

## ***Committee for Increasing the Participation of Women in Engineering (CIPWIE)***


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The Committee for Increasing the Participation of Women in Engineering (CIPWIE) monitors and works to increase the participation of women in engineering. CIPWIE focuses on: Recruitment, through outreach; Equity through research; Retention through community; and Awareness through communications.

The percentage of women practicing engineering (i.e. P.Eng.) in Manitoba is 8.5%. At its January 2015 meeting, Engineers Geoscientists Manitoba Council passed the motion: Council supports the initiative and target proposed by Engineers Canada that “Thirty percent of newly licensed Engineers are women by the year 2030 (30 by 30)”. CIPWIE would like to see the association adopt and achieve 30 by 30, and undertakes initiatives to reach the goal.

2014/15 CIPWIE highlights are:

- Supported MCWESTT 2015 ([www.mcwestt.com](http://www.mcwestt.com)) through the organizing committee, volunteers, attendees, and a break-out session. The Manitoba Community for Women in Engineering, Science, Technology and Trades held its second biennial conference on Friday, May 8, 2015 in Winnipeg, at the Fort Garry Hotel, Spa and Conference Centre. Conference Chair was CIPWIE Member Andrea Watts.
- Organized an all ages tour of the Western Canada Aviation Museum for association’s members and their guests on March 22, 2015.
- Developed and submitted recommendations for Engineers Geoscientists Manitoba’s Deferred Dues By-Law.
- Developed a “Managing Leaves and Transitions: Suggestions for Association Members” document. A Panel Discussion, based on this document, was developed and presented at MCWESTT 2015.
- Organized “Presence Workshop: The 'You' Who Enters The Room” for September 2015.
- Developed a proposal for the association to adopt 30 by 30 including recommended strategies and initiatives to implement in order to reach 30 by 30.
- Maintained active membership in the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT). Our Engineers Geoscientists Manitoba representative, Neemee Batstone, is a member of the CCWESTT Board and CCWESTT Treasurer.

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- Represented the association at various outreach and community events such as: TWICE's Wine and Chocolate, WISE's Make Your Move and 25<sup>th</sup> Anniversary Dinner, STEM Week at Balmoral Hall, and UMES' Wine and Cheese.
  - Sponsored the 2nd Annual TWICE Industry Reception (ACEC-MB Technical Women in Consulting Engineering) held March 2, 2015.
  - Submitted articles to the association's Keystone magazine, including: Unconscious Bias in the Workplace and 30 by 30 and Female Participation in Engineering in Manitoba
  - Maintained database to recruit for volunteers to represent the association at outreach events.
  - Maintained calendar of events for outreach and community opportunities.
  - Prepared and submitted annual statistics report.