



# Canadian Coalition of Women in Engineering, Science, Trades and Technology

<http://www.cwestt.org/>

## Annual report 2007-2008



funding from the Status of Women Canada and activities are moving forward to the realization of the WinSETT Centre.

The **WinSETT project** has been the primary focus of CCWESTT in the last year. In the spring of 2007 the project received continued

The following activities of WinSETT were carried out in 2007 to spring 2008:

1. A handbook for use in workshops titled *Welcoming Women into SETT Workplaces: A Checklist of Strategies* was produced and used in several pilot workshops (a.) to owners and HR representatives of construction companies at the offices of Saskatchewan Construction Association in Regina and Saskatoon, (b.) to administrators of union training schools in St. John's, NL in conjunction with the Women in Resource Development Committee, and (c.) a 'train the trainer' workshop given to WRDC staff to prepare facilitators for future deliveries of the Checklist Workshop in NL. Evaluation of all sessions has been positive and future workshops are being planned for later in 2008.

2. *Project Catalyst*, a program targeted to support the increased hiring and retention of women in SETT at post-secondary institutions, has been presented to universities and meetings across Canada and internationally with positive results in recent hirings in science departments at U of Alberta in particular.



3. In the information technology arena, a member group of CCWESTT, Hypatia, is partnering with an aerospace and telecommunications company in Nova Scotia on a retention project for women in technology in its workforce.

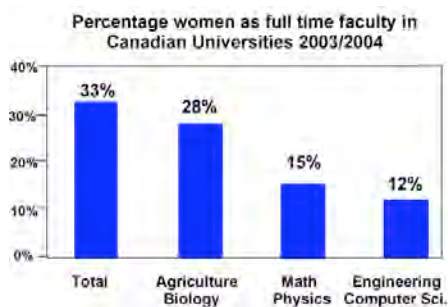
4. A very successful pilot workshop - *Becoming Leaders Career Success: Skills and Strategies* was

delivered to early to mid career female engineers and geologists from Conoco Phillips Canada and Shell Oil Canada in Calgary in April 2008.

5. Conference presentations – Presentations on the WinSETT project were made at the CCWESTT Conference in May 2008 and included a WinSETT Panel presentation and platform presentations on *Project Catalyst*, *Checklist of Strategies Trades workshops*, and a *WinSETT - Becoming Leaders Career Success Workshop*. WinSETT was represented at the Canadian Apprenticeship Forum National Conference, in Victoria BC and members participated in a panel presentation and also in a plenary session and panel discussion at the Newfoundland and Labrador Ocean Industries Association Annual Conference, St. John's – Carolyn Emerson to present the information on the WinSETT pilots in a plenary session and panel discussion.

6. G.Force a Canadian HR Agency for diversity published an article in their electronic newsletter.

**B. Webpage** – The CCWESTT webpage [www.CCWESTT.org](http://www.CCWESTT.org) including the WinSETT page, was redesigned to allow more efficient updating by members and to provide information relevant to members and others on SETT. This page focuses on data and statistics about the participation of women in SETT, recent publications relevant to women in SETT including the Proceedings of the 12<sup>th</sup> CCWESTT Conference, and announcements of events that may be of interest to our member groups. A page that includes job announcements should be of help to women in SETT looking for positions and companies interested diversifying their distribution of job advertisements to encourage the hiring women. Also on the webpage is a list and contacts of member groups and the history and goals of CCWESTT.



**Statistics on Women in Science Engineering Trades and Technology can be found on the CCWESTT website.**

**Past and the current CCWESTT presidents at the CCWESTT Conference**

**CCWESTT Conference** - The 12<sup>th</sup> CCWESTT Conference was held at Guelph University 29-31 May 2008. This highly successful conference attracted 216 participants who presented talks and activities related to women in many areas of SETT. In conjunction with the conference was a mother-daughters program that provided interesting



activities for young women related to SETT areas. A report of the conference is attached.

**CCWESTT Members** – Member organizations of CCWESTT spread across the country and have activities spanning the range from those encouraging young women to consider staying in science and math courses and preparing for careers in science, engineering, trade and technology, to those that support and encourage women already employed in SETT industries. The names and recent activities of member groups can be accessed from the CCWESTT webpage:

<http://www.cctest.org/Members/MembersList/tabid/80/Default.aspx>

A new member group was added in the last year; ACTUA, a national charitable organization dedicated to providing young Canadians with positive, hands-on learning experiences in science, technology and engineering.

**Recognition** - Past-president Margaret Ann Armour received an honorary degree from the University of British Columbia in May 2008 to recognize her innovative research on the recycling of chemicals and for her years of activities supporting women in SETT.

**CCWESTT in print** – CCWESTT contributed information to Marlene Habib and was mentioned in her article in the Toronto Globe and Mail titled “The still gaping gender gap” published 5 May 2008. (see our website).

***Becoming Leaders: A Handbook for Women in Science, Engineering and Technology*** by F. Mary Williams and Carolyn Emerson is now in its third printing. This very accessible publication covers topics significant for women professionals and students in science and engineering. It has been widely adopted in industry, government, professional organizations and academia. (see our web site).

**“The blue collar turns pink”** by Carolyn Emerson and Valerie Overend discusses the need for women in trades and the activities of CCWESTT and the WinSETT project to increase the number of women in trades to fill the employment gap.

[http://gforceinc.ca/current-issue/february-2008/the-blue-collar-turns-pink\\_en.html](http://gforceinc.ca/current-issue/february-2008/the-blue-collar-turns-pink_en.html)

Some of the brightest scientific and technical women in Canada came to the University of Guelph between May 29 and 31, 2008 for the 12<sup>th</sup> conference of the Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT). Under the theme of *Building on Success*, the goal was to change the face of science and engineering in Canada.

### ***Plenary Events***

Keynote speakers included Dr. Suzanne Fortier, President of the Natural Sciences and Engineering Research Council (NSERC); Mary Lawson, whose career in the development industry led her to become head of the Canadian Home Builders Association in 2004; and Anne Sado, who took over as President of George Brown College after 25 years in engineering and executive positions at Bell Canada. On Saturday, May 31, the Hon. Deb Matthews, Ontario Minister Responsible for Women's Issues, spoke to the delegates at a luncheon.



Dr. Suzanne Fortier, President of NSERC

### ***Sponsor Recognition***

Gold and Silver level sponsors were recognized in the Press Release, and thanked at the opening reception. All sponsors were gratefully acknowledged at the closing banquet and in the PowerPoint slide presentation on view prior to all sessions and at the Saturday reception.

### ***Media Attention***

The messages of the conference were widely covered in regional and national newspapers and radio stations. CITY TV and CBC ran coverage of the special program for delegates' daughters. The conference was featured on the University of Guelph web news page and widely promoted across online sources. A full list of coverage is attached.

### ***Demographics***

The 239 delegates came from all Canadian provinces as well as the Yukon. In addition, there were delegates from the U.S.A. and Europe. About 20% of the delegates were undergraduate and graduate students. Other attendees came from the engineering and science sectors; some were heads of programs for women, while others came from such varied fields as education, technology, social science and business consulting. Prior to the conference, their expressed areas of interest were Science (110), Engineering (145), Trade (37), and Technology (77).

### ***Daughters' Program***

A special feature of the conference was a program organized and facilitated by the Canadian Association for Girls in Science (CAGIS) for the daughters of delegates. Eighteen young women enjoyed this opportunity thoroughly and one parent told us *“The daughters' program was an excellent idea.”*



Daughters' program in full swing.

### ***Evaluation***

The program was designed to appeal to a wide range of interests. In the conference evaluation the delegates reported:

*“It's good to see the strength of connection within the SETT community, as support is critical to the success of women in non-traditional roles.”*

*“[It] was interesting to see women from all aspects of SETT come together in one place. Coming from a very male dominated chemical manufacturing plant, it is refreshing to hear other women who struggle with similar issues I do.”*

*“As with many others, I am the only woman engineer in my workplace, and [one of] a handful in the same city. I like CCWESTT to connect with others and to get energy for more involvement.”*

*“Many perspectives were great! Politics, advocacy, NSERC, etc, allow for cross talk. I thoroughly enjoyed how this conference brought the key stakeholders together to discuss the issues. The opportunities to network and grow professionally were fantastic.”*

*“The conferences made everyone, regardless of the 'hat' they wear, feel included.”*



One of the many concurrent discussion sessions.

Overall the delegates' satisfaction level was high.

*“Greatly enjoyed keynote speeches, workshops, and variety in the papers presented. Inspiring, interesting, and thought-provoking.”*

*“This was my first CCWESTT conference, but I've been to many conferences over my career. Kudos to the organizers for running a first class conference.”*

### ***Future Plans***

The theme of *Building on Success* expressed the goal of the organizers to change the face of Canada's workforce by promoting the participation of women in science, engineering, trades and technology (SETT). The delegates said that, prior to the conference, they were "somewhat active" in initiatives to promote the participation of women in SETT. We are delighted to report that following the conference, the majority of them agreed with the statement that "This conference has influenced me to become more involved in initiatives to promote the participation of women in SETT."

The impact of *Building on Success* is clearly demonstrated by the following comment:

"There was a wonderful sense of energy and commitment at the conference and I was left more optimistic about the future for women in SETT."

## **THANK YOU TO OUR SPONSORS**

### **GOLD**

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### **SILVER**

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Faculty of Applied Science - Queen's University, Faculty of Applied Science and Engineering - University of Toronto, Faculty of Engineering - University of Waterloo, Faculty of Engineering, Architecture and Science - Ryerson University, IBM Canada Ltd., Ontario Ministry of Research and Innovation, Ontario Women's Directorate, RIM, S.M. Blair Family Foundation, The Lassonde Foundation.

### **BRONZE**

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EnCana Corporation, Engineers Canada, Faculty of Engineering – The University of Western Ontario, Faculty of Engineering - University of Windsor, George Brown College, The Personal Insurance Company, The Woodbridge Group.

### **FRIEND**

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Alberta Women's Science Network, Company of Women, Direct Energy, Faculty of Engineering and Applied Science - University of Ontario Institute of Technology, Faculty of Science - University of Waterloo, Group Tyco Medical Canada Inc., Linamar Corporation, Ontario Society of Professional Engineers, Professional Engineers Ontario, Professional Engineers and Geoscientists - Newfoundland and Labrador, Schulich School of Engineering - University of Calgary, University Technologies International, York University.

## CCWESTT 2008 – MEDIA COVERAGE

### *Print Coverage*

- February 2008: Advocating Change: Examining the choices made by today's women in science and engineering, Jennifer Fender, Canadian Chemical News
- May 5, 2008: Women wanted - The still-gaping gender gap, Marlene Habib, Globe and Mail, <http://www.theglobeandmail.com/servlet/story/RTGAM.20080505.edu-engWomen-0505/BNStory/education/home>
- May 17, 2008: Club for girls makes science fun, Rachel De Lazzer, Hamilton Spectator, <http://www.thespec.com/article/370793>
- May 20, 2008: Science conference reaching out to girls, Jessica Smith, Guelph Mercury, <http://news.guelphmercury.com/News/article/330084>
- May 20, 2008: Program aims to introduce young girls to Engineering and Science, Jessica Smith, The Waterloo Record, <http://news.therecord.com/article/352960>
- May 21, 2008: Her Science Project, Andrew Vowles, At Guelph, <http://www.uoguelph.ca/atguelph/08-05-21/focus.shtml>
- June 2, 2008: Science needs girl power, Jessica Smith, Guelph Mercury, <http://news.guelphmercury.com/News/article/335794>
- June 2, 2008: Fighting the female brain drain, Rebecca Dube, Globe and Mail, [http://www.theglobeandmail.com/servlet/story/RTGAM.20080602.wlscience02/BNStory/lifeWork/home?cid=al\\_gam\\_mostemail](http://www.theglobeandmail.com/servlet/story/RTGAM.20080602.wlscience02/BNStory/lifeWork/home?cid=al_gam_mostemail)
- June 5, 2008: Females in the Field, David Evans, The Ontarian (University of Guelph Student Newspaper)

### *Radio Coverage*

- May 30, 2008: Interview with Mary Lawson, conference keynote, CBC Radio, Ontario Today at Noon
- May 29, 2008: Interviews with Suzanne Fortier, President of NSERC and conference keynote, and Nadia Ghazzali, NSERC Chair for WiSE – Quebec, Radio Canada (French) with Carl Bouchard
- Val Davidson, conference Chair and NSERC Chair for WiSE – Ontario, interview by Jacqueline Grulek on CJOY Radio

### *Television Coverage*

- May 28, 2008: Breakfast Television spot with Larissa Vingilis-Jaremko, daughters program coordinator
- May 31, 2008: CTV Evening News segment with mother and daughter participants

### *Online Coverage*

- Beginning May 22, 2008: Attracting Women to Science, Engineering Goal of Conference, University of Guelph Homepage News, Tim Grier, [http://www.uoguelph.ca/news/2008/05/u\\_of\\_g\\_hosts\\_na.html](http://www.uoguelph.ca/news/2008/05/u_of_g_hosts_na.html)
- The conference also received widespread online promotion.