

“Engineering in Women”
Moderator: Dr. Biljana Stojkovska
National Grid, UK

CIGRE SESSION 2018 Women in Engineering Forum
30th August 2018, Paris



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1.

- Established supporting network offering coaching, mentoring and a space to talk about career challenges
- Skill building & inspiring others
- Peer mentoring
- Exposure to role models and interaction with senior leaders

2.

- Need a clear vision for overall goals for women engineers
- How individuals and organizations will work together to achieve the overall goals for women engineers

Panelists

1. **Amanda Olson**, “Be the best of you”, **Burns & McDonnell, USA**
2. **Louise Preedy**, “Advancement and Empowerment of women engineers”, **OMNETRIC, France**
3. **Tara-lee Macarthur**, “Unity & Diversity”, **ERGON, Australia**
4. **Veronique Beghin & Claire Chevalier**, “Challenges & Opportunities for Women in the new paradigm: Perspectives from Belgium”, **Tractebel & Siemens**



**“Be the Best of You
Future Challenges of Engineering Organizations”**

Amanda Olson

Burns & McDonnell, United States

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Challenges in our Industry



Projected capital spend shifting from transmission to communication & advanced analytics



Integration of distributed generation



Aging workforce



Rising to the Challenges

87% 2X 60%

58%/73% 95%



Source: <https://bit.ly/2LdFYxN>

Be the Best You!

“The one who follows the crowd will usually go no further than the crowd” – Author unknown



Agile content generation @CIGRE
Advancement and Empowerment of women
engineers
Louise Preedy
OMNETRIC, France
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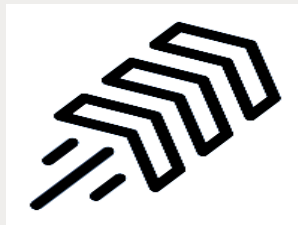
Digitalization is changing the game

**How we operate and manage our businesses is transforming;
likewise, it changes how CIGRE should operate and fulfill its mission**

How is that relevant to the empowerment of women in engineering?

Develop differently

- Speed is essential



- Collaboration is inclusive and virtual



Disseminate differently

- Relevant content areas are expanding



- Audiences consume information differently than before



More agility: an opportunity for CIGRE and for women in engineering

Dynamic development process

- Combination of desk research and subject matter expertise
- Sprint-type development cycles* – Scoping; hypothesis definition; chapter creation; QA; publication (4 – 6 months)
- Promotes diverse co-development (e.g. with corporate members, with academia, with non-engineering resources) to leverage the full range of CIGRE ecosystem
- Outcome is a **Reference Paper** or point of view which tests a hypothesis and shares relevant insights.

Benefits for CIGRE

- Build upon the core foundation of what CIGRE is good at
- Renewable source of industry content for members and the market
- Opportunity to share perspectives with a broader public (e.g. thru media) to raise visibility of CIGRE and industry
- Possibility to extend to topics that are emerging
- Tighter collaboration with corporate members
- Faster time-to-market positions CIGRE as timely and relevant

*similar to Agile or Scrum-type development methodologies

Diversity and Inclusion Strategy
Tara-lee MacArthur
Queensland Energy, Australia
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“I want Energy Queensland to be an organisation where every employee feels valued, respected and has a voice.”

- CEO, David Smales at the inaugural meeting of the Energy Queensland Council for Diversity and Inclusion, 2016



**Ergon Energy
Graduate Program**

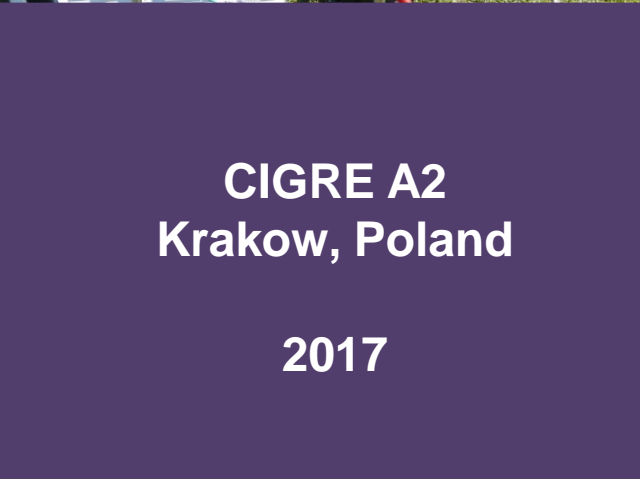
2012-2015



**Substation Design
Standards Engineer**

CIGRE AP A2

**Advocate for NGN &
Women in CIGRE**



**CIGRE A2
Krakow, Poland**

2017



**IEC General Meeting
Vladivostok, Russia**

2017



**EA CHAIR
CPEng & RPEQ**

2017-2018



**Graduate Electrical
Power Engineer of
the Year 2018**

**ES Cornwall
Scholarship Winner**

EQL

Strategic Goals 2017-2022



An inclusive workplace



A pipeline of future talent



A workforce that reflects Queensland

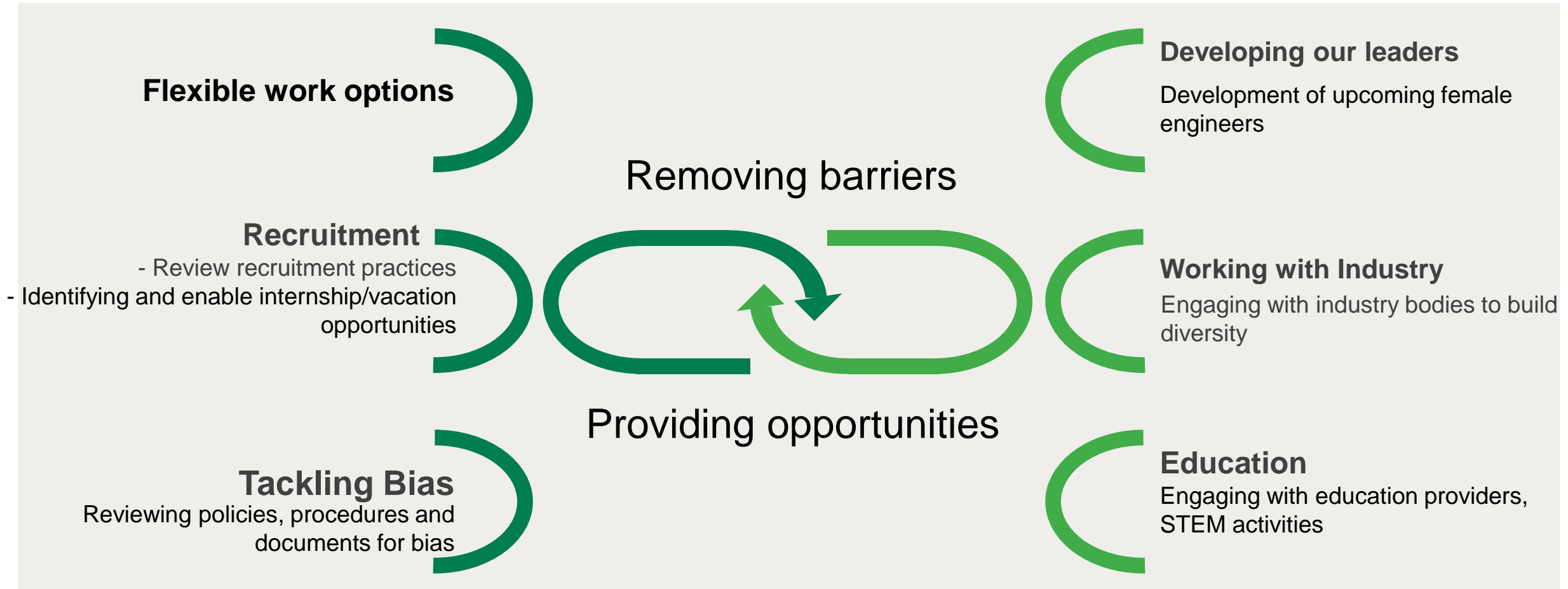


Realising employee potential



A community leader

Women, Aboriginal and Torres Strait Islander peoples, people from non-English speaking backgrounds are under-represented in Energy Queensland in comparison with our communities.



Important factors to consider in achieving gender diversity

How are we going to measure

Employee engagement and inclusion index score

Positive engagement

Women in technical roles, management positions and within the senior leadership team.

Increased diversity

Discrimination
Bullying
Harassment

Reduction in complaints

Turn over
Return of employees from primary
carer's leave

Return to work



Gap analysis

An opportunity for everyone

Women in Non-Traditional Roles - Working Group

Contribute to the research, recommendations and delivery of the diversity and inclusion program of work.



- Encourage young members and women to join work groups
- Opportunity to prepare contributions and to present



- Capturing the number of NGN and Women participating in CIGRE activities
- Remove gendered language in documents

**My experience in engineering in Belgium and how
CIGRE is actively supporting the technical
development of women members.
What have been the key challenges that I have seen
Veronique Beghin, Tractebel, Belgium
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My experience in engineering in Belgium

1. My Engineering profession:
 - Role models my parents/family
 - Engineering profession is diverse, interesting and it leads to a varied and challenging career
 - Managers perceive me as an engineer rather than a gender person (female)
 - My moto: I'm who I'm and I've never changed that
 - Respect comes from work



How CIGRE is actively supporting the technical development of women members

1. Implication as young engineer early in my career (directly or indirectly) e.g. by participation in a technical brochure (1998)
2. First presentation given in Cigre 2004 as the only woman on B1 session
3. Redaction of different articles in 2004 and 2014
4. Participation to the Belgian Committee Mirror since 2008



What have been the key challenges that I have seen

1. Avoiding stereotypes and erase the gender gap. Women can do anything, just the same as men
2. Choosing Engineering studies: such profession has a social impact and makes a difference in people's lives" – Promotion during secondary education
3. Changing old ideas regarding Engineering: no need to be Hercules or to work in a dirty environment
4. Balancing career and family



**My first experiences in engineering in Belgium as
a young woman engineer: what CIGRE could
actively do to support my technical development.**

Key challenges for my generation

Claire Chevalier, Siemens BEL

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For power utilities worldwide

CIGRE's support for technical development

1. More **communication** on actions/activities
2. Energy/climate change vision in Europe ... **help me understand the future**
3. Organize events, workshops for young engineers focused on critical topics (e.g. digitalization) ... **help me integrate**
4. Regular communication on best practices/achievements of member countries ... **help me network**



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Summary

“Engineering in Women”

1. Future engineering problems are different (E.g. around digital) ... need a **more diverse approach**
2. Need the help of Men to **unleash the latent Engineering capabilities of Women**
3. CIGRE to help **build the WiE into global network**
4. CIGRE needs to quickly embrace a new, more diverse, more agile paradigm ... need to **engineer more Women into the organisation leadership**



Q&A