

# WELCOME!

INCOSE Enchantment Chapter Monthly Meeting



We're glad you're here.

# We respectfully request:



ComputerHope.com

- Mute your audio when you are not speaking
- \*6 toggle or in GlobalMeet left-side, your name

Discussion and questions are encouraged!

Put questions in the chat box or unmute yourself to speak up.

# Meeting Materials

Slide presentations can be downloaded prior to start of the meeting from the Meeting Materials page of our website:

<https://www.incose.org/incose-member-resources/chapters-groups/ChapterSites/enchantment/resources/meeting-materials>

If recording is authorized by speaker, the video will be posted at the link above within 24 hours.

# SEP Training

## CSEP Courses by *Certification Training International*:

CTI currently is offering online course offerings, see

<https://certificationtraining-int.com/incose-sep-exam-prep-course/>

Our chapter has two SEP mentors:

Ann Hodges [alhodge@sandia.gov](mailto:alhodge@sandia.gov)

Heidi Hahn [drsquirt@outlook.com](mailto:drsquirt@outlook.com)



# Enchantment Chapter Monthly Meeting

4:45pm – 6:00pm MT

## **Empowering Women Leaders in Systems Engineering**

**Abstract:** The INCOSE Empowering Women Leaders in Systems Engineering effort (EWLSE) is focused on creating an open systems engineering environment welcoming to all; promoting the demonstrated value of women as systems engineers and leaders; engaging women in engineering and systems engineering at all levels of education around the world; and enabling increased participation and retention of women in systems engineering leadership. This presentation will discuss EWLSE, current status and initiatives.

Download recording from the Library at [www.incose.org/enchantment](http://www.incose.org/enchantment)

**NOTE: This meeting will be recorded**

# Speaker Bio

**Dr. Heidi Hahn** recently retired from Los Alamos National Laboratory as Senior Executive Advisor to the Associate Laboratory Director for Weapons Engineering Sciences. She had responsibility for engineering capability development including development of processes and tools to promote engineering capability; professional development of R&D engineers and engineering technicians; and engineering capability assessment. Currently, Heidi serves as an adjunct faculty member in Engineering Management Department at New Mexico Tech teaching courses in project management and systems engineering. She holds a Ph. D. in Industrial Engineering and Operations Research (Human Factors Option) from Virginia Tech and is a certified Expert Systems Engineering Professional (ESEP) and a certified Project Management Professional (PMP). Heidi is Past President of the Enchantment Chapter and has served on the chapter's Board of Directors since 2007. She also serves on INCOSE's Certification Advisory Group and the PMI/INCOSE/MIT Alliance Team.

# Upcoming meetings

- December 9, 2020: David Hartley and Dr. Paul Clements – Patterns for Success in the Adoption and Execution of Feature-Based Product Line Engineering
- January 13, 2021: David Long – Schema and Metamodels and Ontologies – Oh My!
- February 10, 2021: Gan Wang – Implementing a Model-Based Digital Engineering Enterprise for a Defense System Integrator
- March 10, 2021: Dr. Ron Carson – Perspectives on the Boeing 737MAX Maneuvering Characteristics Augmentation System (MCAS)



# Introductions

- Please type your name, position, and organization in the Chat window



Photo by [Adam Solomon](#) on [Unsplash](#)

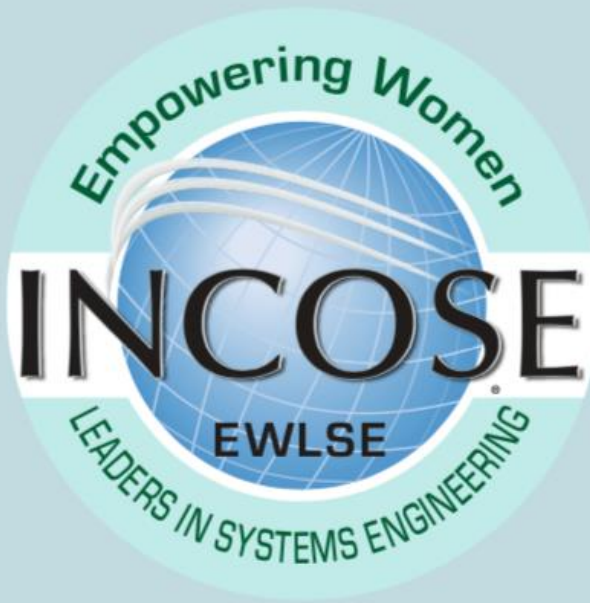


# Survey

The link for the online survey for this meeting is

- [www.surveymonkey.com/r/2020\\_11\\_MeetingEval](https://www.surveymonkey.com/r/2020_11_MeetingEval)

Your feedback is important!



# I M A G I N E

a world where women and  
men are equally  
represented as leaders in  
systems engineering

# EWLSE Leadership Team



# EWLSE Mission



## Create

Create a systems engineering environment welcoming to all

## Promote

Promote the demonstrated value of women as systems engineers and leaders

## Engage

Engage women in engineering and systems engineering at all levels of education around the world

## Enable

Enable increased participation and retention of women in systems engineering leadership

# EWLSE Strategic Goals

## Lead Global Effort

To lead the global effort to empower women leaders in systems engineering

## Promote Successful Strategies

To promote successful strategies for women and men to navigate the systems engineering leadership journey

## Raise Awareness of Research

To raise awareness of research on women and leadership, benefits of a diverse workforce, and women across cultures

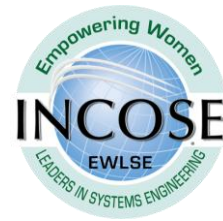
## Identify and Facilitate

To identify and facilitate the recognition of women leaders in systems engineering within INCOSE and around the world

## Establish, Grow and Leverage Relationships

To establish, grow and leverage relationships and collaborate with groups on events and activities in support of the EWLSE mission

# EWLSE Initiatives



More Women	Increase participation of women in systems engineering and engineering leadership
Broader Awareness	Broaden awareness of the current state of women in systems engineering and engineering leadership through research
No More Obstacles	Remove obstacles for women seeking leadership roles in related engineering fields
More Advocates	Enable success through collaboration with professional societies, industry, government, academia, and individual advocates
More Diversity	Celebrate the benefits of diversity throughout our culture



# EWLSE Accomplishments (1 of 4)

## The Birth of EWLSE

EWLSE presence extends to holding gender-focused panels and events at several conferences around the world

**2016**

## EWLSE Opens Public Website

EWLSE Requests "Best Paper in Diversity" to start process rolling, holds first all-day leadership workshop including "Being a Workplace Ally".

**2018**

## EWLSE Formalizes Mentor/Mentee and Introduces "Diversity in SE"

EWLSE Sector Leads Take Off! 30-year INCOSE anniversary EWLSE buttons, "Negotiation and Influencing" training, more to come!

**2020**

> 50 members

> 100

> 120

> 160

> 200 members

**2015**

INCOSE Leaders gathered to discuss direction of a women in systems engineering group. First open meeting held at INCOSE IS 2015.

## EWLSE Spreads its Wings

**2017**

EWLSE introduces its public website, completes in-reach survey, continues panels and introduces papers.

## EWLSE Adds Focus on Diversity

**2019**

Mentor/mentee program formally announced, EWLSE becomes part of Outreach, Inaugural "Diversity in Systems Engineering" INCOSE INSIGHT, "Diversity" becomes Cross-cutting category for IS Call.

## Happy 5<sup>th</sup> Anniversary!



# EWLSE Accomplishments (2 of 4)

- Established EWLSE at INCOSE IS2015
- Establish and maintain an active website
  - <https://www.incose.org/incose-member-resources/ewlse/about-ewlse>
  - Includes news and events and other resources
- Implemented an INCOSE mentor/mentee process
  - <https://www.incose.org/incose-member-resources/ewlse/mentor-mentee-initiative>
  - We need more support in this area, email [incose\\_mentor@incose.org](mailto:incose_mentor@incose.org)

# Learn More About Mentoring

- Please check out the new Professional Development Portal at [pdp.world](http://pdp.world)
- SE Mentors and Mentees sign up here:



<https://bit.ly/2G6TJPL>

## EWLSE Accomplishments (3 of 4)

- Established a NEW diversity-related paper category and best paper award for IS papers (IS 2020 onward)
- Published inaugural INCOSE *Insight* issue “Diversity in SE” in October 2019
  - <https://onlinelibrary.wiley.com/toc/21564868/2019/22/3>
- Established a presence on the Professional Development portal <https://pdp.world>

# EWLSE Accomplishments (4 of 4)

- Held panels, presentations, hosted events, and/or provided other support to:
  - INCOSE IS 2015-2020
  - INCOSE IW 2016-2020
  - APCOSEC 2016, AOSEC 2019, 2021 (planned)
  - ASEE CMC 2019, 2020 (virtual)
  - ASEM 2017, 2018
  - CSER 2017, 2018, 2020 (virtual planned)
  - ICWES 2021 (accepted panel)
  - JCOSE 2020 (virtual)
  - Nordic Tour 2021 (planned)
  - RMC 2016, SSS 2016, Chicagoland 2020
  - SWE 2018, 2019, 2020 (planned)
  - SETE 2020 (virtual)
- See: <https://www.incose.org/incose-member-resources/ewlse/news-events>

# Current EWLSE Initiatives

- Collecting inputs for a Springer's Women in Engineering and Science series book *Emerging Trends in Systems Engineering Leadership* to be published in **2022** (next slides)
  - Abstract acceptance still OPEN, send queries to [SELbook@incose.org](mailto:SELbook@incose.org)
  - Authors are women, all can contribute and review
- *Letters to My Younger Self* in last round of submissions; to be published in **2021**
  - Approved through the INCOSE 'Impactful Products' process
- Mentor/Mentee Program is ongoing but needs more support
- Pursuing recognition for female SEs through INCOSE's award programs (Founders, Pioneers)
- Professional Development Portal work will need to begin again
- Represented on the INCOSE Diversity, Equity, Inclusion (DEI) Task Force

# Call for Chapters

## Emerging Trends in Systems Engineering Leadership

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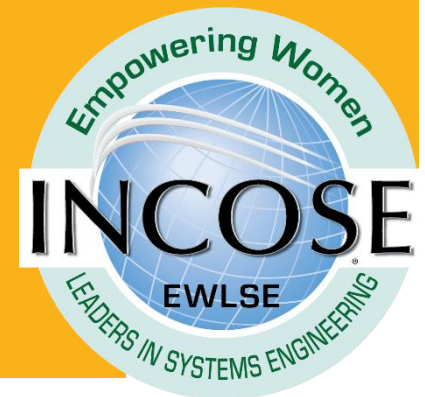
### Chapter Requirements

- Female chapter authors
- Chapters may be written by individuals or co-authored
- Anyone can serve as a contributor or reviewer and will be acknowledged

### Springer's Women in Engineering & Science book series

Book dedicated to sharing women's research, achievements, perspectives, and successes in systems engineering leadership in emerging areas, including empowerment, equity, diversity, inclusion, and mentoring, and in industry, government, and academia across the globe!

**[SELBook@incose.org](mailto:SELBook@incose.org)**



You can highlight and celebrate the efforts of women in our international systems engineering community by becoming an author, co-author, contributor or reviewer!







**2020**  
Annual **INCOSE**  
international workshop  
Torrance, CA, USA  
January 25 - 28, 2020



**30<sup>th</sup>** Annual **INCOSE**  
international symposium  
Virtual Event  
July 20 - 22, 2020



- Working Session: Workshop on “Working Together to Identify Gender Issues in Systems Engineering.” presentation from Patrick Godfrey.
- “Negotiation and Influencing” Outreach sessions with cases developed by Marilyn Pineda and Alice Squires.

- Virtual panel: “The Role of Diversity, Equity, and Inclusion in Sustaining Earth’s Future”



**31<sup>st</sup>** Annual **INCOSE**  
international symposium  
Honolulu, HI, USA  
July 17 - 22, 2021



**2021**  
Annual **INCOSE**  
international workshop  
Seville, Spain  
January 29 - 31, 2021

#### **INCOSE 2021 ideas:**

- For outreach session: LinkedIn Workshop
- Working meeting session: work on 2021 initiatives – priority.

- **Panel:** Gendered Innovation -employs methods of sex and gender analysis to create new knowledge. See: <http://genderedinnovations.stanford.edu/index.html>
- Possible KEYNOTE SPEAKER – Londa Schiebinger
- EWLSE reception
- Tutorial – “I Am Remarkable” See: <https://iamremarkable.withgoogle.com/>

# Additional 2020 - 2021 Events



1-3 Sept 2020 (virtual)



September 2021



October 15-16, 2020 (virtual)



SETE 2020 | June-July (virtual)

**9th NoSE Spring Tour 2020  
(postponed to Fall or 2021)**

Linköping May 27<sup>th</sup>

Copenhagen May 28<sup>th</sup>

Hamburg May 29<sup>th</sup>

**Swedish EWLSE  
event in the works**



June 22-26, 2020 (virtual)



21-22 September 2020



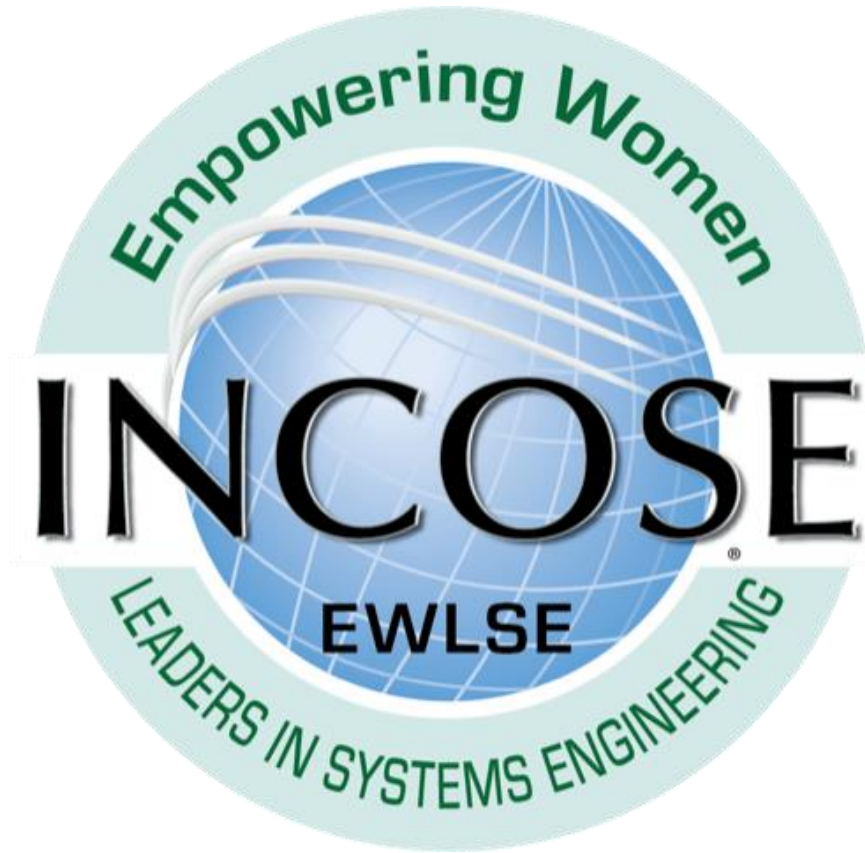
November 2-13, 2020  
(virtual)

# How to Join EWLSE

Not for women only, all are welcome and encouraged to join, however must be an INCOSE member.

- Complete INCOSE Member Login ([incose.org](http://incose.org))
- Select Profile Home (upper right corner)
- Scroll down to My Committees/ Working Groups
- Select Browse / Join a Working Group (at bottom)
- Scroll down to “Empowering Women” select (view) on right
- Scroll WAY down to bottom of roster and select “Join this Committee”

Once you join you will receive infrequent email notices of upcoming events such as INCOSE IS, INCOSE IW, AOSEC, EUSEC, SWE, CSER and others, and other announcements of note



Find out more:

[www.incose.org/ewlse](http://www.incose.org/ewlse)