

# CIGRE WIE 2019 April Feedback

CIGRE Women in  
Engineering Forum 2018

Inspire, Motivate and Empower Women  
Engineers



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# What is CIGRE Women in Engineering (WIE)?

## VISION

- **CIGRE WIE** creates a forum for women engineers to interact, develop their careers, increase their self-confidence, improve their professional skills, and accomplish their dreams

## MISSION

- **CIGRE WIE** inspires, motivates women engineers by helping to provide links to global thought leaders and role models, as well as to demonstrate the influence and functions of female professional communities

## EXPECTATION

- Identify winning strategies that drive career success for women in the power & energy industry
- Understand the knowledge, skills and experience you need to reach your goals
- Design action plans to grow women's professional career

# Status of CIGRE WIE

2017 >> 2018

- **Administrative Council**

- 8/58 in 2017
- 5/59 in 2018

14% >> 7%

- **Steering Committee**

- 0/15 in 2017
- 1/15 in 2018

0% >> 7%

- **Technical Council**

- 4/21 in 2017
- 4/21 in 2018

19%

- **SC Chairs**

- 3/16 in 2017
- 4/16 in 2018

19% >> 25%



# Status of CIGRE WIE

- **Study Committee Secretaries** **19%**
  - 3/16 in 2017
  - 3/16 in 2018
- **Working Groups members** **8%**
  - 336/3986 WG members
  - 1,4 positions in WG (1,37 globally)
- **Working Group conveners** **10%**
  - 23/240 WG conveners
- **National Committees**
  - **Reliable data is not available**

# Comments on current status

- Except for Steering Committee Chairs, numbers have either decreased or remained the same in other Cigre structures.
- WG status is not acceptable as this is the entry level to full participation in SCs and there is more room for new participants for every WG established.
- National Committee data to be corrected. This is the base of Cigre. If this is unknown at a NC level, how will it be fixed at the Central Office level.

# How To Improve the Status Quo

## 1. Improve **database** from **National Committee**

- Cigre WiE Task Force to create/update the existing survey, which is to be sent to the National Committees for completion – **Philippe Adam to assist with the existing survey**
- This should include National Committee database, the number of women participating in the activities (as per Cigre structure) and challenges encountered in growing the numbers. This information is used to influence the current proposed strategy.
- This is the first task to clean up the main Cigre database and to understand exactly what we are dealing with as far as numbers are concerned.
- The expected completion date for this work is the **31<sup>st</sup> December 2019.**

## 2. Cigre WiE **task force** to **allocate** each Cigre woman member a study committee, based on field of experience.

- This (field of experience) would have been obtained from the NC survey. This list needs to be sent to the respective Study Committee Chairperson to keep and possibly highlight the names for either members, whether corresponding or contributing in the upcoming working groups. This forms part of mentorship in Cigre Activities.
- Some NCs would have already done this allocation on the survey sent out.

## 3. While dealing with numbers, at the Cigre Paris session, **NGN members** get to **showcase** their work in applicable SCs during the Paris session.

- The suggestion is that when a call for NGN showcase members is sent out, a provision is made for at least one of the 2 nominees be a female engineer. This information should be highlighted to the NC Chairs.

# How To Improve the Status Quo

4. **Encourage each SC and NC regional conference to have a WiE slot in their meetings and indicate plans to increase participation.**
  - This can be done by a residing SC WiE liaison officer.
  - It means that each SC will have a slot to reflect on WiE status.
  - An example of this can be obtained from the SC A2, which has been doing this for the past 2 years.
  - At least 30% of this year's activities should have this slot on the program. **SA Regional Conference in October 2019 and India A2/B2/D1 Colloquium in November 2019 plans in place.**
  
5. **Increase/emphasize use of video conferencing for WG meetings**
  - This will improve participation even for women with travelling restrictions.
  - It means that each WG needs to be familiar with the use of video conferencing like GoToMeeting.
  - The exception for this should be at Colloquium and Paris session meetings where physical attendance is encouraged.

# How To Improve the Status Quo

6. Establish a list of female engineers within Cigre structure to **mentor** the upcoming engineers including the university students who are Cigre members (those that have joined).
7. **Cigre hold annual career days with universities.** This can be done in conjunction with existing university activities at each national committee, which is aimed at female students, thus requiring female engineers presence in presenting these career opportunities. This should also be driven at National Committee level, but tracked at Central office level.
8. **NCs are encouraged to have an established STEM program,** where Cigre is driving an initiative to empower girls to take up STEM subjects.



# 2019 Planned Events

1. **01 October 2019** - The 9th Southern Africa Regional Conference of CIGRE
2. **19 November 2019** - International Tutorials & Colloquium on Latest Trends & Innovations in A2/B2/D2
3. Possible Collaboration with WePower (Women in Power Sector Professional Network in South Asia) together with World Bank.
  - a. This is still in draft format, where Cigre needs to establish a list of activities to assist empower women within South Asia.
  - b. A meeting was held in February to discuss possible needs with all possible strategic partners. Ms Claire from RTE and Cigre French WiE Chair attended.
  - c. What is still pending is the proposal of the Memorandum of Understanding. Once this has been received, the full proposal for this collaboration will be presented to the Steering Committee for approval.

## 2019 Possible assistance required

1. For both regional activities, we would like to have women giveaways – such a Cigre branded corporate scarves (similar to the men's ties) ~ € 400

# 2020 Paris Session

1. Theme: “Embracing Change , breaking barriers”
2. Focus:
  - a. Embracing change within the power industry, which include gender diversity
    - i. We need a speaker to divulge on the importance of diversity (someone with coaching background) and how to embrace this from both leadership point of view, to those who need to step up and acknowledge what the change brings.
3. Why are women “not interested” in actively participating in engineering bodies
  - a. How can Cigre working be made more attractive to women engineers, practical examples (this will be collected through survey)
  - b. How can we market Cigre better?
  - c. How can Cigre ensure retention and growth of women engineers

# 2020 Paris Session Plan

Event duration: 11h00 - 14h00, 3 hours

Activity	Time	Speaker details
Opening Address:	11h00 – 11h30	WiE Chair, Cigre Chair & Secretariat, Other Engineering bodies/Women Empowerment Chair (e.g IEEE PES WiE)
Keynote Speech	11h15 – 12h30	Include a coach on diversity as one of the guest speakers
Group Photos	12h30 – 12h40	All
Tea break	12h40 – 12h50	All
Panel Discussion	12h50 – 13h30	External Facilitator
Closure & Way Forward	13h30 – 13h40	Cigre WiE Chair & Cigre Chair
Lunch	13h40 – 14h00	All

# 2020 Paris Session Requirements

Required	Comments
*Registration for the event	The recommendation is to include this on the main Cigre Paris Session Online Registration form, similar to how the tutorials registration is done.
Rental of room	To accommodate ~200 people – Preferable on Tuesday or Thursday.
Hostess services	To usher people into the room,
Photographer/2	
Audio/video equipment	
Rental of furniture	
coffee break (200 pax)	
Lunch cocktail (200 pax)	
Giveaways (200 pax)	preferable women corporate scarfs, Cigre Branded
Printing of pamphlets and session agenda	

# The End

WHAT'S NEW AT THIS SESSION:

- Tutorial
- Large Area Power System
- Second Harmonic and Resonance
- Real Time Simulation in the

PROBLEMS of the power

4th Global meeting

Research in Power System

Engineering



**cigre**

For power system expertise