



The EDGE Newsletter

Equity & Diversity in Geoscience & Engineering

Edited by
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Did you know that:

- **Our Chair is running for Council—Remember to Vote (see page 5)**

DAWEG AGM—New Executive Elections

by Kathy Kishimoto, E.I.T.

Once again, with the approach of the 2002 DAWEG AGM, we would like to encourage you to join the Executive.

Some of the advantages of being on the executive:

- a) Define DAWEG's path and goals for the next year
- b) Networking with engineering colleagues in the executive and elsewhere
- c) Gain experience in performing various executive functions

In addition, if you have particular interests or goals that you feel DAWEG should pursue, consider joining the executive as a volunteer or coordinator and get your issues placed on the table.

Previous experience is not required and time commitment can be minimal depend-

ing on the position.

Join the executive now and help lead DAWEG into the 21st century.

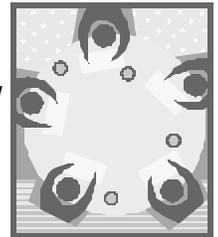
If you are interested or have any questions about available positions, or roles and responsibilities, please write to the executive selection committee:

Karen Savage P.Eng. & Kathy Kishimoto, E.I.T.

Reply to: kathkish@shaw.ca and see Registration Form at the end of this Issue of the EDGE.

Some of the Executive positions open for nomination include:

- Fun Run Committee
- Newsletter Editor
- School Interaction Coordinator
- Social/Events Committee



**All DAWEG and
APEGBC members
are invited to participate**

CCPE Gender Equity Policy

by Karen Savage, P.Eng.

I attended the Ottawa meeting of the Women in Engineering Committee of the Canadian Council of Professional Engineers held for the purpose of developing a 3 year implementation plan for the Gender Equity Policy developed by this group in 2000 and subsequently adopted by CCPE. In addition, I assisted CCPE staff with the development of a nation-wide focus group program for women engineers, specifically those working in industry, to:

- explore the challenges and rewards of working in engineering,

- determine what the profession could do to support women in Canada who work in engineering,
- determine why some women are leaving the profession, and
- provide a forum for women engineers to speak candidly about career issues.

This program was carried out by the NFO CF Group.

It was my privilege to sit 'behind the glass' for the two Vancouver focus groups. I found several things interesting about this experience,

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CCPE Gender Equity Policy (con't)

(Continued from page 1)

including my own perception that I felt like I was spying ☹. Twelve (!!!!) years ago, when the Canadian Committee on Women in Engineering held a number of cross-country public forums (Barriers and Bridges, for those of you 'seasoned' enough to remember), it was the first time women engineers in BC had ever been brought together. A few of the issues raised at that time continue to 'hang around', but, in general, women engineers today do not experience the same sense of isolation that we did back then. Many of the comments made in the recent focus groups were a lot more specific.

Women reported in 2002 that a lot of the job satisfaction associated with being an engineer was derived from solving problems, especially those where the solution served the needs of people. Women also derive satisfaction from seeing a tangible result of their engineering work. Women identified that there were opportunities in the engineering field for many different types of people (ranging from 'people-persons' to 'computer-geeks') to find satisfying careers, provided sufficient career guidance was available. The need for mentorship of women engineers has not gone away in the last dozen years, although it has perhaps become more specific.

School Interaction Volunteer Opportunities Update

By Cathy Marr, P.Eng.

With the start of a new school year it is an opportune time to consider volunteering to do school visits. As part of Science World's outreach program, their Scientists and Innovators in the Schools (SIS) program matches volunteers willing to visit schools with teachers who request an engineer and/or scientist to come to their classroom to do a presentation. SIS offers volunteer training workshops across B.C. for volunteers who are new to the program as well as those who would like to improve their presentation skills. Workshops are planned for Vancouver in September and January, for Prince George in October, for Prince Rupert in November, for Kelowna in February, and for Whistler in April.

For those interested in participating in a

The women engineers in Vancouver identified that they seem to require more feedback, including affirmation, than their male colleagues. Where this was less of an issue with individual women, these women admitted that they had been especially pro-active with requests for raises / feedback / answers, etc. I perceive that this is an area where great good could be done at the association level to develop and implement 'Thriving and Surviving' workshops to give women members the skills and confidence to be pro-active on their own behalf.

My final comment about my behind-the-glass experience is that 'harassment' is still a misunderstood term. I understand it to mean behaviour in others which makes the subject feel uncomfortable. Following the Vancouver focus groups, I was left with the impression that many of the participants feel that harassment 'victims' provoke the harassing behaviour in others and/or are more sensitive to it by virtue of their own 'problems'. If my impression is correct, this is very unfortunate. Harassment seemed to be identified as something different than the 'bad behaviour' which the women were used to dealing with. I would argue that they are one and the same.

networking event for senior high school students interested in science and technology oriented careers, you might want to consider the "Opening the Door" events that Science World hosts across B.C. Events are planned for October 17 in Prince George, October 23 in Kelowna, and October 28 in Vancouver.

Additional information on both SIS and Opening the Door can be obtained by emailing sisinfo@scienceworld.bc.ca.

If you would like to be informed of these and other volunteer opportunities (such as judging at science fairs, participating at career fairs, Quantum Leaps, XX Evenings) as they arise, subscribe to the DAWEG Resources listserve by sending a blank email to daweg-resource@interchange.ubc.ca.

A WOMAN SHOULD HAVE

...one old love
she can imagine
going back to...
and one who reminds
her how far she has come...

...enough money within her
control to move out and
rent a place of her own
even if she never wants
to or needs to...

... something perfect
to wear if the employer
or date of her dreams
wants to see her in an hour...

...a youth she's content
to leave behind...

...a past juicy enough that
she's looking forward to
retelling it in her old age...

...a set of screwdrivers,
a cordless drill,
and a black lace bra...

...one friend who always
makes her laugh ...
and one who lets her cry...

...a good piece of furniture
not previously owned
by anyone else in her family...

...eight matching plates,
wine glasses with stems,
and a recipe for a meal
that will make her guests feel
honored...

...a feeling of control over
her destiny...

*Insanity is my only
means of relaxation.*

DAWEG 2002 AGM Schedule

Saturday, September 28, 2002

- 8:00am - 8:30am Registration/Continental breakfast.
- 8:30am - 8:45am Welcome address and Executive Committee activity report
Margaret Li, P.Eng., DAWEG Chair.
- 8:45am - 9:15am Guest speaker
John Watson, P.Eng., President of APEGBC.
- 9:15am-10:00am Guest speaker
Sheri Plewes, P.Eng., Vice President, Contracts and Acquisitions, Translink
- 10:00am-10:30am Coffee break.
- 10:30am-11:00am Guest speaker
Marg Latham, Vice President, Knowledge Management, UMA Group Ltd.
- 11:00am-11:20am Guest speaker
Shirin Farrani, student, Simon Fraser University.
- 11:20am-12:00pm Elections of the new DAWEG Executive Committee.
- 12:00pm- 1:30pm Lunch.

This event is open to all APEGBC and DAWEG members. DAWEG encourages the participation of both men and women in all our events, especially our annual general meeting. We believe that in order to achieve equity in our profession, we must all participate. Daycare will be provided.

For registration and venue details, please see the Registration Form at the end of this Issue of the EDGE.

Women and Stress

- author unknown, submitted by Karen Savage, P.Eng.

(article originally misattributed)

Friendships between women are special. They shape who we are and who we are yet to be. They soothe our tumultuous inner world, fill the emotional gaps in our marriage, and help us remember who we really are. But they may do even more. Scientists now suspect that hanging out with our friends can actually counteract the kind of stomach-quivering stress most of us experience on a daily basis.

A landmark UCLA study suggests that women respond to stress with a cascade of brain

chemicals that cause us to make and maintain friendships with other women. It's a stunning finding that has turned five decades of stress research- most of it on men- upside down. "Until this study was published, scientists generally believed that when people experience stress, they trigger a hormonal cascade that revs the body to either stand and fight or flee as fast as possible," explains Laura Cousino Klein, PhD, now an assistant professor of biobehavioral health at Pennsylvania State University in State College and one of the study's authors.

It's an ancient survival mechanism left over from the time we were chased across the planet

by saber-toothed tigers. Now the researchers suspect that women have a larger behavioral repertoire than just "fight or flight." In fact, says Dr. Klein, it seems that when the hormone oxytocin is released as part of the stress response in a woman, it buffers the "fight or flight" response and encourages her to tend children and gather with other women instead. When she actually engages in this tending or befriending, studies suggest that more oxytocin is released, which further counters stress and produces a calming effect.

This calming response does not occur in men, says Dr. Klein, because testosterone-which

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EVERY WOMAN SHOULD KNOW

...how to fall in love without losing herself...

...how to quit a job, break up with a lover, and confront a friend without ruining the friendship...

...when to try harder... and when to walk away...

...that she can't change the length of her calves, the width of her hips, or the nature of her parents...

...that her childhood may not have been perfect... but its over...

...what she would and wouldn't do for love or more...

...how to live alone... even if she doesn't like it...

...whom she can trust, whom she can't, and why she shouldn't take it personally...

...where to go... be it to her best friend's kitchen table... or a charming inn in the woods... when her soul needs soothing...

...what she can and can't accomplish in a day... a month... and a year...

I read this article that said the typical symptoms of stress are: eating too much, impulse buying, and driving too fast..

*Are they kidding?
That is my idea of a perfect day.*



More on **DAWEG** Sponsored All-Girls-Team and the ROV Design and Building Competition

by Kara Hurtig, E.I.T.

In June's Issue of the EDGE, we highlighted the success of the Lower Mainland all-girls-team that competed in the Remote Operated Vehicle (ROV) Design and Competition held in May at the Kennedy Space Center. There is more to report on these smart young ladies.

An article about the girls, ages 13 to 16, has been published in the Sept/Oct 2002 Issue of YES Mag – Canada's Science Magazine for Kids (Issue No. 30, Peter Piper Publishing Inc.). Here are some excerpts from the article written by Beckie-Ann Thain called Making Waves

"Four young Canadians know how to make a splash in the engineering world – build their own underwater robot for a competition at the Kennedy Space Center in Florida.

Sponsored by the Marine Advanced Technology Education Center and the Marine Technology Society, the 1st Annual ROV Design and Building Competition challenged high school and university students to whip up an underwater Remotely Operated Vehicle (ROV)."

The girls' creation was a submersible ROV named GICO, which stands for Group Inspired and Girl Operated. The team was sponsored in part by DAWEG. We recently received a thank-you card from them, and include a quote from it.

"Dear DAWEG, ...Because of your sponsorship, we were able to not only compete with many other teams from across the country, but were also able to meet great Marine scientists..."

DAWEG is glad that the team's experience at the competition was so rewarding, and we are proud of their hard work.

For more information on YES Mag, visit their website at www.yesmag.ca

DAWEG Sponsored Student's Impressions of ICWES Conference

by Shirin Farrahi, SFU Engineering Science

Attending the 12th International Conference for Women in Engineering and Science (ICWES12) this past July opened my eyes to many of the issues faced by women in science, engineering and mathematics (SEM). Growing up in a family where my mother and father worked side by side as computer scientists, sheltered me from the realities of a competitive, male-oriented workforce. ICWES12 not only showed me many of the issues that I will face as a member of the female minority in engineering, but it also allowed me to meet incredible women from around the world who have been successful in their careers and who now spend much of their time helping other women succeed.

One such woman who devotes much of her career to promoting engineering to

women is the conference organizer, Monique Frize, a professor and pioneer for women in engineering. Monique's selflessness filled the conference with positive energy. Another example is Sue Rosser, a zoologist and professor of History, Technology and Society who gave a lecture on women's studies that clarified many of the conference's objectives for me. She summarized the underlying mood of the conference very well when she explained that it is not good enough to stay in the lab; we must do science to help others. This shared view created the optimistic atmosphere at the conference.

Rosser presented another interesting perspective in her lecture when she justified the need for conferences such as ICWES. To illustrate that women's studies is a life-saving field, she pointed out that for hundreds of years, medical research was conducted exclusively on male subjects – an

obvious problem for women who needed medical treatment. Since returning from ICWES, I have been reminded of Rosser's point while reading an article about Shona Penhale, a UBC student, who is documenting the path of female sexual arousal, something which has already been done in men but never in women.

Rosser also argued that the same need for female involvement in research and design applies to engineering, since developments in engineering have the potential to affect society profoundly. Because our society is comprised of roughly equal numbers of women and men, proper design must involve women as well as men. To the contrary, most of the electronic household appliances in use today were designed by men, even though they have been used mainly by women for decades.

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DAWEG Employment Corner



Job Postings
E-mail employment opportunities for DAWEG members to dawegnews@yahoo.com.

If you are looking for a professional position in the Engineering or Geoscience field, why not submit a little ad for yourself into the next issue of The EDGE—DAWEG can help you build your network.



Just when I was getting used to yesterday, along came today.

ICWES Conference Impressions (con't)

(Continued from page 4)

Some of the most eye-opening lectures were those given by women from African countries. In Africa, strong social and economic factors contribute to the large separation that still exists between men and women in science and engineering. In many cases, the African women said that they were the only female engineers working in their company. These lectures made me realize that Canada must have had the same atmosphere for women in engineering in the past. I also realized how fortunate we are to have some of the highest corporate positions in Canada held by women such as Kathleen Sendall, who spoke at the opening and closing ceremonies of ICWES12 and who is senior vice-president of Petro-Canada for Western Canada. Moreover, backed by a supportive government, we are fortunate to have positions such as the five NSERC chairs for Women in Science and Engineering, all of whom were in attendance at the conference. Hopefully ICWES12 has inspired the African delegates to seek improvement for women entering science and engineering careers in their countries.

Although we have come a long way in achieving equal opportunities for men and women in Canada, the conference pointed out that we still have room for improvement. According to Monique Frize's figures, currently just over 20% of all students enrolled in undergraduate engineering degrees in Canada are women. As she stated several times throughout the conference, the ultimate goal of initiatives such as ICWES12 is to achieve a female critical mass of 35-40% in SEM fields. Once achieved, the issues faced by women in SEM fields will take care of themselves, and all special initiatives can be halted.

In addition to lectures, I attended a student roundtable where women from universities across Canada and the U.S. discussed the various success-

ful and unsuccessful initiatives undertaken by their universities' women's organizations. As the newly appointed head of the SFU engineering science women's group, I was keenly interested in hearing about these programs to help female engineering students and to take home ideas to use at my university. Examples of initiatives that I learned of include holding lunches for women and inviting a guest-lecturer from industry, holding industry tours for students, providing lab workshops given by upper-year and graduate students, and creating posters and workshops for high school girls to encourage them to consider SEM careers. In the past year, over 20% of the women in my year of study have chosen to leave the engineering faculty because they did not see the value of such a strenuous course load. I am hoping that initiatives giving the female students in my faculty more interaction with professional female engineers will show them the benefits of this career path and increase their desire to stay in engineering despite the sacrifices they will have to make in university. I know that my interactions with the women at ICWES12 have had this effect on me.

ICWES12 was my first conference, and I was very pleased with the feeling of camaraderie that prevailed throughout the four days. Everyone was offering information, advice, and encouragement with no other motive than to help others. I had the good fortune of staying with five other DAWEG delegates throughout the conference. I always had the feeling that they were there to advise and help me when I needed it, and conversations with them were some of the most beneficial and enjoyable experiences that I had at the conference. The conference's positive atmosphere instilled in me and other attendees the belief that by helping each other, we can accomplish anything.

To DAWEG Members:

I am honoured to have been nominated for Council. Having been in the profession for 20 years, I feel that Engineering and Geoscience are some of the most undersold professions in society, although the work relates to vital parts of almost everyone's daily life. This ranges from equipment used in laser surgery to alleviate glaucoma, studies/preventions of landslides, to machines printing our daily newspapers. Most things have the marks of the invaluable contributions of unsung heroes, the engineers and geoscientists. Their contributions to society are no less than those from other fields such as architecture, accounting, medicine, etc.

My involvement with DAWEG and APEGBC enabled me to recognize the effort APEGBC has put in to bringing the professions to where they are, and continuous work is required to maintain and move into the future. Having been involved in volunteer work for various causes (political, charitable and religious) for 20 years, I would be honoured to be a member of Council to volunteer my time, effort and expertise to:

- 1) continually enhance the professions' recognition by society through communications and public relations activities,*
- 2) enhance the understanding of the professions by younger generations so that engineering and geoscience would be their desirable career options,*
- 3) assist members to explore professional options for a healthy balance between competing priorities,*
- 4) explore possibilities to assist members in returning to technical areas after periods of non-technical engagements,*
- 5) support the volunteers in various branches and committees to increase membership participation in APEGBC business and functions, and*
- 6) explore possibilities to provide members with professional and networking benefits through APEGBC.*

Together with the dedicated staff and volunteers of the Association, I would like to contribute to the betterment of the engineering and geoscience professions for us and for generations to come.

Margaret Li, DAWEG Chair

The best way to forget all your troubles is to wear tight shoes.



Women and Stress (con't)

(Continued from page 3)

men produce in high levels when they're under stress - seems to reduce the effects of oxytocin. Estrogen, she adds, seems to enhance it. The discovery that women respond to stress differently than men was made in a classic "aha!" moment shared by two women scientists who were talking one day in a lab at UCLA. "There was this joke that when the women who worked in the lab were stressed, they came in, cleaned the lab, had coffee, and bonded," says Dr. Klein. "When the men were stressed, they holed up somewhere on their own. "I commented one day to fellow researcher Shelley Taylor that nearly 90% of the stress research is on males. I showed her the data from my lab, and the two of us knew instantly that we were onto something."

The women cleared their schedules and started meeting with one scientist after another from various research special-

ties. Very quickly, Drs. Klein and Taylor discovered that by not including women in stress research, scientists had made a huge mistake: The fact that women respond to stress differently than men has significant implications for our health. It may take some time for new studies to reveal all the ways that oxytocin encourages us to care for children and hang out with other women, but the "tend and befriend" notion developed by Drs. Klein and Taylor may explain why women consistently outlive men.

Study after study has found that social ties reduce our risk of disease by lowering blood pressure, heart rate, and cholesterol. "There's no doubt," says Dr. Klein, "that friends are helping us live longer." In one study, for example, researchers found that people who had no friends increased their risk of death over a 6-month period. In another study, those who had the most

friends over a 9-year period cut their risk of death by more than 60%. Friends are also helping us live better.

The famed Nurses' Health Study from Harvard Medical School found that the more friends women had, the less likely they were to develop physical impairments as they aged, and the more likely they were to be leading a joyful life. In fact, the results were so significant, the researchers concluded, that not having a close friend or confidante was as detrimental to your health as smoking or carrying extra weight!

And that's not all: When the researchers looked at how well the women functioned after the death of their spouse, they found that even in the face of this biggest stressor of all, those women who had a close friend and confidante were more likely to survive the experience without any new physical impairment

or permanent loss of vitality. Those without friends were not always so fortunate. Yet if friends counter the stress that seems to swallow up so much of our life these days, if they keep us healthy and even add years to our life, why is it so hard to find time to be with them? That's a question that also troubles researcher Ruthellen Josselson, PhD, co-author of *Best Friends: The Pleasures and Perils of Girls' and Women's Friendships* (Three Rivers Press, 1998). "Every time we get overly busy with work and family, the first thing we do is let go of friendships with other women," explains Dr. Josselson. "We push them right to the back burner. That's really a mistake, because women are such a source of strength to each other. We nurture one another. And we need to have unpressured space in which we can do the special kind of talk that women do when they're with other women. It's a very healing experience."

Launch of womennet.ca

by Jackie Manthorne

We are pleased to announce the launch of womennet.ca (www.womennet.ca), womennet.ca provides the following features:

- the Directory of Canadian Women's Resources, a searchable database of over 2,500 women's groups in Canada. Groups are organized by topic within each province and territory (Centres/Groups, Women in the Law, Women's Shelters, for example),
- a Links Section, which contains hundreds of annotated links to international and Canadian women's sites. Canadian Links are organized by province and territory. International Links are categorized by topic, such as Feminist Publication and Journals; Violence against Women; Reproductive Rights,
- News and Resources, including Bulletin

- Boards that are updated daily, and
- a free womennet.ca e-mail address.

The site is still in evolution, and we would appreciate your help in ensuring that the information about your group in the Directory of Canadian Women's Resources is correct and complete. If you have changes to make, or if your group is not currently listed, please write to info@womennet.ca. If you know of other groups we should be listing, please send us information about them as well.

Please put us on your mailing (Womennet, 886 Hare Avenue, Ottawa, ON K2A 3J2) and/or your e-mail list (info@womennet.ca) to receive newsletters, press releases and notices about issues of concern to your group and new services and activities, and to receive review copies of new publications, videos or other resources. Our Bulletin

Boards (Events, Conferences, Job Postings, Volunteers Needed) are updated daily. We will be adding additional Bulletin Boards as the need arises.

Our Links Section is still under construction, so if you have suggestions for International Links, send them to info@womennet.ca.

And finally, we will be publishing a print version of the Directory of Canadian Women's Resources in the late fall. We are accepting pre-publication orders at a 10% discount (\$37.95 per copy instead of the post publication price of \$44.95). You can reserve your copy now by e-mailing directorypreorders@womennet.ca. We will send you the Directory hot off the press with an invoice.

For more information, contact jmanthorne@womennet.ca.



Vote Yes for the Future of Your Professional Organization

Special APEGBC announcements regarding annual voting ballots

If you haven't received it already, APEGBC's professional engineers and professional geoscientists will soon receive their annual voting package for Council elections and two critical bylaw amendments that will have a great impact on all of us.

Council Election

The election of APEGBC Council provides all members with the opportunity to set the direction taken by the Association. One of the great benefits of a self-regulating organization is that it encourages and accepts the contributions of members at any and all levels. Many do not choose to get directly involved in the Association's day-to-day business, through Branch, Division or Committee service, but everyone's opinion is sought through the election of Council.

Each candidate's election platform is provided in the election brochure and outlines the future they see for APEGBC. You are encouraged to take a moment to read about the programs and goals of each of the 11 candidates and then to vote for the ones who most closely mirror your goals for the Association.

Professional Fee Increase Now Necessary

This year, APEGBC has hit the wall with respect to the ongoing financial security of Association programs and services. After nine years of doing an admirable job of maintaining existing programs, and developing new programs such as Continuing Professional Development, Practice Review and the Four-year EIT/GIT program, despite a member fee ceiling of \$210 reached in 1994, Council has reluctantly had to approve two consecutive deficit budgets. To put the Association back on firm financial footing and to continue to ensure APEGBC's regulatory and member service effectiveness, Council is recommending a \$30 member fee increase beginning in 2003.

The DAWEG Executive continues to see the effectiveness of the Association in so many ways. Professional Practice, Registration and Communication staff are always available to answer questions on professional and other issues, and to attend DAWEG's special seminars or sessions when required. The President and

the Executive Director personally visit our Division and the firms within our region at least once a year to be sure that they stay connected to the local issues in our professions. Our self-regulatory structure ensures that we in DAWEG do have a voice and can get our issues on the table.

Professional Member Value

It is often heard, "What does APEGBC do for me, personally?" This comes up mostly because APEGBC's prime duty, as we all know, is to regulate the engineering and geoscience professions. Our member opinion surveys continue to tell us that APEGBC members believe the Association does this quite well. So what would we have them do for us personally? Over the past 10 years, APEGBC has successfully increased its efforts to assume a greater promotional and member service role with no increase in member funding. New programs include enhanced public and government relations efforts, expanded professional development offerings, and increased member service programs. The efforts of APEGBC to expand programs in all of these areas and more does affect each one of us personally but only if we take advantage of them.

The DAWEG Executive has great confidence in the abilities of APEGBC Council and staff to take the Association to where it needs to go to next. The increase in two-way communication through the web site, surveys and e-mails demonstrates the Association's ongoing commitment to being member-driven. So to these individuals asking about APEGBC's personal value we say "In addition to setting and maintaining the high professional standards that you tell your customers you have through your membership, APEGBC provides a cost-effective organization that is continually looking for ways to do more and provide greater value for you. The member value is there for the taking – the only limiting factor is your interest in taking advantage of all the organization has to offer." When your ballot package arrives, take a few minutes to read the enclosed material

ballot marked Yes!

Peace of Mind Through Secondary Professional Liability Coverage

The second bylaw ballot asks members to support the establishment of a mandatory secondary liability insurance program. In Branch and Division visits throughout BC, members have indicated broad support for this initiative and have requested its immediate implementation. While it is now in place as of March 31, 2002, and the first year's premium is being paid by CCPE, the ballot is necessary to create a mandated APEGBC program for all members and to give Council the authority to collect the annual fees and service costs, expected to be \$10 in 2003. This is, without question, the best \$10 APEGBC members will ever spend. It will give all of us the security and peace of mind to know that if a previous employer goes out of business or if our neighbour tries to sue us for offering what he thought was poor professional advice, we are covered for pennies a day.

Everyone's Vote is Required for APEGBC's Future Success

The last appeal is to ask all of you to vote this year. Many of you have your fee paid for by your employer so don't take the time to vote. Others are prepared to pay more but say "Well, if the rest vote yes then I'll pay more but I'll let them make the decision." This year we can't leave it up to the others to decide for us. All APEGBC members who support a strong member-driven organization and are convinced that higher fees are now necessary and deserved, need to return their ballots marked yes. Council is convinced, based on the outcomes of previous fee ballots, that only a significant increase in voter response will generate the two-thirds majority required for bylaw approval. If you don't normally vote, this is the year to start. It will only take a minute of your time and a postage-paid envelope is enclosed for your returned ballot.

DAWEG Mailing Lists—Subscription Update

The following three mailing lists have been set up for DAWEG.

daweg-general@interchange.ubc.ca

The daweg-general mailing list is an announcement list for DAWEG members to receive newsletters and notices of DAWEG events. This is a moderated list.

daweg-resource@interchange.ubc.ca

The daweg-resource mailing list is specifically directed toward persons wishing to actively participate in activities related to DAWEG as well as members who are looking for employment and/or volunteer opportunities. Announcements to this list will include job opportunities, opportunities for participating on APEG and DAWEG committees, outreach events with DAWEG and sister organizations such as SCWIST, as well as opportunities for DAWEG members to network-up in the professional community. This is a moderated list.

daweg-discuss@interchange.ubc.ca

The daweg-discuss mailing list is specifically directed toward persons wishing to participate in discussions related to DAWEG. This is an **unmoderated** list - anyone can post to this list. Persons wishing to discuss DAWEG issues are asked to use this list rather than the two announcement lists.

All mailing lists are open to self subscription. Details of how to describe are listed below. Specific queries about DAWEG membership or activities should be directed to daweg@mech.ubc.ca

JOINING/LEAVING THE LIST

To subscribe to the daweg-general list, send the following commands in the

body of a message to majordomo@interchange.ubc.ca:

subscribe daweg-general

or to subscribe a different email account:

subscribe daweg-general *username@service_provider.domain_name*

To unsubscribe from the list, send the following commands in the body of a message to majordomo@interchange.ubc.ca:

unsubscribe daweg-general

or to unsubscribe a different email account:

unsubscribe daweg-general *username@service_provider.domain_name*

The method for joining/leaving the daweg-resource or daweg-discuss list is the same. Simply replace daweg-general with daweg-resource or daweg-discuss in the instructions above.

daweg-general and daweg-resource will be fully moderated to avoid SPAM. Instructions for posting to the each list can be received by subscribing to the list.

Building Bridges for New Canadian Scientists – Brief Report in ICWES12

by Margaret Li, P.Eng.

The paper was presented by Shauna Parell. Ten new immigrant scientists were interviewed. Originating countries included Brazil, China, Guatemala, Iran, Malaysia, Mexico, etc. There was supposed to be government funding for a pilot project to put 20 immigrant engineers into 20 work places to enable them to obtain Canadian work experiences. However, the project has been terminated because of funding cuts.

Some barriers for immigrant scientists include Language, professional accreditation (especially engineers because of the required Canadian experience), and cultural marginalization.

Some suggestions for women and women groups: include advocacy and work for immigrant women, community round tables, mentoring, networking, and policy changes.

The speaker felt that progress on policies relating to 'women and science' seemed to be subdued in the last 5-10 years. Some action is needed to start the dialog again.

From the research, immigrant women engineers and scientists face additional obstacles in furthering their careers in the Canadian work force. More effort is required before Canada can leverage the talents that have been brought into the country. The bottom line is that there is still a lot to be done and it will depend on each and everyone of us.

DIVISION FOR THE
ADVANCEMENT OF WOMEN IN
ENGINEERING AND GEOSCIENCE

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We're on the Web!!
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DAWEG Strategic Plan

Vision Statement: To make Engineering and Geoscience Appealing, Rewarding, and Equitable.

Mission: To advise our profession on issues which impact on women in Engineering and Geoscience.

Core Values: Professionalism & Equity & Inclusiveness

See DAWEG Web Site for more information.

Just a note to say what an excellent newsletter the Edge was this month (June 2002). It was a great read - lots of variety and depth. The newsletter just keeps getting better and better. Thank you Maggie and Kara! I'm sure we'll have lots of new people turn up to the DAWEG AGM to find out more about DAWEG as a result of such a high quality newsletter.

Cathy Marr, P.Eng.

DAWEG Upcoming Events

DAWEG AGM

see Registration Form and AGM Schedule in this Issue of The EDGE

DAWEG Personal Development Stream at APEGBC Conference

October 25, 2002

Victoria Conference Centre, Victoria, B.C.

Featuring...

Dr. Maria Klawe, Dean of Science at the University of British Columbia, and NSERC-IBM Chair for Women in Science and Engineering
"Successful Strategies for Increasing Diversity in Science and Engineering"

Brian Conlin, President, Golder Associated Ltd.
"People-focused—why bother?"

Elisabeth Walsh, Senior Consultant, MICA Management Resources
"Six Thinking Hats™"

Mark Loader, Senior Vice President, Transportation Division, SNC-Lavalin Inc.
"Selling Canadian Engineering to the World"

The Division for the Advancement of Women in Engineering and Geoscience

DAWEG 2002 AGM REGISTRATION FORM

Saturday, September 28, 2002

8:00 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 daweg@mech.ubc.ca

3. Mail registration information to:

Cathy Marr
3119 West 8th Ave
Vancouver V6K 2C4

