



**The Committee on  
Women in Engineering**

**WFEO Standing Technical Committee on  
Women in Engineering  
WFEO-WIE**

**Strategic Plan (2016-2019)**

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## 1.0 Summary

The strategic plan for 2016-2019 presents the mission, vision and proposed programmes and realizable objectives of Committee for women in Engineering,(CWIE) towards achieving the overall goal of the WFEO.

There is a global effort in building capacity or enhancing capacity for women in order to reposition them for the many global challenges. Women in Engineering and Technology are not left out in this as they are being repositioned for greater technological achievement. These are all geared towards reducing the gender gap

The CWIE through the years developed three strategic themes which encompasses its major objectives which are not limited to, Professional Development, data gathering, statistical report for nations, leadership and Empowerment and promoting diversity.

The activities are designed to fit the regional needs and to also position WIE for collaboration with other SCs, strengthening its work with the CECB in achieving its desired goals while increasing the visibility of women engineers within the WFEO.

## 2.0 WFEO Vision

WFEO is the internationally recognized and chosen leader of the engineering profession and cooperates with national and other international professional institutions in being the lead profession in developing and applying engineering to constructively resolve international and national issues for the benefit of humanity.

## 3.0 WFEO Statement

WFEO encourages all of its national and international members to contribute to global efforts to establish a sustainable, equitable and peaceful world by providing an international perspective and enabling mechanisms:

- To provide information and leadership to the engineering profession on issues of concern to the public or the profession.
- To serve society and to be recognized, by national and international organizations and the public, as a respected and valuable source of advice and guidance on the policies, interests and concerns that relate engineering and technology to the human and natural environment.
- To make information on engineering available to the countries of the world and to facilitate communication between its member nations.
- To foster peace, socioeconomic security and sustainable development among all countries of the world, through the proper application of technology.

- To facilitate relationships between governments, business and people by adding an engineering dimension to discussions on policies and investment

#### **4.0. Vision for WFEO-WIE**

To have women and men engineers, in equal opportunity, work to constructively resolve international and national issues, using the strength of their diversity and their differences for the benefit of humanity

#### **4.1 Mission Statement for WFEO-WIE**

To develop and confirm its position on the new social challenges of participation and leadership of professional women in a sustainable way, by offering support to enhance a concrete comprehension of the activities for our by WFEO member nations in order to integrate the gender dimension in their organizational activities and in the engineering profession in general, while helping in improving the representation of women engineers within WFEO's organizations in attracting and retaining young females interested in becoming engineering professionals worldwide.

#### **5.0 Operating Principle**

The WFEO-WIE shall amongst others facilitate programmes and activities that will increase the visibility of women in the WFEO by getting actively involved in the other standing technical committees as Engineers in Practice. The collaboration with other committees to achieve some of its desired goals in contributing towards sectorial growth will be enhanced.

The committee intends to work with the regional representative members of WIE and other committees to carry out the theme agenda.

WFEO-WIE has Chairman and a Secretary. The Newsletter is being managed by Reine Essidmoje(Cameroon & France). Due to the withdrawal of sponsorship to Suzelle Barrington (Canada), Stacey DelVecchio, (USA) is now the Secretary of the committee.

WFEO-WIE

#### **6.0. Membership and Organization**

The Committee is being hosted by the Nigerian Society of Engineers and chaired by Engr Valerie Agberagba FNSE, A Past President of the Association of Professional Women Engineers of Nigeria and a three times Vice President of the Nigerian Society of Engineers. She is presently the Chair of Women in Engineering Committee of the Federation of African Engineering Organization.

The Secretariat is within the Nigerian Society of Engineer's building and is manned by an administrator who will work with Stacey DelVecchio, the Secretary.

There are two categories of members, Organizational members and Country representative who are nominated by their organizations or countries. However, non-

nominated members present at the WFEO events are allowed to participate in the meetings.

## 7.0 Themes

At the Singapore meeting in 2013, three themes were adopted as Strategic Plans. The themes were developed with its objectives and goals and theme leads nominated. At the France meeting in December 2014 activities to achieve the objectives were discussed and programmes suggested. These the themes have been adopted for the next four years for greater impact across all regions.

Theme	Leader	Objective	Goals
<b>1. 1 Engineering Workforce Diversity Theme</b>	Stacey Delvecchio: SWE USA Assisted by	<ul style="list-style-type: none"> <li>o To provide workforce diversity through better workplace climate for equal opportunities for professional development;</li> <li>o To improve the attraction, retention and promotion of women engineers within the work place;</li> <li>o To provide employers with information improving the workplace and workforce diversity for competence, innovation and engagement;</li> <li>o To provide women engineers with information helping them to succeed in the work place and attain high level positions.</li> </ul>	<ul style="list-style-type: none"> <li>o To develop information material on ways and means of creating an equitable and friendly work place environment for workforce diversity.</li> <li>o To organize information sessions on creating better workplace environment.</li> <li>o To influence world engineering companies and associations as well as WFEO member countries in developing policies for workforce diversity.</li> <li>o To work closely with UNESCO, and other similar organizations to promote workforce diversity through better work place environment</li> </ul>
<b>2 Leadership and Empowerment Theme</b>	Yvette Ramos: Ingenieur Swiss Switzerland  Assisted by:	<ul style="list-style-type: none"> <li>o To show that empowering women in engineering and technology and in leadership positions can facilitate relationships between governments, business and people by enhancing the contribution of the engineering dimension into discussions on policies and investment.</li> </ul>	<ul style="list-style-type: none"> <li>o Contribute and develop guidelines for policy makers so to actually mainstream gender in the technology and engineering fields at international, regional and local levels,</li> <li>o Concretize a Knowledge platform for women engineers in the</li> </ul>

		<ul style="list-style-type: none"> <li>o To develop and confirm the WFEO position on the new social challenges of participation and leadership of professional women in a sustainable way.</li> <li>o To offer support in mainstreaming the gender dimension in institutional bodies and in the engineering profession at large.</li> <li>o To foster peace, socioeconomic security and sustainable development among all countries of the world, through the promotion of women in engineering and technology.</li> <li>o To empower Women in Engineering and Technology and encourage equal opportunities for professional development and achievement in their profession and in the WFEO members organization.</li> </ul>	<p>world so to enhance the social, technical, environmental and economic modernization of our societies through well connected people and recognized role models and women engineers' achievements,</p> <ul style="list-style-type: none"> <li>o Contribute to the progress of engineering societies through empowerment of women engineers and boosting their leadership skills so they reach higher positions faster yet keeping a high level of commitment, competency and responsibility towards the society</li> </ul>
<b>3 Engineering Strategic Indicators</b>	<p>Rosalind Ganendra: IEM Malaysia</p> <p>Assisted By:</p>	<ul style="list-style-type: none"> <li>o To provide statistics on women engineers at university and within the profession, for member countries of WFEO;</li> <li>o To keep track of the evolution of the percentage and number of women engineers for member countries of WFEO;</li> <li>o To create incentives within member countries of WFEO to reach a women membership percentage of at least 30%, threshold at which gender representation can have an impact;</li> <li>o To provide women engineers with a tool to promote better practices to achieve gender equality</li> </ul>	<ul style="list-style-type: none"> <li>o To gather statistics on the number and percentage of women engineers enrolled in recognized engineering and technical university programs;</li> <li>o To promote a common method of gathering statistics on women engineers and technicians among WFEO member countries;</li> <li>o To gather statistics on the number and percentage of women engineers listed as members of professional engineering and technical organizations;</li> <li>o To provide statistics for</li> </ul>

		with the engineering profession	member countries of WFEO to develop programs to increase the number of women engineers at all levels of the profession and to follow the trend over the years. o To work closely with UNESCO, and other similar organizations to promote a higher number of women engineers and technicians for a diversified and sustainable workforce worldwide
<b>4. UNESCO SDG Relationship Theme</b>	Chair to work with Riovani, UNESCO	Increase relation with UNESCO on Gender issues viz: statistical data, empowerment programmes, contribution to technical development of Women Challenges in water provision, light etc.	Assistance in actualization of theme objectives and Participation in UN/Un
<b>5. Other STC collaboration</b>			

### 7.1 Proposed Programmes for 2018 aligned to WIE Themes

The table is a proposed programme of activities for 2018.

s/no	Proposed Activity	Q1	Q2	Q3	Q4
1	Review of proposed flyers for theme 1 on diversity and capacity building (Theme 1)				
2	ii. To work with CECB, other STCs and international organizations in organizing trainings on leadership, Mentoring and management skills (Theme 2)				
3	Organize regional programmes/ workshops to meet the need of the region. e.g, Some regions are very aware of workforce diversity and already have established policies. Regions with lower awareness will be selected using but not limited to guidelines already drawn by WIE. (All Themes )				
4	Define criteria and develop the women engineers' statistics book working with UNESCO and other international agencies and WFEO (Theme 3)				
5	Encourage member nations on activities along the themes with coordination from the secretariat (All Themes)				
6	Celebrate Women in Engineering and Technology and also giving back				

	to the society through engineering activities. e.g Use of clean energy by rural women. ( All themes)				
7	Production of WIE newsletter. (General)				

## 8.0 Operations and Budget

### 8.1 Meetings

The WIE meetings will be a one day face –to-face meeting during the General Assembly or at the Convention. Team Leaders are expected to attend for progress reports. There is an appeal to WFEO from WIE that the WIE meeting is not slated at same time with other Technical Committees. This is to enable as many women engineers as possible participate in the activities of other committee. One of the reasons for creating the standing committee is to increase the visibility of women in the WFEO. Therefore the need to have women participate in their areas of expertise or interest. The Secretariat will also arrange online discussion from time to time.

Arrangement for meetings will be made by secretariat. Agenda and minutes of meeting will be circulated two weeks before the scheduled date of meeting to all members. Members with new issues for discussion will send such to secretariat a week before meeting for proper time scheduling.

Assessment of activities will be twice in the year, midyear assessment and end of year assessment.

### 8.2. Newsletter

The e- newsletter team will be encouraged to produce them as agreed in France. The goal is to publish four newsletters a year. If there is need to adjust the number, the committee will review and decide. The newsletter will have reports from regions and the activities on the themes in our strategic plans, upcoming events on women and technology will not be left out.

### 8.3 WFEO WIE Page

The Secretary has the responsibility of compiling and transmitting documents/files for updating/uploading on the WIE page of the WFEO website

### 8.4 Membership

The secretariat will maintain a comprehensive list of members nominated by the WFEO member nations and international representatives.

### 8.5 Budget

The funds for travels and projected programmes will be sourced. The Nigerian Society of Engineers commits to ensuring that the secretariat is funded and functional. The Women in Engineering Committee will be budgeted for with fund allocation every year on the NSE annual budget. An office space will be allocated with basic office equipment. Allocation from WFEO will be used as agreed by the Chair/Secretary/Theme leads. Funds secured from external sources will be made known to WFEO as they will be

project based. Please see attached breakdown of secretariat running expenses and travels for the Chair as appendix II.

The theme lead and assistant will be expected to source for funds to run expected programme with assistance from the secretariat.

### **8.6 Reporting**

As expected from the STC, the annual and bi-annual written reports on the activities of the committee will be prepared by the chair and secretariat. The Chair will attend the WFEO Executive Council meeting as chair of the STC and Vice President of WFEO. Reports as expected will be presented.

### **9.0 Contact information**

Questions or clarification on any issue from the submission may be directed to the proposed Chair or the Secretary of the Committee

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## APPENDIX II

### BUDGET

s/no	Item	Amount(\$)	Remark
i	Office Space	0.00	Provided by NSE
ii.	Office equipment( Laptop, printer,photocopier,schredder & other office necessities	4,000.00	Budget
iii	Internet(Modem &subscription )	800.00	Budget
iv	Administrator's salary@\$750/mth	9,000.00	Budget
v.	Imprest/logistics	1,000.00	Budget
vi	Travels	60,000.00	Budget/NSE Sponsors
vii	Programmes/yr	10,000.00	Secretariat assistance to theme programme External Sourcing
	<b>Total/yr</b>	<b>84,800.00</b>	
	<b>For 4yrs</b>	<b>339,200.00</b>	

Please Note that NSE commits to placing a line budget for the Women in Engineering Committee of the WFEO in its annual budget and will also source for external funding for the committee's activities.