

**2007 YEAR OF WOMEN IN ENGINEERING**

*Creative / Diverse / Inspiring*

**Women in Engineering:  
Past, present and future**



**WFEO Colloquium on  
Empowering Women in Engineering and Technology**





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# Engineers Australia

- National forum for the advancement of engineering and the professional development of members
- Not-for-profit organisation
- Principal professional body for all engineers, technologists and technicians
- Covers all technical disciplines
- Supports special interest groups
  - Young Engineers
  - Women in Engineering
  - Centre for Engineering Leadership and Management
- 80,000+ members
- 46% of membership 35 years of age or younger



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# WIE – The Past



Florence  
Taylor



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# WIE – Facts and Figures

- Engineers Australia
  - Female members (incl students) – 10%
  - Female members (not inc students) – 6%
- Universities – 14%
- Workforce – 10%



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# Objectives

- To increase awareness and understanding amongst the profession and wider community of the diversity, competence, influence and passion women have for engineering.
- To promote Engineers Australia as a champion of women's issues by acknowledging the valuable and significant contribution women make across all engineering disciplines.
- To promote to girls in high schools the opportunities and long-term career and lifestyle rewards that engineering offers women.

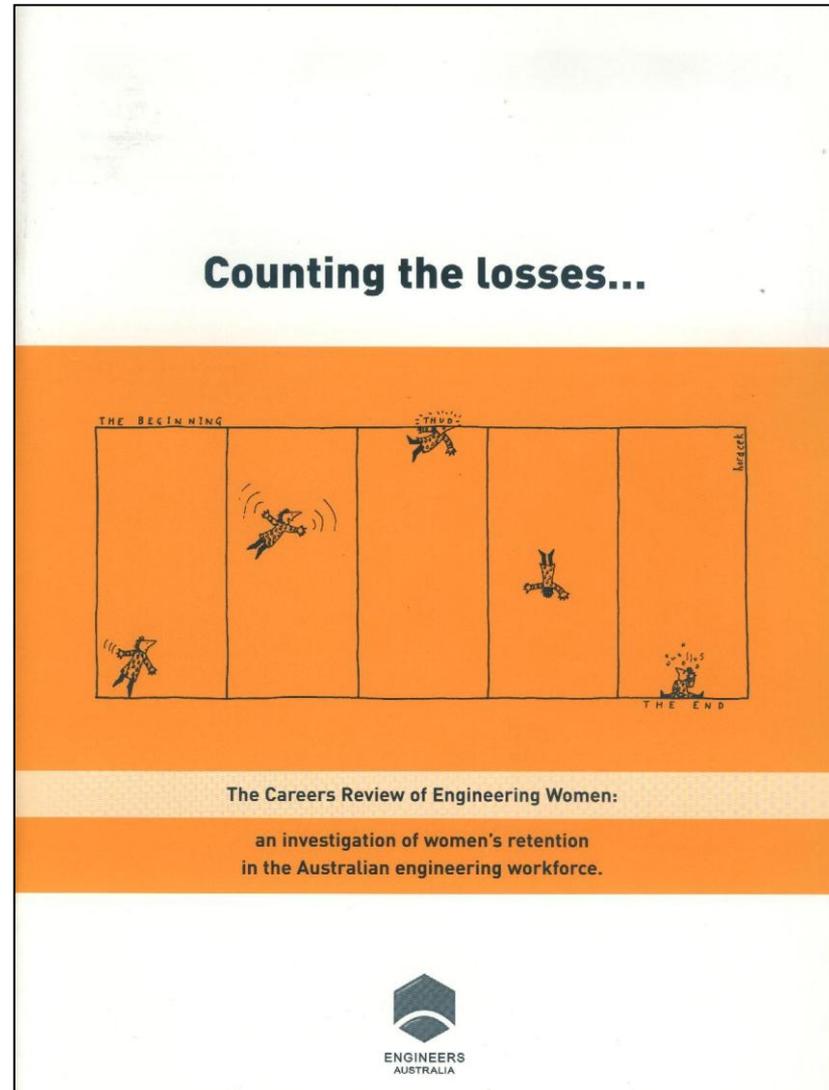


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- **Careers Review of Engineering Women (CREW) Report**

-to investigate issues surrounding women's retention, satisfaction and progression in the professional engineering workforce

# CREW Report 1999





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# CREW Report 2007

## Preliminary Results:

“The 2007 study indicates that there has been some improvement in the percentage of women still working as engineers and overall workplace satisfaction has improved for both men and women. While reported sexual harassment has declined marginally, it is still unacceptably high. Disappointingly, the incidence of workplace discrimination has actually increased since 1999, with gender being the overwhelming reason given for discrimination in all age groups of women. Bullying, which was surveyed for the first time in 2007, is experienced by both men and women in engineering workplaces. Achieving an inclusive and supportive workplace culture in engineering organizations remains a significant challenge.”

J.E. Mills, V. Mehrtens, E. J. Smith and V. Adams



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# Key Messages

- Engineering needs women
- Women are good for engineering
- Engineering is good for women
- The world **needs** women to be engineers



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# Events and Initiatives

- DEST Symposium in Canberra on 30<sup>th</sup> March



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# DEST Symposium





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- DEST Symposium in Canberra on 30<sup>th</sup> March
- Promoting Professional Women Conference and Networking Forum, in Melbourne on 23<sup>rd</sup> July
- Workshops
  - 'Leading the Change' – for women
  - 'Managing Diversity' – for managers
- IIWE Scholarship for female engineering student
- Update of the 2000 Career Review of Engineering Women (CREW) Report

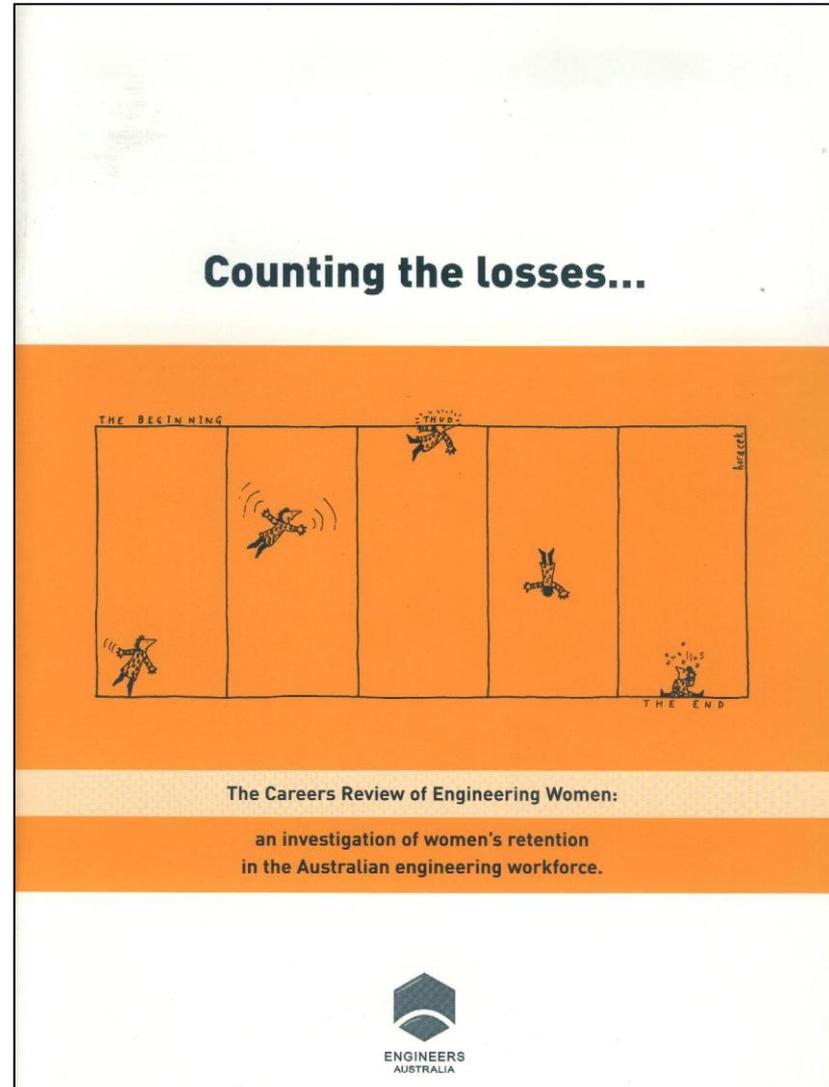


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- **Careers Review of Engineering Women (CREW) Report**

-new survey has been undertaken in 2007 and update will be published later this year

# CREW Report





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- Update of the 2000 Career Review of Engineering Women (CREW) Report
- Reprinting of ***Engineering a Better Workplace – A Diversity Guide for the Profession***



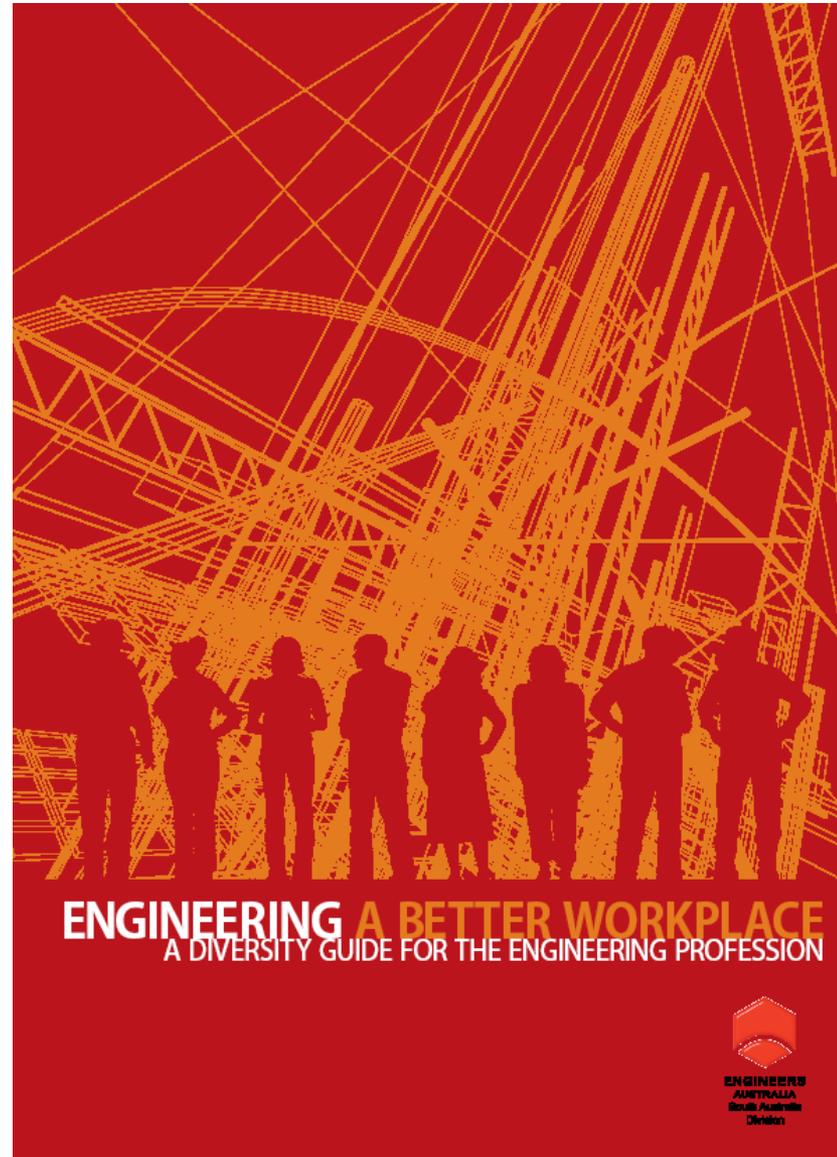
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- **Publication**

Engineering a Better Workplace – A diversity guide for the Profession

# Publication





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- ***The Purple Boot Campaign***



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# The Purple Boot Campaign

*- raising awareness about breast cancer*



**Breast Cancer Foundation  
of Western Australia Inc**

*Supporting Western Australians  
affected by breast cancer*

'These boots were made for talking...'



**ENGINEERS  
AUSTRALIA**



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# Leaders of the Past

- Associated with position, seniority
- Long term commitment to the organisation
- Image was about strength
- Formulated the strategic direction
- Not necessarily good communicators
- Deliver the outcome, even at a cost



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# Leaders of the Present

- Ethical behaviour
- Be a visible role model
- Sets strategic direction-brings the team along
- Effective and adaptive communicators
- Celebrate the success of the team



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# Leaders of the Future

- Able to operate globally
- Be at ease in any culture
- Able to capitalise on diversity
- Be a good listener
- Provide for development of individuals
- Cope with mobility
- Have a solid grounding in basic skills



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# Leaders of the Future

## - challenges for women

- Able to operate globally
- Be at ease in any culture
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# Leaders of the Future

## - advantages for women

- Able to operate globally
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