



**INTERNATIONAL WOMEN
In ENGINEERING DAY**
23 June 2017



RESOURCE PACK

*Let's celebrate the achievements of
women in engineering together!*

Dear Colleagues and Friends,

This year we're going global! Welcome to the launch of the first **International Women in Engineering Day** (INWED17) campaign for 2017. With the success of National Women in Engineering Day over the past three years, reaching many within and outside the UK, this year we hope to celebrate the achievements of women in engineering on an international scale. INWED aims to make the day international, however, our ethos is to ensure our promotional activities support rather than replace any existing international days already in place in these nations.

Last year we recorded over 550 individual events to celebrate the day and reached over 1 million people on social media via a 'Thunderclap' campaign on Twitter. Many thousands of girls were reached at the events held in schools, and many companies got involved too to celebrate the work and achievements of their women engineers. **Thank you to everybody who took part last year.** To read more about last year's campaign, have a look at the [2016 Impact Report](#) on our website.

Please find enclosed the resource pack promoting INWED17. If you requested the pack, we thank you for sharing our vision of supporting girls and women in engineering fields. If this is the first time you have received a resource pack, we hope that you will share our enthusiasm and get actively involved in INWED17. We would also like to express our gratitude to our Sponsors without whom this day would not be possible.

Whatever you are able to do to inspire the next generation of women engineers – big or small – everything counts towards our common goal of ensuring that girls have the opportunity of career choice that they deserve. Don't forget to let us and the INWED17 community know about what you're doing to celebrate this year by [registering your event](#) on our website. We look forward to hearing about and seeing photos of your event.

Best wishes,

Women's Engineering Society (WES) INWED Team

Michael Faraday House, Six Hills Way
Stevenage, Hertfordshire SG1 2AY United Kingdom
Contact: inwed@wes.org.uk or 01438 765506

Our Sponsors in 2017



What's included in this Resource Pack?

- ✿ INWED17 Overview
- ✿ How to get involved: Individual Women Engineers
- ✿ How to get involved: Schools, Scouts, Girl Guides and other Groups
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- ✿ The Daily Telegraph Top 50 Women in Engineering under 35
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INTERNATIONAL WOMEN IN ENGINEERING DAY 2017 OVERVIEW

Date	23 June 2017
Aim	To raise the profile and celebrate the achievements of women in engineering, and encourage more girls to consider engineering as a career.
Method	Empowering organisations, educational establishments, individuals, companies, government departments, professional engineering institutions and other groups to organise their own events on or around this day to support the aim. Maximum impact is achieved by linking the various organisations through the use of the INWED logo, corresponding website, supporting resources and the Twitter hashtag #INWED17.
The day	National Women in Engineering Day (NWED) was set up as an inaugural event co-ordinated by the Women's Engineering Society (WES) for the first time in the UK in 2014 to celebrate their 95 th anniversary, as a charity supporting women in engineering. It has been recognised that a skills gap in engineering is looming, and one way of addressing this is to get more girls to consider engineering as a realistic career option for them. This will have the dual benefit of creating more diversity in the engineering sector (where fewer than 10% of the workforce is women), and creating a bigger talent pool of future engineers from which to recruit. Since that launch in 2014 the day has grown enormously over the years to the point where it is being launched this year as International Women in Engineering Day (INWED17). This year, we are promoting the theme #MenAsAllies.
The cause	To raise the profile and celebrate the achievements of women in engineering, and to encourage more girls to consider engineering as a career. Currently women make up less than 10% of the engineering sector, and with a large skills gap looming and the additional need for a more diverse workforce, it has never been more important to encourage girls to choose a career in engineering. If you are a school, college, university, company, organisation, professional body, government department, local authority or individual, get involved by organising your own event on or around this day, and spread the word. Good luck with your planning, and keep us informed of what you are doing!
Organisation	The Women's Engineering Society is a charity which formed in 1919. Its objectives are to support women to achieve their potential as engineers, applied scientists and leaders and to reward excellence; to encourage and promote the education, study and application of engineering; and to work with organisations and influencers to promote gender diversity and equality in the workplace and sustain the historic legacy and future effectiveness of the Women's Engineering Society. www.wes.org.uk

How To Get Involved: Individual Women Engineers

We hope you're looking forward to International Women in Engineering Day and the chance to celebrate what a great career choice engineering can be for women. Here are some ideas for you to get involved and celebrate what you do.



- ❁ Register to take part in local outreach by joining the [WES Register of Women Engineers](#). You can also volunteer with [Inspiring the Future](#) to introduce your field, or register as a [STEM Ambassador](#).
- ❁ Contact your local school and offer to meet their pupils, talk about your career in engineering, or become a school governor.
- ❁ Organise a women's networking or mentoring event to celebrate INWED.
- ❁ Set up a women's membership group and appoint a Diversity & Inclusion Officer.
- ❁ Launch a women's network or arrange a social event for women engineers.
- ❁ Consider joining WES's [MentorSET programme](#) as a Mentor, Mentee – you can be both.
- ❁ Organise a prestige lecture given by a woman engineer, or pledge to use a diverse mix of conference contributors.
- ❁ [Let us know about your event](#) so we can display it on our INWED17 world map.
- ❁ Post a photo on Twitter of yourself at work, this will go into our [photo gallery of women engineers](#). Follow us [on Twitter](#) and use the hashtag #INWED17.
- ❁ Write a biography for WES's '[She's an Engineer](#)' feature or blog about your work.
- ❁ Nominate yourself or a colleague for the [Top 50 Women in Engineering under 35](#) campaign, in partnership with The Daily Telegraph.
- ❁ Encourage your Company or Organisation to carry out some of the activities listed above.

How To Get Involved: Schools, Scouts, Girl Guides and Other Groups

- ✿ Use the [WES Register](#), [Inspiring the Future](#), or [STEM Ambassadors](#) to get in touch and invite women engineers to give talks about their career, set up a 'Meet the Scientist / Engineer' strand, or organise a career speed-dating event.
- ✿ Invite students and alumni from your local college or university to speak.
- ✿ Launch a science fair or competition to inspire innovation, creativity and fun.
- ✿ Enter our Competition to Draw an Engineer if you are aged 5-12 (see in this pack)
- ✿ Arrange a pop-up speaking event with an engineering academic from [Speakezee](#).
- ✿ Show and discuss an engineering-related video in class, using our [Video Library](#).
- ✿ Hold a debate to get students talking about gender equality in engineering.
- ✿ Organise a [lunchtime or after-school activity](#) to encourage girls into engineering.
- ✿ Hold a STEM careers event for your students and their parents.
- ✿ See if local employers or societies hold open days or lectures you could attend.
- ✿ Find out about engineering at a local heritage site.
- ✿ Organise a visit to an engineering employer, or invite them to your school.



- ✿ Ensure your science teaching is gender-neutral, [following the IOP guidelines](#).
- ✿ Carry out a Stereotyping Audit to ensure that you are not stereotyping students.
- ✿ Organise some training for your science teachers on careers in engineering.
- ✿ Review your careers advice and literature to ensure that your school gives the best possible independent advice on non-traditional careers.
- ✿ Stock your Careers Library with helpful information on careers in engineering.
- ✿ Make a STEM Noticeboard and keep it stocked with the materials we can provide you. You can request Resource Packs including flyers, stickers and posters from our office via inwed@wes.org.uk. You can also sign up for the [INWED17 newsletter](#).
- ✿ Keep us in the know by [registering your event](#), and tweet a picture of your events to [@INWED1919](#) using the hashtag #INWED17.

School events from NWED 2016:

- ✿ Abbot's Hill School held a K'Nex building competition to build the tallest tower to support a cup.
- ✿ Bishop's Hatfield Girls' School held a Science Fair for Years 7, 8 & 9.
- ✿ 200 Year 9 girls participated in an interactive workshop held by Broadoak Academy.
- ✿ Wallington High School for Girls held an event with guest speakers and activities.
- ✿ Morningside Primary School held an iDiscover event for 30 pupils and their parents where they met STEM role models at a Careers Carousel.

How To Get Involved: Universities

As a University you will no doubt be thinking about how to encourage young women to apply for your engineering courses, how to support your own students, and how to attract, retain and promote the female staff to your Department. Find some suggestions below:



- ❁ Organise a departmental open day and ensure your female role models are present.
- ❁ Hold a panel discussion with engineering professors and industry.
- ❁ Set up a networking event with local engineering companies.
- ❁ Launch a prestige lecture given by a female engineer, and invite present and prospective students to attend.
- ❁ Partner with a local primary or secondary schools to hold an informative workshop.
- ❁ Send your current students to talk about engineering education in local schools.
- ❁ Join the Women's Engineering Society (WES) as an [Education member](#).
- ❁ Set up a [WES Affiliated Student Group](#) and promote the [WES Student Conference](#).
- ❁ Promote INWED by among your faculty staff and students by [ordering T-shirts](#).
- ❁ Participate in our campaign by sharing your photos using the hashtag #INWED17

University events from NWED 2016:

- ❁ Heriot-Watt University in Edinburgh held a morning of talks, networking opportunities and a poster competition to celebrate NWED.
- ❁ Abertay University Dundee invited visiting speakers and organised a networking event.
- ❁ The University of Salford held engineering activities for Year 7 & 8 from local schools during the day, and a workshop involving local industries in the evening to explore what the industry could do to recruit and retain women engineers.

- ❁ Survey student feedback to see if your female students feel supported.
- ❁ Produce a mentoring scheme or a professional networking group for your staff.
- ❁ Set diversity targets for your faculty.
- ❁ Consider appointing a Diversity & Inclusion Officer.
- ❁ Apply for an Athena Swan Award, or upgrade to the next level.
- ❁ Ensure your marketing materials are attractive to women.

How To Get Involved: Engineering Institutions and Professional Bodies

Engineering institutions and professional bodies will be keen to increase their number of women engineers, chartered engineers, incorporated engineers, registered technicians and Fellows. Here is what you can do.



- ✿ Launch a women's network or arrange a social event for your women engineers.
- ✿ Publicise your support for women engineers through promoting female role models.
- ✿ Ask a [Karen Burt Award nominee](#) to give a talk to members of your institution.
- ✿ Campaign to encourage your female members to apply for Professional status.
- ✿ Ask your current Fellows to recommend a female colleague to Fellowship.
- ✿ Organise a prestige lecture given by one of your senior women engineers.
- ✿ Ask your members to join the [WES Register of Women Engineers](#), [Inspiring the Future](#), or [STEM Ambassadors](#) databases, and engage in outreach work inspiring the coming generations of engineering professionals.
- ✿ Encourage your members to volunteer as Mentors in [WES's MentorSET programme](#).
- ✿ Promote INWED17 to your members and encourage them to [set up their own events](#).
- ✿ Survey your women membership to see what they seek to achieve, and roadmap your activities to support these outcomes.
- ✿ Organise a women's networking event or a mentoring workshop.
- ✿ Review your diversity policy to assess whether you are doing enough to promote equality, diversity, and inclusion.
- ✿ Consider appointing a Diversity & Inclusion Officer.
- ✿ Join the [RAEng Diversity Concordat](#).

Professional events from NWED 2016:

- ✿ The Institution of Mechanical Engineers held an event highlighting the sports technology industry in London, accessible via webinar. It included presentations and networking.
- ✿ The Institute of Refrigeration launched the Women in RACHP network with the support of the ACR Journal. As part of their workshop, they discussed the role of women in science, engineering and refrigeration careers, and looked at global skills shortages in engineering and technical staff, the growing demand for refrigeration professionals, and opportunities to increase the representation of women in this field.
- ✿ IMechE, together with the Faculty of Engineering at the University of Leeds, held an event of inspiring talks from female engineering mentors and role models.

How To Get Involved: Companies and Organisations

If you employ engineers or applied scientists whether in manufacturing, retail, construction, energy or any other industry, here you can find some ideas to engage with the International Women in Engineering Day.



- ✿ Organise a lecture, a networking event, or an industry visit.
- ✿ Feature women engineers in press releases and train them to speak to the media.
- ✿ Publicise your support of women in the sector through the use of female role models.
- ✿ Open your doors to local school children, cultivate relationships with educational institutions, and share what skills you expect from the future workforce.
- ✿ Attend parents' evenings at local schools, and advocate for engineering careers.
- ✿ Inspire women engineers to join the [WES Register of Women Engineers](#), [Inspiring the Future](#) or [STEM Ambassadors](#), and speak at local schools and colleges.
- ✿ Carry out a review of your female workforce, and roadmap your activities to support them, and attract more Members, Chartered Engineers, Engineering Technicians, Incorporated Engineers, and Fellows.
- ✿ Review your Diversity & Inclusion policies, consider an equal pay audit in your organisation, set the industry standard in your promotion of women engineers.
- ✿ Encourage your employees to organise their own INWED event and [let us know](#).
- ✿ Promote INWED among your staff by asking them to wear their passion on their sleeves with our [INWED T-shirts](#).
- ✿ [Join the Women's Engineering Society](#).
- ✿ Offer your staff the opportunity to volunteer with [WES's MentorSET programme](#).

Company events from NWED 2016:

- ✿ Instron held an informal coffee morning and set up a stand with NWED posters and women in engineering information, including their in-house Women's Business Network newsletter. They also ran a competition with a Women in Engineering Statistics Quiz.
- ✿ Transport for London hosted a breakfast session 'An Insight into Cyber Security', presented by Michele Hanson, Chief Information Security Officer. Audience Q&A and networking followed.
- ✿ Ford Motor Company welcomed 120 schoolgirls aged 13-16 from 10 local schools to celebrate and acknowledge female engineers at Ford and throughout the industry. The event included activities such as programming a robot, panel discussion with their female VP of Manufacturing, and a tour of the facilities.
- ✿ MWH Global released five 'Day in the Life videos' via social media leading up to NWED 2016 to celebrate their fantastic woman engineers.

The Telegraph

Top 50 Women in Engineering 2017

WE50

The WE50 campaign aims to raise awareness of the skills shortage facing the industry and the huge discrepancy between the number of men vs women currently in Engineering professions, to change perceptions and encourage young women to consider Engineering as a viable and rewarding career.



Nominations open on the 23rd of February and are available to women in any engineering profession aged 35 and under.

Feel free to nominate as many candidates from your organisation as you like.

Nominations can be submitted via the online hub from the 23rd of Feb at:

<http://www.telegraph.co.uk/business/women-in-engineering>

The campaign does not intend to rank seniority of nominees, but to recognise those who act as role models and provide inspiration to other women engineers. Equal consideration is given to interns/apprentices/graduates as manager or execs. What is important is an example of something innovative, overcoming adversity, an exceptional project, fundraising or network activity, committees or clubs etc.

The eventual top 50 women in engineering will be listed in standalone supplement produced by The Daily Telegraph and invited to an awards dinner in central London on the 23rd of June to celebrate their achievements.



WOMENS ENGINEERING SOCIETY



If your organisation is interested in being involved in the campaign itself

Contact Leon Krill at The Daily Telegraph - leon.krill@telegraph.co.uk 02079313127

How To Find A Woman Engineer To Speak On INWED17

Women engineers are great role models to invite along to explain to students what they do, dispel some of the myths about engineering, offer an opportunity for students to find out more details about the everyday work of engineers, and highlight the different disciplines of engineering. If you are inviting somebody in, please consider the following points:

Good practice in preparing for a speaker event:

- ✿ Make sure you are clear about what you are asking them to talk about (for example, they might talk through 'an average day' on the job, explain what education route they took, or what advice would they give young people hoping to get into the field now)
- ✿ Ask them to send in a summary of their work so that you are sure this is relevant to your students. Encourage them to bring other resources where possible (e.g. exhibits, presentations) to enhance the talk, and promote discussion.
- ✿ Tell them how long they have to speak
- ✿ Tell the speaker of the age range and number of students, and the format of the engagement.
- ✿ Help the students with ideas of questions to ask.
- ✿ Publicise the talk to students, and also parents if appropriate, and [let us know about it](#).

Don't forget that it is not always necessary to stick to a formal 'lecture' format. Innovative solutions are worth considering, such as inviting an individual speaker or local engineering company to have a stand at a careers day, at a parents' evening, at a speed careers event – or to become an individual mentor to a particular student.

Resources for finding a speaker:

- ✿ [The WES Register of Women Engineers](#)
WES compiled a register of women engineers who are prepared to speak at their local schools to encourage girls into engineering, or who would be prepared to comment to the media or speak at conferences where a woman representative is sought.
- ✿ [Inspiring the Future](#)
Inspiring the Future is a free, easy to use service for recruiting volunteers from all professions, jobs and sectors to give your audience first-hand career insights. Teachers select volunteers in their Local Authority area from a menu of job profiles then message them directly. English state secondary schools and FE colleges can register to get involved.
- ✿ [STEM Ambassadors](#)
STEM Ambassadors use their enthusiasm and commitment to encourage young people to enjoy STEM subjects. They open the doors to a world of opportunities and possibilities which come from pursuing STEM subjects and careers. STEM Ambassadors not only inspire young people, they also support teachers in the classroom by explaining current applications of STEM in industry or research. STEM Ambassadors contribute to their local community while boosting their own professional skills, experience and confidence.

If you can't find a woman engineer to attend your event, consider using some of the online role models from the following resource pages: [WES](#), [WISE](#), [RAEng](#).



INTERNATIONAL WOMEN
In ENGINEERING DAY

23 June 2017



CHILDREN
AGED 5 to 12

DRAW AN ENGINEER COMPETITION

To enter, simply draw, crayon or paint an engineer on A4 paper and send a high resolution scan of your submission with the subject line

INWED COMPETITION ENTRY to inwed@wes.org.uk

Please include your name & age

Deadline: 7 June 2017

Prizes to be won for 1st, 2nd & 3rd place!

*Drawings may be used as promotional material by WES



INTERNATIONAL WOMEN
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Some Useful Statistics

- ⚙️ Only 9% of the engineering workforce is female. And only 6% of registered engineers and technicians (i.e. CEng, IEng, EngTech) are women.
- ⚙️ The UK has the lowest percentage of female engineering professionals in Europe, at less than 10%, while Latvia, Bulgaria and Cyprus lead with nearly 30%.
- ⚙️ 15.8% of engineering and technology undergraduates in the UK are female. (4) Compare with India: where over 30% of engineering students are women on engineering courses account for over 30% of the students.
- ⚙️ The proportion of young women studying engineering and physics has remained virtually static since 2012.
- ⚙️ In 2013/14, women accounted for only 3.8% of Engineering apprenticeship starts and 1.7% of Construction Skills starts.
- ⚙️ Only around 20% of A-Level physics students are girls and this has not changed in 25 years.
- ⚙️ There is now very little gender difference in take up of and achievement in core STEM GCSE subjects.
- ⚙️ 64% of engineering employers say a shortage of engineers in the UK is a threat to their business. 32% of companies across sectors currently have difficulties recruiting experienced STEM staff, and 20% find it difficult to recruit entrants to STEM.
- ⚙️ The UK needs to significantly increase the number of people with engineering skills. In 2014, one report put the annual shortfall of STEM skills at 40,000. As of 2015, the annual shortfall of the right engineering skills is 55000. We need to double, at least, the number of UK based university engineering students.
- ⚙️ Women and men engineering and technology students express similar levels of intent to work in engineering & technology, but 66.2% of the men and 47.4% of the women graduates in 2011 went on to work in engineering and technology.
- ⚙️ Women Fellows of the Royal Academy of Engineering: 2% in 2006 and 5% in 2017.
- ⚙️ BUT In a survey of 300 female engineers, 84% were either happy or extremely happy with their career choice.
- ⚙️ AND Engineering students are second only to medics in securing full-time jobs and earning good salaries.
- ⚙️ Enabling women to meet their full potential in work could add as much as \$28 trillion to annual GDP in 2025.
- ⚙️ In 2010 nearly 100,000 female STEM graduates were unemployed or economically inactive.
- ⚙️ Diversity matters: companies are 15% more likely to perform better if they are gender diverse.
- ⚙️ Diversity is crucial for innovation: in a global survey, 85% corporate diversity and talent leaders agreed that "A diverse and inclusive workforce is crucial to encouraging different perspectives and ideas that drive innovation.

*Statistics as of March 2016

[Download the full document with citations here.](#)

Resources from INWED17 Sponsors

We are delighted to have the support of the following companies and organisations, and their ongoing commitment to highlight the roles of women in engineering. It is with their support that we can share this Resource Pack with you.

Building Engineering Services Association



The Building Engineering Services Association (BESA) represents companies engaged in the design, installation, commissioning and maintenance of engineering and energy management systems and services in buildings.

The BESA is committed to continuous industry improvement – especially in relation to security of payment, efficiency, productivity, health and safety and diversity.

As active corporate supporters of the Women's Engineering Society, the BESA are proud to sponsor the International Women In Engineering Day 2017, helping to get the message over to women and young girls that engineering offers superb career prospects and the opportunity to improve society by contributing to amazing projects.

The Association is promoting the business and social benefits of all aspects of diversity – including improving the balance of gender, and is encouraging member companies to review their recruitment policies with the aim of broadening the range of talent they can attract into the sector. www.thebesa.com
Follow us on Twitter [@BESAGroup](https://twitter.com/BESAGroup).

Boeing



Boeing employs more than 2,000 people across the UK at numerous sites, from Glasgow to Gosport, and the company is experiencing solid organic growth. In 2013 Boeing celebrated 75 years of partnership with the United Kingdom, the Armed Forces, British manufacturing and the air transport industry.

Today the UK remains a critically important market, supplier base and source of some of the world's most inventive technology partners. Boeing's expenditure with the UK aerospace industry in 2015 was £1.8 billion and the company supports 12,700 jobs in the UK supply chain, in the process enhancing skills, facilitating exports and generating intellectual property. For more information, visit www.boeing.com or follow us on Twitter [@BoeingUK](https://twitter.com/BoeingUK).

Cirrus Logic



Cirrus Logic is a leader in high performance, low-power ICs for audio and voice signal processing applications. Our products span the entire audio signal chain, from capture to

playback, providing innovative products for the world's top smartphones, tablets, digital headsets, wearables and emerging smart home applications. With headquarters in Austin, Texas, Cirrus Logic is recognized globally for its award-winning corporate culture. Check us out at www.cirrus.com.

Colas



Colas is an award-winning business, delivering sustainable solutions for the investment, design, construction, maintenance and operation of the UK's transport infrastructure. It is part of the world-leading International Colas Group whose world class Research and Development facilities give clients access to innovative new products, processes and ideas.

Colas is a proud sponsor of International Women in Engineering Day 2017, promoting rewarding careers and opportunities in engineering for women. Colas is committed to supporting greater diversity within the sector and actively encourages Women In Engineering. www.colas.co.uk

Cranfield University



Cranfield is a global leader for postgraduate education and transformational research in technology and management. We have the largest number of engineering and technology postgraduates in the UK. It's through their work, and that of our diverse staff community, that we are developing engineering solutions for some of the world's most pressing challenges.

We are deeply passionate about equality and diversity, and through International Women in Engineering Day, we're signaling our commitment to encouraging more women to work in this exciting, rewarding discipline. www.cranfield.ac.uk

Institute of Refrigeration



Refrigeration, air conditioning and heat pumps play a vital part in the lives of everyone in the modern world. The Institute of Refrigeration is an independent charity run for the public benefit, with a membership of nearly 2,000 individuals, whose work depends on refrigeration, air conditioning, and heat pumps. The Institute provides a central resource for people from all over the world to improve the application of refrigeration and allied fields for the general good of society.

The IOR helped launch a network to promote Women in RACHP with the support of ACR Journal to conclude with National Women in Engineering Day in 2016. For 2017, the Women in RACHP will be holding a training course focusing on career development for women from the RACHP industry. For more information, [visit the event page here](#), or browse the [ACR Journal](#) to read interviews with women in different ACR jobs. Find us at ior.org.uk and follow us on Twitter [@thecoolinghub](#) and [#womeninrachp](#).

Royal Academy of Engineering



As the UK's national academy for engineering, we bring together the most successful and talented engineers for a shared purpose: to advance and promote excellence in engineering. **We have four strategic challenges:** make the UK the leading nation for engineering innovation; address the engineering skills crisis; position engineering at the heart of society; and lead the profession.

Diversity and Inclusion Programme Strategy 2016-2020

The Royal Academy of Engineering is running a programme to increase diversity and inclusion across the engineering profession. **Vision:** An inclusive engineering profession that inspires attracts and retains people from diverse backgrounds and reflects UK society. **Mission:** Leading the engineering profession to challenge the status quo, stimulate cultural change and improve diversity and inclusion. **The programme has five strategic aims:** challenge the status quo; demonstrate leadership; sustain and extend current relationships; communicate and consult; and publicise success measures and benchmarks. To have a look at RAEng's Diversity and Inclusion Programme Leaflet, [click here. www.raeng.org.uk](http://www.raeng.org.uk)

QinetiQ



QinetiQ is a company of scientists and engineers essential to sovereign capability. The technical expertise and domain know-how of our people are our principal sources of competitive advantage, and are well matched to the emerging themes in our markets. By leveraging

our distinctive facilities and integrating our core capabilities, we play a critical role in helping customers meet current and future challenges. www.qinetiq.com

SSE



SSE is one of the UK's leading energy companies, involved in the generation, distribution and supply of electricity and in the extraction, storage, distribution, and supply of gas. Its core purpose is to provide the energy people need in a reliable and sustainable way. It supplies energy to around 8 million energy customers throughout Great Britain and Ireland, is frequently ranked number one for customer service,

and is the UK's leading generator of electricity from renewable sources. It became a Living Wage Employer in September 2013 and was accredited with the Fair Tax Mark in October 2014.

In July 2016 SSE published its gender pay two years before the government's mandated deadline. Although it is in line with the industry average of 19%, SSE is actively taking steps to close the gap as much as possible in the years ahead. We are committed to our Inclusion and Diversity agenda, and are proud to sponsor INWED. Find out more about us at www.sse.com or follow us on Twitter [@sse](https://twitter.com/sse).

Engineers Ireland's STEPS Programme



The Engineers Ireland STEPS programme encourages primary and post-primary students to explore the world of STEM while also promoting engineering as a career choice. STEPS works in strategic partnership with Science Foundation Ireland on Smart Futures, a collaborative government – industry – education programme promoting STEM careers to post-

primary students in Ireland. STEPS is managed by Engineers Ireland and supported by Science Foundation Ireland, the Department of Education and Skills, and a number of major engineering employers.

The STEPS programme is supporting INWED17 as we wish to encourage girls to consider engineering as a viable and exciting career choice. Read on at www.steps.ie and learn about Engineers Week at www.engineersweek.ie.

Wiley



Wiley provides online tools, journals, books, databases, and reference works in every major academic, and professional field to improve outcomes in research, education and professional practice. In Engineering, we

work to support and help authors and societies within the community with the help of our partnerships with the IEEE (Institute of Electrical and Electronics Engineers), ASEE (American Society for Engineering Education), INCOSE (International Council on Systems Engineering) and ASIST (Association for Information Science and Technology), amongst others. To shape a better future, the world needs Engineers. In support of raising the profile of Engineering as a career choice for women as well as men, Wiley is a proud sponsor of International Women in Engineering Day. www.wiley.com

INWED17 T-Shirt Store



Following the past success of launching our T-shirt line for the campaign, we set up the [EngiWear store](#) to celebrate International Women in Engineering Day 2017 in style. Because engineering is anyone's game, we have styles to fit your needs, or that of your classmates, students, colleagues, and networking groups.



Don't forget to share a picture of yourself in your EngiWear outfit with #INWED17 in time for 23 June.

Other ways you can support the Women's Engineering Society

INWED17 is co-ordinated by the Women's Engineering Society (WES), which is a network of women engineers, scientists, and technologists, pursuing a vision of a better world. WES members work together to empower women to achieve their potential as scientists, engineers, and leaders.

How you can support WES as an individual

Anyone can join WES: you don't have to be female or an engineer. Find out more about the different individual membership options here:

www.wes.org.uk/content/individual-membership

WES Members are also eligible to apply for the MentorSET programme, a mentoring scheme which aims to increase the number of women who seek to develop and realise their full potential in STEM careers. Visit the MentorSET website to learn more about the programme:

www.mentorset.org.uk

How your organisation can support WES

Our Partnership Programme enables organisations to help WES with the important work that we do in supporting women engineers and encouraging girls to see engineering as a career option, as well as helping your own company with its Diversity and Inclusion programme. We have a number of different Partnership options available to suit different organisations and budgets. Learn more about becoming a WES Partner:

www.wes.org.uk/partnerships

Event Notification Form

International Women in Engineering Day 2017

In order to better support your event and be able to develop our resource materials, please provide us some details of your event. Return this form to inwed@wes.org.uk or post to the **Women's Engineering Society, Michael Faraday House, Six Hills Way, Stevenage, Hertfordshire SG1 2AY** You can also leave us a message via **01438 765506** and we will get back to you shortly.

Event Organiser:
Event Title:
Event Date and Location
Event website and social media handles (if any):
Name and Contact Details of Event Organiser:
Email / Phone:
Description of your event or activity:
Are there any costs associated with your event? (i.e. Health and Safety, catering, venue hire, etc.)
Who do you expect to attend?
Is your event open to the public?
Is booking necessary? What booking system do you use?
How many people do you expect to participate?
How could we best help your event?
Are you planning to get press involvement for your event?
Please share with us any other relevant information or inquiry:

Thank you for celebrating INWED17 with us. We wish you all the best for the day!

Feedback Form for Participants

International Women in Engineering Day 2017

Please use this feedback form at your event and send completed forms to inwed@wes.org.uk

Event Title:				
Event Location:				
Your age in years:		Male <input type="checkbox"/>	Female <input type="checkbox"/>	
	Strongly agree	Agree	Disagree	Strongly disagree
1. I am glad I came to this event				
2. I learnt something about engineering here that was worth learning				
3. I feel more positive now about jobs in engineering than before I came here				
4. I'm surprised to find out about the jobs that women do				
5. Write up to three things you have learnt from this event:				
6. What were the three best things about this event?				
7. How could this event have been improved?				



Feedback Form for Organisers

International Women in Engineering Day 2017

Please provide event feedback by completing this form and submitting it to inwed@wes.org.uk

Event Name				
Event Location				
Main Organiser				
Email				
Phone Number				
No. of volunteers				
No. participants	Female		Male	
1. Please give a short overview of the event and programme:				
		Strongly agree	Agree	Disagree
2. I am glad I organised this event				
3. I would like to be involved in 2018				
4. It was worthwhile to be involved				
5. The participants got a lot out of the event				
6. What were the three best things about this event?				
7. How could this event have been improved?				
8. Do you have any ideas for improving INWED in the future?				
9. Are you a WES member and could we send you more details about how you and your company might support our mission?				

