



IEEE Women in Engineering

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IEEE COMMITTEE ON WOMEN IN ENGINEERING

The IEEE Committee on Women in Engineering was established as an Ad Hoc Committee of the Board of Directors in November 1993. Under the leadership of April Brown in 1995, the committee established the following four scopes of action:

SCOPE 1:

Gather and disseminate information regarding the status of women and initiatives for, by and on behalf of women in engineering and science.

SCOPE 2:

Enable mentoring and education programs within IEEE and make available information regarding gender related educational issues which may improve the

entry into, and the retention of women in engineering programs.

SCOPE 3:

Increase the participation of women within IEEE.

SCOPE 4:

Address ways to improve the climate for women in IEEE and the workplace.

The work of the committee has been divided into a number of subcommittees headed by one of the committee members:

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AWARDS: Cha-Mei Tang,
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You are invited to contact any of these committee members or the entire committee (women@ieee.org) if you would like additional information, would like to share with us initiatives you know about both within and outside of IEEE, or would like to work with us on any of the initiatives.

We would also like to hear from you with ideas and suggestions about what you would like to see the IEEE be doing or share with us your experiences and thoughts.

For those of you who have World Wide Web access, additional information is posted under our URL:http://www.ieee.org/ieee_women_in_eng/women.html

We now have available the "IEEE WOMEN IN ENGINEERING DIRECTORY _ A

NETWORKING TOOL." This is available for \$15.00 by sending a check to: IEEE - Women in If you would like to be on our mailing list for this newsletter please send your e-mail address to women@ieee.org. If you received this newsletter via e-mail you are already on our list and you will be sent a new issue automatically, unless you request otherwise. The above information will be the same each month. the following sections on updates, initiatives and invitations will change. Look for us!

UPDATE ON INITIATIVES AROUND THE IEEE:

Luarel Kaleda, past President of the Computer Society, has written on the initiatives of the Computer Society:

The IEEE Computer Society's approach to selecting volunteers to lead its activities is to be a consistent implementer of equal opportunity for all volunteers. The society also encourages opening up of networks to supplement what might have been "old boy networks" with new sources of qualified volunteers. The society's leadership direction is complemented by a formal policy statement by its Board of Governors that the leadership of the society should reflect the diversity of the society's membership.

To succeed and be recognized as a valuable volunteer within the Computer Society, it is not WHO

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you know, but WHAT you have done and HOW WELL it was done. Doing the volunteer job well qualifies you to be asked to do more.

Recruitment, alone, is not sufficient to encourage and retain women as volunteers. The society also maintains an environment in which any gender discrimination is NOT tolerated -- an environment in which work can be enjoyed.

However, acknowledging and encouraging women's participation was not sufficient to address the lack of women leaders in our publications activities. We have specifically tried to increase the number of women on editorial boards, and instituted a process for double-blind paper reviews. The first action has resulted in having women with the required experience to be considered for Editor-in-Chief appointments -- and two current EICs. The second action has helped some of the bias for both males and females that sometimes occurs when the authors' names are known.

Combining the various approaches, the Computer Society is proud of its current statistics:

- * 2 of 5 elected officers are women
- * 3 of 14 Executive Committee members
- * 8 of 21 Board of Governors' members
- * 2 of 20 Editors-in-Chief

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- * 3 of its last 11 Presidents.

To the credit of our male colleagues, most of these women were recruited by male volunteers -- seeking effective volunteers.

INVITATION

We extend an invitation to everyone to join us at our next FORUM ON WOMEN IN ENGINEERING to be held in Phoenix, AZ at the Marriott Mountain Shadows Resort and Country Club on Saturday, November 11, 1995, from 5:00 to 7:00pm. The topic will be "ISSUES OF WOMEN IN THE WORKPLACE." If you plan on attending please email us at women@ieee.org so that we may plan for enough refreshments.

