects with measures for success

- Edit a spotlight column in the society newsletter/magazine
  - Focus on IEEE WIE members’ activities, affinity groups
  - Consider publishing a special issue of the society magazine
- Communicate with Chapter chairs to identify collaborative opportunities
- Maintain a dedicated Society WIE web page promoting your Society WIE activities and initiatives
- Find a sponsor for all activities and determine metrics for success
IEEE WIE Workshops Subcommittee

Celia Shahnaz
2017-18 Chair, IEEE WIE Workshops Subcommittee
Mission and Vision of 2017-18 IEEE WIE Workshops Subcommittee

Develop IEEE WIE workshops and panel discussions at IEEE events (major conferences and meetings of technical societies)

*to bring visibility and
*to build network
among women through sharing research, community activities, technical contributions, outreach, leadership, etc.
Following IEEE WIE workshops/tracks/panel discussions/invited talks are planned (in IEEE R10, R2, R6, and R9):

1. **Regional flagship tentative events:**
   a. IEEE WIE track at TENSYMP 2018, 4th-6th July, New South Wales, Australia in R10
   b. IEEE WIE track at TENCON 2018, 28-31 Oct, Jeju, Korea, in R10

2. **IEEE technical societies’ flagship tentative events:**
   a. IEEE WIE Workshop at SMC 2018, October 9, in Miyazaki, Japan in R10.
   b. IEEE WIE panel at ISTAS 2018, 13-14th Nov, Washington DC in R2

3. **IEEE technical societies’ Annual meeting tentative events:**
   a. IEEE WIE Forum at IAS annual meeting, Sept. 23-27, Oregon, in R6
   b. IEEE WIE Forum at PES annual meeting, August 5-August 9, Oregon in R6
4. IEEE Humanitarian activities committee (HAC) and IEEE SIGHT - Tentative events:
   a. IEEE WIE panel at GHTC 2018, 18-21 Oct, San Jose, USA, in R6
   b. IEEE WIE track at R10 HTC 2018, 6-8th Dec, Sri Lanka in R10

5. Collaborative events with IEEE YP and IEEE Students at Congresses-:
   a. IEEE WIE Panel discussion and WIE-IAS Technical outreach at IEEE Argencon Congress, 6-9 June Tucumán, Argentina in R9

6. IEEE WIE track at Summits
   1. IEEE WIE international leadership Summit, 7-8 Sept. at Kochi, India in R10
   2. IEEE WIE international leadership Summit 12-13 Oct at Dhaka, Bangladesh in R10