



ENGINEERS &  
GEOSCIENTISTS  
BRITISH COLUMBIA

# WOMEN IN ENGINEERING AND GEOSCIENCE DIVISION MISSION STATEMENT AND WORK PLAN

DOCUMENT NAME	Women in Engineering and Geoscience Division Strategic Plan, 2018-2020
DATE	September 13, 2018
APPROVED BY	Selina Tribe, P.Geol Chair, Women in Engineering and Geoscience Division

**VISION:** A community that encourages and promotes women at all levels in Engineering and Geoscience

**VALUES:** Equity, Integrity, Inclusiveness, Collaboration

**MISSION:** To build a strong and supportive community to connect, attract, promote, retain, and advocate for women in Engineering and Geoscience

## STRATEGIC GOALS

1. Build community by communicating with and connecting members;
2. Build community by expanding our network and attracting women to the professions;
3. Build community through governance and advocacy;

## WORK PLAN FOR NEXT 1-2 YEARS

### **CONNECT AND COMMUNICATE WITH MEMBERS THROUGH NETWORKING, PROFESSIONAL DEVELOPMENT, AND SOCIAL EVENTS**

- a) Develop and publish webpages by end July 2018
- b) Conduct an online survey of members, Fall 2018

- c) Host Victoria monthly events, ongoing
- d) Publish quarterly newsletter to members, first edition due in Fall 2018
- e) Schedule and host online book club in winter 2018 and new year
- f) News article for Sept/Oct 2018 issue of Innovation, "A Reboot for Women in Engineering and Geoscience" highlighting new Division and initiatives for 2019
- g) Longer article, "Engineering a Broader Vision" outlining Women in Engineering and Geoscience Division and initiatives to be posted on Engineers and Geoscientists BC website by Fall 2018, with link to go in Innovation news article
- h) Host networking evening at Annual Conference & AGM in October 17, 2018
- i) Host "30 By 30 Table" at Annual Conference & AGM in October 18-19, 2018
- j) Coordinator of the Diversity Stream presentations at Annual Conference & AGM, October 18, 2018
- k) Host event with speaker Holly Burton, "The 3 Pillars of Success for Women in Male-Dominated Industries", to engage university students with Women in Engineering and Geoscience and increase student membership in the Division, January 31, 2018
- l) Host PD event "We Have to Stop Meeting Like This with Eli Mina", lunch webinar, Feb 4, 2019
- m) Speaker and networking event (speaker TBA), Spring 2019
- n) Golar's Hike: scheduled hikes and activities for members
- o) Women in Engineering and Geoscience Division AGM, summer 2019
- p) Host "30 By 30 Table" at Annual Conference & AGM October 2019
- q) Host networking evening at Annual Conference & AGM 2019

## **EXPAND AND STRENGTHEN THE DIVISION'S NETWORK**

- a) Offer free membership in 2019 to all Engineers and Geoscientists BC members, with the goal of growing membership to 1000 members in 2019
- b) Obtain corporate sponsors to donate money, venue or other support, in exchange for promotion on website and newsletter
- c) Inform girls and women about careers in engineering and geoscience with outreach activities, student liaison, and participation in science fairs
- d) Establish & strengthen relationships with other engineering and STEM groups through mutual support & co-sponsoring of initiatives & events
- e) Compile a Volunteer List of members to run events

## **STRENGTHEN GOVERNANCE AND ADVOCACY**

- a) Work with Engineers and Geoscientists BC & Engineers Canada to achieve the 30 by 30 Goal, late August input required
- b) Review and update Division By-laws and Policies, early 2019
- c) Finalize Roles and Responsibilities document to strengthen succession planning, early 2019
- d) Attend Council meetings, October 19-20, 2018

- e) Attend Council meetings, Spring 2019
- f) Provide a voice for members on issues relating to women in engineering and geoscience, ongoing
- g) Develop Retention role to support women on maternity, parental and other leaves, or on 'reduced status', helping them plan a return to career, 2019