



**2019**

Annual **INCOSE**  
international workshop

Torrance, CA, USA

January 26 - 29, 2019

# Empowering Women as Leaders in Systems Engineering

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<https://connect.incose.org/ProgramsProjects/EmpoweringWomen>

## INCOSE WEB PAGE



[incose.org/ewlse](https://incose.org/ewlse)

# Charter Summary



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## WG PURPOSE/MISSION

EWLSE's vision is to live in a world where men and women are equally represented as leaders in systems engineering. Our mission is to create a systems engineering environment welcoming to all; promote the demonstrated value of women as systems engineers and leaders; engage women in engineering and systems engineering at all levels of education around the world; and enable increased participation and retention of women in systems engineering leadership. Our purpose is to increase participation of women in systems engineering and engineering leadership, broaden awareness of the current state of women in systems engineering and engineering leadership through research, remove obstacles for women seeking leadership roles in related engineering fields, enable success through collaboration with professional societies, industry, government, academia, and individual advocates, and to celebrate the benefits of diversity throughout our culture.

## WG GOAL(S)

Our goals are to:

1. be the systems integrators of efforts to raise international awareness of the value of empowering women as leaders in engineering and systems engineering around the globe;
2. develop engaging content and delivery approaches for promoting successful strategies for women navigating the journey to systems engineering leadership across cultures, geographic locations, and domains; and
3. drive the evolution to an open welcoming professional environment that stimulates institutions to offer and interested, motivated, and qualified applicants to seek leadership opportunities in systems engineering.

## WG SCOPE

Our scope is empowering leaders in systems engineering where all feel welcome and find systems engineering a place where they can belong, contribute, and change the world.

# IW Outcomes



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## IW Outcomes

- Established an outline of IEEE WIE sponsored book on systems engineering as part of a series of books on engineering authored by women (per IEEE WIE requirements). We have an open inclusive team of reviewers and contributors and will be going through a process of identifying the author team.
- Updated list of "Women in the Workplace" Resources: added three key resources from Harvard Business Review Women at Work, United Nations Cracking the Code, and SciGirls How to Engage Girls in STEM. See Resources tab of [incose.org/ewlse](https://incose.org/ewlse).
- Established a survey to collect input on those interested in being mentors or mentees or both, put online and established a QR code with the link <https://bit.ly/2G6TJPL>, Email [incose-mentor@incose.org](mailto:incose-mentor@incose.org) to find out more about the INCOSE mentorship matching program offered by EWLSE.
- EWLSE Pubs team completed next steps for INCOSE Insight themed edition on diversity and systems engineering targeted for 3Q 2019, and online product for "Letters To My Younger Self: How Systems Engineering Has Changed My Life" targeted for release in 2019/2020.
- Worked with TechOps on INCOSE best paper on diversity in systems engineering award, open to all.
- Planned in-reach and outreach activities for 2019 including an INCOSE EWLSE booth at SWE 2019.
- Compiled approaches for supporting the mentorship program; set up plan to meet with Marilyn Pineda about how to integrate the mentoring approach into the Professional Development Portal.
- Held a workshop on activities that support teaching girls science and engineering. Recognized the value of the strategies and the missing exposure to role models for many of us. Developed three student projects conducive to open, creative, collaboration and learning. Recalled events where we were empowered by another person such as receiving positive feedback about our potential and experience even when we were not necessary ready for a challenge and reminded ourselves about the experience through a short letter.

# Planned Work past IW



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## PLANNED ACTIVITIES

- Support INCOSE / EWLSE booth at SWE 2019.
- Support INCOSE / EWLSE booth at IEEE ILC 2019 (if funded).
- Maintain list of active SE mentors/mentees, document guidance for mentors and mentees, develop relevant training through various venues.
- Publish quarterly in the INCOSE newsletters on activities, research, and lessons learned to raise awareness.
- Continue on publishing activities needed to support INCOSE Insight Diversity and SE edition and ebook on how SE changed our lives.

## PLANNED WORK PRODUCTS

- IEEE WIE sponsored book on systems engineering with an open inclusive team of reviewers and contributors and a female author team.
- EWLSE Website - up to date news, events, resources - see tabs of [incose.org/ewlse](http://incose.org/ewlse).
- INCOSE Insight themed edition on diversity and systems engineering targeted for 3Q 2019
- Online product for "Letters To My Younger Self: How Systems Engineering Has Changed My Life" targeted for release in 2019/2020.
- Approved diversity related Best Paper award.