



IEEE Aerospace Electronic Systems Women in Engineering

Kathleen Kramer
AESS Liaison to WIEC

2022 AESS Spring Board of Governors Meeting
25-26 March 2022
New York, New York, USA





wie.ieee.org/wie-pledge

See Spectrum article

“IEEE WIE pledges to work towards gender-diversified panels at all IEEE meetings, conferences, and events, including our own.”

- The Pledge was created from years of discussion among the WIE Committee, which includes representation from IEEE Regions, Societies, Councils, and other Organizational Units (OUs). More detailed information about the survey published in April 2018 can be found [here](#).
- Societies and Councils – Up significantly from last year’s four: Biometrics Council, CIS, ComSoc, Computer, CSS, EdSoc, EMBS, Industrial Electronics, IAS, NPSS, PES, SPS, SMC, SSIT, VTS, TEMS, Systems Council

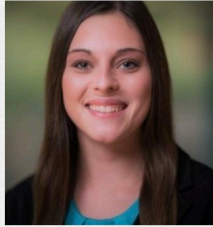
IEEE Women in Engineering Leads a Pledge to Make Speaker Panels More Gender Balanced

Four IEEE societies have promised to have gender-diversified panels at their events

By Lisa Lazareck-Asunta



- **Adopt the WIE Pledge:** “IEEE WIE pledges to work towards gender-diversified panels at all IEEE meetings, conferences, and events, including our own.”
- Review speaker composition for each conference and major event.
- Organize **special events at flagship conferences that target underrepresented audiences**; for example: industry workshop, Young Professional mixer, women’s forum; invite the General Chair of the conference and OU leadership to attend the event and address the group; and ensure all events are inclusive; for example, invite men to a special event about women in engineering, to create an active group of male advocates.
- ..” incorporate the **spirit of the pledge into their governance and everyday business activities**” for example: Officers, BoG, EICs, AEs, Conference Chairs, Committees...



Rachel Norris Brody
WIE Chair
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Celebrating the 25th anniversary of the IEEE Women in Engineering organization at the 2022 Annual RadarConf Women In Engineering Luncheon: Learning from the Past, Building for the Future. A panel of senior professional women in radar will provide their perspective on how far the field has come in both technological capability and workforce diversity since they began their careers. The discussion will also include their hopes for the future of the radar field over the next 25 years, and what lessons they have learned to encourage and equip early-career professionals.



Panelists



Maha Achour
Metawave, Rayspan

CEO, CTO, Founder



Elena Grifoni-Winters
European Space Agency

Head of the Cabinet of the Director-General



Dr. Line Van Nieuwstadt
SRI International

Senior RF Research Engineer



Dr. Jacquelyn Vitaz
Raytheon Missiles and Defense

Engineering Fellow



Dr. Yonina Eldar
Weizmann Institute of Science

Professor

Proposal/request: \$2500 Society Sponsorship



Kathleen Kramer

Advancing technology for humanity on many fronts.

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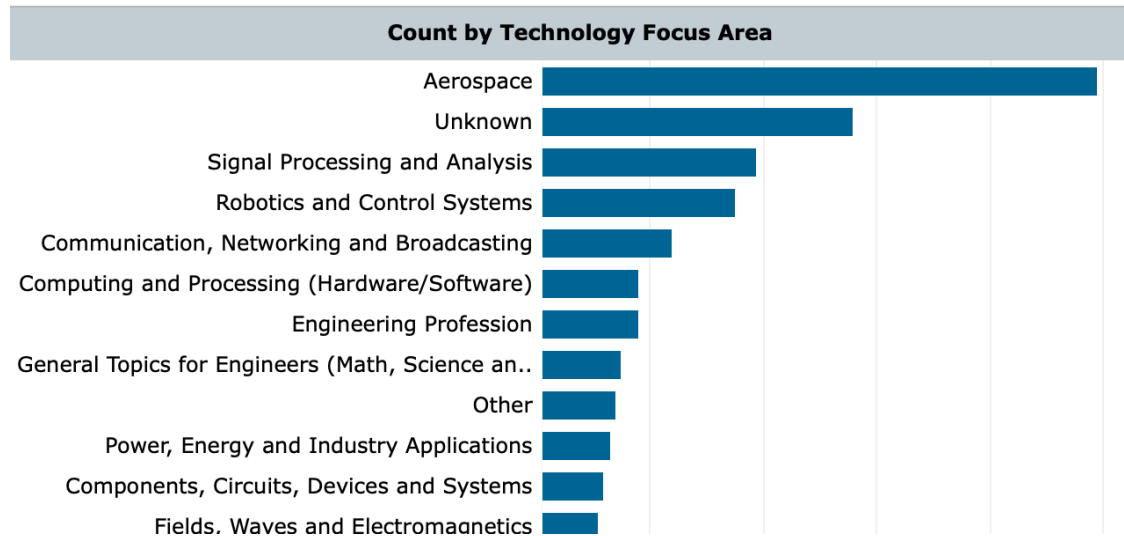


IEEE Women in Engineering is celebrating international Woman's Day with a global marathon all day @IEEETV livestream celebration, starting at 7 UTC, or 2 AM ET Tuesday March 8. This globe-spanning virtual event is celebrating 25 years of Women in Engineering Around the World. Honored to contribute to a small leg of this marathon at 12 PM Pacific (3 PM ET).



WIE Global Marathon: 25 Years of Women in Engineering Around the World

ieeetv.ieee.org • 1 min read



$237/4384 = 5.4\%$

of AESS members are in WIE.

This is way up from 2018 slides: $153/4655 = 3.3\%$

Slightly down in WIE members from 2021 slides

$282/4588 = 6.1\%$ (but slightly up in proportion of women)

- Women in AESS is at 325 (7.4%):
 - Female 213 members and 112 female student members (29 in R9!)
 - Male 3754, including student members
 - Unknown 296
- AESS WIE Membership is at 237
- 178 are student members (including graduate student members)