2022 Annual INCOSE international workshop
HYBRID EVENT
Torrance, CA, USA
Jan 29 - Feb 1, 2022

Empowering Women Leaders in SE

www.incose.org/IW2022

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INCOSE WEB PAGE

https://www.incose.org/ewlse

Charter Summary

WG PURPOSE/MISSION

EWLSE"s vision is to live in a world where women and are men equally represented as leaders in systems engineering. Our mission is to create an open 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.

WG GOAL(S)

Our working group goals include the following:

1. Highlighting INCOSE Leadership:
    1. Identify and pursue international opportunities.
    2. Nominate and support women as board members, directors, chairs, fellows, pioneers.
    3. Support INCOSE TLI members
2. Collaborating With Others:
    1. Connect with academia.
    2. Network across INCOSE sectors and chapters.
    3. Reach out to other societies and groups.
3. Building Mentor/Mentee Relationships:
    1. Connect SE based mentors and mentees.
    2. Support to women pursuing leadership roles.
    3. Encourage pursuit of SE competencies.
4. Celebrating Women:
    1. Demonstrate impact of women in technical leadership.
    2. Share success stories of empowered women.
    3. Publish works that showcase women.
5. Raising Awareness Through Research:
    1. Advance related gender and diversity research.
    2. Share research findings on status and progress.
    3. Invite researchers to showcase their work.

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6. Ongoing Outreach for the Future:
   1. Mentor systems engineering practitioners.
   2. Raise awareness of diversity goals across INCOSE sponsored global events.
   3. Support initiatives to build a better world through a systems approach.
   4. Showcase people who are making a difference in the world.
   5. Work to achieve gender parity in systems engineering leadership.

Charter Summary

WG SCOPE

EWLSE"s scope is to broaden awareness of the current state of women in leadership, remove obstacles for women seeking engineering related leadership roles, collaborate with professional societies, industry, government, academia, and individual advocates, and celebrate the benefits of diversity throughout our culture. Ultimately, we want to integrate efforts to raise international awareness of the value of women leaders in engineering and systems engineering; develop and promote successful strategies for women navigating the systems engineering leadership journey across cultures, geographic locations, and domains; and drive the evolution to an open welcoming professional environment where institutions stimulate motivated and qualified applicants to seek leadership opportunities in systems engineering.

What success looks like:

1. The systems engineering environment is open to all:
    1. Boundaries and partitions that limit success are removed.
    2. Women are and know they can aspire to be leaders in systems engineering.
2. All systems engineers are highly valued: ?
    1. Diverse leadership styles are respected and included. ?
    2. Systems engineering leadership reflects the community.
3. Women and engineering go hand-in-hand:
    1. At least half of graduating engineers are women. ?
    2. Female engineering graduates choose an engineering career.
    3. Women and men equally share technical leadership.
4. We collaborate as equals:
    1. Women and men have a seat at the table.
    2. Cross-cultural collaboration is the norm.
    3. We work together across domains to build a solution for all.
5. Mentors and enablers are part of the culture:
    1. Only knowledge, skills, abilities, and attitude matter. ?
    2. There is engagement at all levels of education.
    3. Diversity, equity, and inclusion are integral to the foundation of systems engineering.

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OUTCOMES (PRODUCTS/SERVICES)

Outcomes include:

- Consistently raise awareness of the EWLSE vision, mission, scope, and goals.
- Provide a set of resources for women in engineering and systems engineering (see Resource tab on incose.org/ewlse).
- Support a mentor/mentee program in systems engineering (see Mentor/Mentee tab on incose.org/ewlse) across INCOSE for all members (men and women) through the Professional Development Portal.
- Hold "Not for Women Only" focused EWLSE events around the world, including workshops, tutorials, and panels at INCOSE IS, INCOSE IW, APCOSE, CSER, SWE, NoSE, JOSE and other international, national, regional and local conferences and events.
- Publish EWLSE related research through many different publications including INCOSE SE Handbook, SEBoK wiki, Future of SE, SE Vision, INCOSE Insight, Journal of Systems Engineering, and through other publishers.
- Nominate one or more women leaders annually from around the world to participate in the INCOSE Technical Leadership Institute.
- Sponsor women leaders in INCOSE leadership positions throughout the INCOSE community (chapters, working groups, Fellows, CAB, Academic Council, initiatives, and the INCOSE board, etc.).
- Support the Diversity, Equity, Inclusion Advisory team and Associate Director.

IW Outcomes

IW Outcomes

- Set up the EWLSE Yammer Community, come join us: https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwIiwiaWQiOiI5NDI5MTE3MzM3NiJ9/all.
- Two new resources have been added to the EWLSE resources page found here: https://www.incose.org/incose-member-resources/ewlse/resources
- Find the four volumes of the "Rising to the Top" series featuring global women engineering leaders (https://www.gedcouncil.org/rising-to-the-top/) and
- The complete compilation of 24 IEEE-USA books (free to IEEE members) written by successful women engineers and technologists (https://ieeeusa.org/product/women-in-engineering-complete-collection-books-1-24/).
- Held an EWLSEPubs working meeting to bring the LTMYS to its closing steps!

PLANNED ACTIVITIES AFTER IW

1. Let"s get together on Yammer and make some plans for 2022! Here is the link: https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwIiwiaWQiOiI5NDI5MTE3MzM3NiJ9/all

PLANNED WORK PRODUCTS AFTER IW

1. We are close to releasing the "*Letters to My Younger Self: How Systems Engineering Changed My Life"* ebook (volume I) which will be comprised of 25 letters from INCOSE members around the world (ten different countries) to their younger self with insights into the exciting world of systems engineering for future systems engineers.
2. We have twelve chapters in their final stage for the *"Emerging Trends in Systems Engineering Leadership: Practical Research from Women Leaders"* Springer book written by women and supported by men and women reviewers and contributors.