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August 2001 Issue

*A Complimentary
Issue for Non-DAWEG
Members*

Equity & Diversity in Geoscience & Engineering

Please don't hesitate
to give your input...

Send submissions
to the DAWEG
Newsletter Editor

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in this issue...

- 2000/2001 Highlights of
DAWEG's Activities* ...2
- My Most Memorable Moments* ...3
- DAWEG 10th Anniversary
Commentary* ...4
- CCPE Update* ...5
- GASAT10 - Copenhagen,
Denmark – July 2001* ...6
- “Executive Women Want
a Life: Survey”* ...7
- An Engineer and A Frog* ...8
- Upcoming Events...* ...9
- DAWEG AGM
DAWEG 10th Anniversary
at APEGBC AGM*
- DAWEG 2001 AGM
Registration Form* ...10



*Newsletter for the Division for Advancement of
Women in Engineering & Geoscience*

A Division of the Association of Professional Engineers & Geoscientists of British Columbia

2000/2001 Highlights of DAWEG's Activities

By Margaret Li, Chairperson

DAWEG is 10 years old in 2001. DAWEG had a great year in 2000/2001 which started with words of wisdom from Hiromi Matsui (President of CCWEST, the Canadian Coalition of Women in Engineering, Science and Technology), Phil Sunderland (President of APEGBC) and Ann Condon (Professor of Computer Science, UBC) at the AGM in September 2000. The wide variety of topics from networking and mentoring to roles of associations/boards served as excellent food for thought.

In addition to the usual mentoring and social activities, DAWEG representatives continue to be active in many policy-making areas. DAWEG continues the active participation in CCWEST. At a Canadian Council of Professional Engineers (CCPE) meeting in Ottawa, a DAWEG representative participated in drafting the implementation plans of the Gender Equity Policy, which was adopted by the CCPE. DAWEG is now represented in the newly formed CCPE Women in Engineering Committee. In January 2001, DAWEG members participated in the 10th anniversary conference of the former Ministry of Women's Equality, the theme of which was "Beyond the GAP".

The goal of being role-models for the younger generation, especially girls, continues to be fulfilled by the participation of DAWEG members in workshops, judging science fairs and presenting prizes donated by DAWEG. One of the past DAWEG chairs organized and spoke at the annual joint UBC Applied Science/DAWEG workshop on "Salary

Expectations, Job Hunting and Marketing Yourself" workshop for Senior Women Undergraduates in Engineering.

DAWEG kicked off the National Engineering Week in 2001 with the Seventh Engineering Feet Fun Run/Walk in Stanley Park. The event on that beautiful March morning was attended by over 100 people. This has become an important APEGBC public relations event during Engineering Week.

One of the DAWEG social highlights was the 10th anniversary dinner which was attended by many who were at the Westcoast CCWE Public Forum "Barriers and Bridges" that led to the formation of DAWEG ten years ago. New and long-time members shared stories and recalled the wave of energy of the volunteers at that initial meeting. APEGBC has benefited from the energy of numerous DAWEG volunteers whose creativity had resulted in projects which became mainstream programs in APEGBC. As DAWEG enters the second decade in this new millennium, DAWEG is embarking on a renewal process that involves re-visiting the strategic plan and examining potential new initiatives and direction.

The next DAWEG AGM will be held on Saturday, September 29, 2001. Details will be provided in the DAWEG newsletter (please see the Upcoming Events section and Registration Form at the end of this issue), on the DAWEG web site at <http://tetra.mech.ubc.ca/daweg> and in Innovation. For further information, please contact us via voicemail at (604) 878-7755 or email at daweg@mech.ubc.ca.



On Saturday, June 23, 2001, DAWEG celebrated its 10th Year Anniversary by gathering for an all-you-can-eat sushi dinner at Sagano Japanese Restaurant in Vancouver. The following are some stories that were shared among the DAWEG members who attended.

The Editor

“My Most Memorable Moments”

By Nicole Kohnert, P.Eng.

My most memorable moments with my DAWEG friends was during our conference a couple of years ago. I felt so useful and appreciated, and I continue to feel supported and cared for. The experiences I've had with these women will always remain a very warm and pleasant memory – they have enriched my soul.

First Karen [Savage] was instrumental in helping me decide to stay on the organization team. She is very perceptive and determined and managed to extricate from me what my problem was. I was feeling underutilized and frustrated from that. She asked me what it was I wanted to learn from my experience on the

organization committee. For once she helped me think of why I was volunteering and what it should mean to me. I value this lesson more than I can say. I do a lot of volunteer work and this has helped me have a better experience. I am so glad she helped me decide to stick it out.

The second good memory I have is when we were giving out awards and recognizing the people that supported the conference. I was called up to the podium to receive a thank you gift and to my wonderful surprise a beautiful birdbath was brought out and handed to me. Cathy [Marr] knew it was exactly what I would like and I couldn't have felt more appreciated and cared for – my heart was bursting. We managed to carry it home in her van to my little apartment – it was quite heavy, made of concrete and stands about 2.5 feet high. Every time I look at it in my garden, as the cats enjoy sitting on it, and the odd bird takes a bath in it (when the cats aren't around), I get to remember the moment it was loving given to me. I cherish it.

With much fondness,
Nicole Kohnert

Nicole is moving on... from Vancouver to Vernon. I think I speak on behalf of all those who knew Nicole either personally or by reputation: You will be missed dearly, and we wish you all the best in your new career and your new life!!

The Editor

from Nicole Kohnert, P.Eng.

For those I haven't mentioned this change to, here is a little backgrounder.

I've dreamt for a while about moving out of this fast growing frenzied (but beautiful) city to a smaller community where I could actually own property on a lake, build my own house, and still work in the solid waste field in a management role. Well the opportunity arose last year in Vernon. I happened to hear of a new position that was coming available in Vernon with the North Okanagan Regional District in their solid waste program. Their Board approved the position this spring and I applied, was interviewed, my 5 references were interviewed, and I was offered the position at the beginning of this month. A dream come true as far as I'm concerned.



Please forgive me if I don't get a chance to talk with you personally before I go. Things are a little hectic at the office and at home. I'll be packing up all my belongings next week and trucking them up to Vernon on the 29th to move into a 3 bedroom little trailer in Sandy Beach Trailer Court. This will be temporary until I find the ideal property, but with the beach (Okanagan Lake) so close I'm sure I'll enjoy it. My brother is in Vernon as well as 2 girlfriends I grew up with so I look forward to spending time with them. By the time I start work on the 13th of August I'm sure I'll be familiar with the surroundings.

Anyway, that's the news. I look forward to all the changes this will bring, but will miss all the friends I've made here very much. I will continue my volunteer work with the Association of Professional Engineers & Geoscientists of BC, but will wind down my President role with SWANA's BC Chapter. I look forward to meeting new people in the Unitarian Church community there. I appreciate the opportunities I've had here and value so much the experiences both social and professional. I hope I will get lots of visitors!

All my best,
Nicole

New Contact Information

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DAWEG 10th Anniversary Commentary

from Wayne Gibson, P.Eng – APEGBC Communications Director

Please send my congratulations to your executive and the members in attendance. In my opinion, the initiatives and programs developed by DAWEG have made APEGBC a more responsive and caring association. I have always enjoyed working with DAWEG's dedicated volunteers and have appreciated the opportunity to be directly involved on many occasions. Best wishes for continued success over your next 10-year period.



Canadian Council of Professional Engineers Update

By Karen Savage

The Canadian Council of Professional Engineers adopted the Gender Equity Policy (which is summarized below) and its Implementation Plan (can be obtained from The Editor upon request) in Fall 2000 and May 2001, respectively. Lianna Mah, P.Eng., and Karen Savage, P.Eng., participated in drafting the former; Karen also worked on the latter. Karen has subsequently been appointed to CCPE's Women in Engineering Committee and has been tasked with finding actions which will encourage women to continue their engineering careers in industry. Karen seeks assistance in this regard – ideas and comments can be forwarded to The Editor. Karen is very excited to have this topic back on the (head) table for the engineering profession.

CANADIAN COUNCIL OF PROFESSIONAL ENGINEERS

WOMEN IN THE ENGINEERING PROFESSION APPROVED POLICY STATEMENTS

SEPTEMBER 2000

Level 1: The engineering profession supports principles of fairness and equity in all aspects of engineering culture, practice, and education. Diversity through the incorporation of women in the engineering profession, which is reflective of Canadian society, enhances our profession and society-at-large.

Representation in Governance

Level 2: Diversity reflective of Canadian society enhances the governance of the profession.

Level 3: Representation on CCPE Boards and Committees strives to achieve the gender balance within Canadian society.

Participation in the Formation of an Engineer

Level 2: Diverse participation in engineering strengthens our profession. Different approaches are required to engage a diverse community.

Level 3: K-12 students are aware of engineering as a career option for women and recognize their contributions to society.

Level 3: Application and enrolment of women in engineering under-graduate studies strengthens the profession.

Level 3: Application and enrolment of women in engineering post-graduate studies strengthens the profession.



Retention

Level 2: A work environment, which allows engineers to achieve a professional and personal balance, enhances the profession, supports the retention of members, and promotes career path choices. A respectful, flexible and satisfying work environment encourages the retention of members.

Level 3: Harassment policies ensure a respectful and secure work environment.

Level 3: Flexible work options contribute to a satisfying workplace and enable women to participate more fully in their profession.

Level 3: Equitable compensation contributes to career satisfaction.

Level 3: Retention of members through their career evolution maintains diversity in the profession.

Awareness

Level 2: Awareness of the requirement to bring women into the profession to add diversity in the profession enriches its value, relevance, and public recognition.

Level 3: CCPE recognizes and publicly celebrates the contribution of women engineers.

GASAT10 - Gender in Applied Sciences and Technology Copenhagen, Denmark – July 2001

By Pamela Ades, P.Eng.

I had the pleasure of attending part of the GASAT10 conference held in beautiful Copenhagen, Denmark in July 2001. GASAT, now in its 20th year, hosts conferences around the world every 2 years. Participants were mainly women, but there were also a few brave men as well as university students of both genders. The environment was supportive for a positive exchange of information on gender issues.

Karen Martinson, P.Eng, from the CCPE (Canadian Council of Professional Engineers) presented her paper on "Women in the Canadian Engineering Profession" as part of the "Creating a Gender-inclusive Labor Market within Science and Technology" session. She spoke of the "Women in Engineering policy" approved by CCPE's board of directors in September 2000

and its implementation plan to 2003. The main policy areas are gender-inclusive education, retention of women in the workforce, creating awareness of diversity to the engineering profession as well as the public, and representation in governance. Various policy implementation activities were discussed one of which was to develop alternatives to ensure women are supported by industry. This could include industry and/or CCPE role models. Food for thought for DAWEG in the future as part of the mentoring program. A chart of female Professional Engineering Association Members across Canada was presented and BC was the only province that did not have an increase in membership from 1997 to 1999.

Karen's presentation was positive in trying to help increase the participation of licensed



women engineers to possibly 30-40% in the future. Presently there are 6-7% licensed female engineers in Canada, which compares with 3.2% in 1990 and 0.5% in 1980. Twenty five percent of new members are women. In 1999, Quebec had the highest percentage of women at 9.2%, Newfoundland the lowest and British Columbia fourth highest.

The conference offered perspective and new ideas. The strongest ideas I have come home with are continued participation in women's groups/conferences and mentoring in the workplace in the first 5 to 10 years of a female engineer's career. This is a crucial time where women need to feel that they are not alone when adapting to a career that may not offer a female mentor in the workplace.

“Executive Women Want a Life: Survey”

Reprinted from the National Post, Tuesday, July 17, 2001

Balance Outscores Money

By Theresa Tedesco
Chief Business
Correspondent

Companies in the hunt to lure the country's top female executives need not fret over stock options and bonuses, but should offer a shorter work week...

A survey of 350 female executives in Canada revealed that an overwhelming majority prefer incentives that allow them to attain balance in their lives – such as a four-day work week and the opportunity to work from home a few days a week – rather than a hefty paycheck.

On a scale of one to 10, those surveyed ranked job flexibility well in front of factors such as equal opportunities for

advancement, job sharing, workplace child care and financial compensation.

... “It's a myth that if you want to attract executive women to your organization, you have to go into the daycare business”. (Angela Marzolini, vice-chairman of Pollara, the Toronto-based research company that conducted the poll in May.)

However, almost 6 out of 10 women polled – 56% - could not name an employer that provided its employees with the kind of flexibility and opportunities they ranked so favourably.

The poll surveyed women in senior management positions, including vice-presidents, and senior officials in the public sector. The focus of the study is to help determine what employers need to do to

attract – and retain – women at senior management levels.

... Among the other factors that influence job selection are: whether a company is recognized for having ethical values and standards; excellent management leadership; the quality of its products and services; and whether the company is widely respected in the community.

A majority said their current employment does not provide the flexibility they want. Of those surveyed, 47% said they considered leaving their jobs to gain a better balance between their profession and personal lives.

As well, children do not appear to significantly influence the results. For example, 37% of executive women who have children at home said they regularly



considered leaving their jobs to achieve a better balance between their personal and professional responsibilities. Among those who do not have children, 32% said they also re-evaluate their jobs for the same reason.

“This study dispels the myth that children are the sole reason that women want more flexibility from their jobs, “ said Ms. Marzolini.

“It’s not about being a mom. It’s about women – kids or no kids = wanting to have lives outside of their careers.”

Despite the demand for greater flexibility, the study revealed such benefits are not widely available to women at senior levels. For example, 56% said they have the option of working from home

while 33% said they could work a four-day week.

Even benefits that ranked relatively low in the poll results – including workplace child care and job sharing = were not widely available. Of those surveyed, 11% had access to child care while 23% said they had the option of job sharing.

A comment from one of our members on the content of the “Funnies” section in the May 2001 Issue of The EDGE Newsletter.

RE: *If you can't laugh at yourself, who can you laugh at?*

Dear Editor,

I'm a long time DAWEG member and past exec member now living in Newfoundland. I love getting my copy of the newsletter to let me know how things are going on the other side of the country.

I was disappointed that all the engineers in your joke section were "he"s with wives, i.e., men – if we've bought into that mentality, how can we expect other people not to? Attached is a joke a friend recently sent me, with an engineer of a different gender. I'm afraid I don't know the original source.

Take care,
Joanna Barnard, M.A.Sc., P.Eng.
Hydrotechnical Engineer

An Engineer and A Frog

An engineer was crossing a road one day when a frog called out to her and said, "If you kiss me, I'll turn into a handsome prince". She bent over, picked up the frog and put it in her pocket.

The frog spoke up again and said, "If you kiss me and turn me back into a handsome prince, I will stay with you for a whole week." The engineer took the frog out of her pocket, smiled at it and returned it to her pocket.

The frog then cried out, "If you kiss me and turn me back into a prince, I'll stay with you and do ANYTHING you want." Again, the engineer took the frog out, smiled at it and put it back into her pocket.

Finally, the frog asked, "What is the matter? I've told you I'm a handsome prince, that I'll stay with you for a week and do anything you want. Why won't you kiss me?" The engineer said, "Look: I'm an engineer; I don't have time for a boyfriend, but a talking frog – now that's cool."



UPCOMING EVENTS...

DAWEG AGM

DAWEG Annual General Meeting

Saturday, September 29, 2001

8:15 a.m. – 1:30 p.m.

*Holiday Inn Metrotown
4405 Central Boulevard, Burnaby
(across from Metrotown Skytrain Station)*

Please see Registration Form at the end of the Newsletter

***DAWEG's 10th Anniversary
to be Celebrated at the
APEGBC Annual Conference AGM***

*DAWEG will be hosting a hospitality suite (appetizers & no-host bar)
at the APEGBC Annual conference on Friday, October 26, 2001 from 5 – 7 pm
at the Delta Pacific Resort and Conference Centre in Richmond.*

*Come and join us in recognizing DAWEG's 10th Anniversary.
Better yet, register at the conference and come for the day.
DAWEG will be sponsoring the Friday stream of sessions on
Professional and Personal Development.*



The Division for the Advancement of Women in Engineering and Geoscience

DAWEG 2001 AGM REGISTRATION FORM

Saturday, September 29, 2001

8:15 a.m. – 1:30 p.m.

**Holiday Inn Metrotown
4405 Central Boulevard, Burnaby
(across from Metrotown Skytrain Station)**

Registration Fee:

Members	\$25
Non-members	\$35
Students & folks on Parental Leave or in-between jobs	\$10

(Continental breakfast and buffet lunch are included in the registration fee.)

Name: _____

Phone number: _____ E-mail: _____

Address: _____

Company: _____

Registering as: DAWEG Member Non-DAWEG Member Student/other

Bringing kids? Y / N How many? How old?

Register by one of the following methods (and pay at the door):

1. FAX registration for to Cathy Marr at (604) 731-7187
2. Email registration information at cmarr@istar.ca
3. Mail registration information to
Cathy Marr
3119 West 8th Ave
Vancouver V6K 2C4

