



Women in Engineering

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Liaison to WIE

- Baseline committee, with delegates from each region and each technical society or council.
- Goal: Advance women and increase interest and participation in AESS fields of interest.
- Best practice: overlap with regular technical events/activities.
- Includes AESS-based efforts, efforts in our councils and division, and global WIE efforts.

Unfortunately, they scheduled their meeting for the same dates as the BoG.



- **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...

Whether or not we have adopted the pledge, keep it in mind as you organize panels and events.

AESS sponsored WIE ILC 2022, and 2023 supposed to be co-located with **International Microwave Symposium** in June in San Diego. Cancelled in early March.

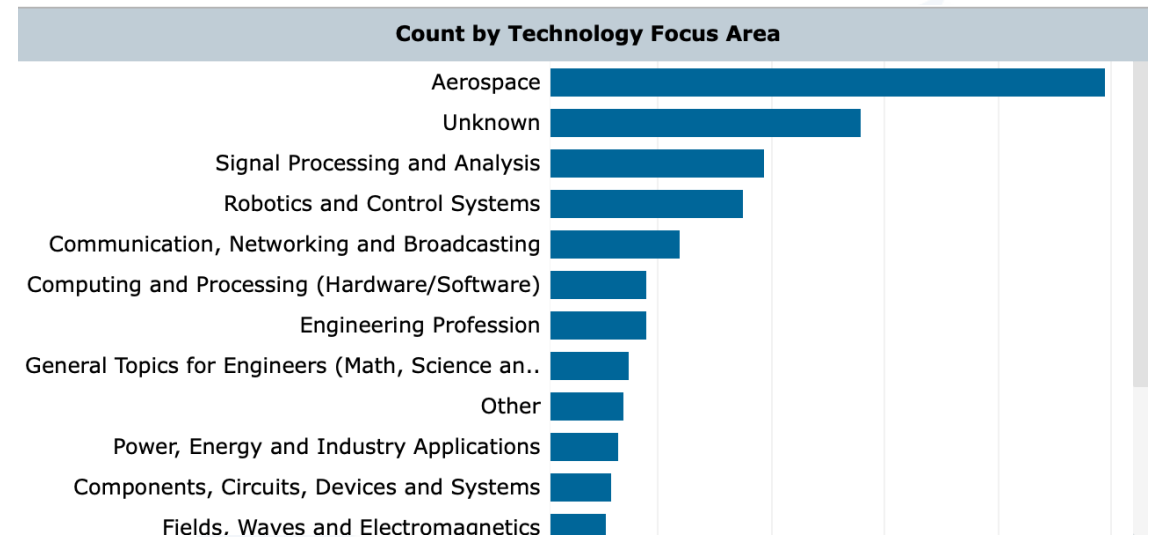
Please budget support for 2024.



- 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)



237/4384= 5.4%

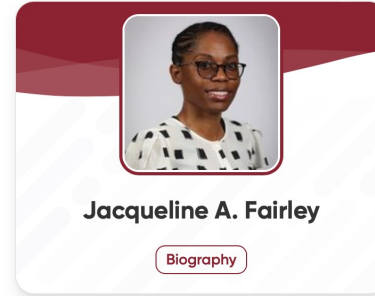
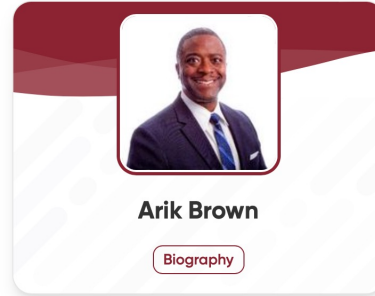
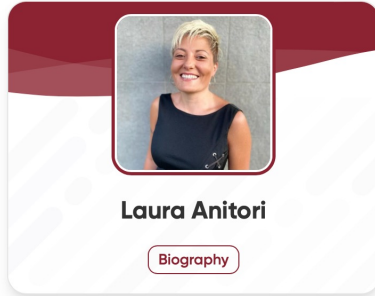
of AESS members are in WIE.

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)

Panelists



As IEEE AESS celebrates its 50th Anniversary, we look forward to the next 50 years of growing and supporting our community through diversity, equity, and inclusion. Join us for lunch on Tuesday May 2! This annual event at the IEEE Radar Conference promotes broader perspectives and collaborations through speakers, panels, and engagement of under- represented groups. Be a part of the 10th annual event and the next 50 years!

This year's conference also celebrates technical excellence from prominent women and minority engineers in the radar field during the Diversity, Equity, and Inclusion (DEI) luncheon, while providing a wide range of student engagements to include the student paper competition and gatherings of the Young Professionals group. Our colleagues' technical excellence will be celebrated during an award ceremony at the conference banquet.