
***Goals, Strategy,
Objectives & Tactics
---- CIGRE Women in Engineering***

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CIGRE Steering Committee, Dublin, 30/May/2017

× Title 1:

× Current Status of CIGRE

× Women Membership

× -----By 24 NC's Data in 2016

CIGRE Women Membership Data of NCS (2016)

NO.	NC Name	Female Member	Total Member	Female %
1	ALGERIA	8	43	21%
2	ARGENTIA	3	75	4%
3	AUSTRALIA	8	164	5%
4	AUSTRIA	2	65	3%
5	BELGIUM	11	103	11%
6	BRAZIL	101	763	13%
7	CHINA	93	617	15%
8	CZECH+SLOVAK	3	88	3%
9	DENMARK	4	58	7%
10	GCC	81	456	18%

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CIGRE Women Membership Data of NCS (2016)

NO.	NC Name	Female Member	Total Member	Female %
11	GREECE	10	80	13%
12	INDIA	6	182	3%
13	IRELAND	22	149	15%
14	ISRAEL	3	38	8%
15	ITALY	11	176	6%
16	JAPAN	8	594	1%
17	MONTANEGRO	6	29	21
18	NETHERLAND	7	179	4%
19	POLAND	4	111	4%
20	PORTUGAL	8	47	17

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CIGRE Women Membership Data of NCS (2016)

NO.	NC Name	Female Member	Total Member	Female %
21	ROMANIA	27	118	23%
22	SERBIA	13	46	28%
23	SOUTH AFRICA	4	119	3%
24	SPAIN	14	140	10%
	TOTAL	457	4451	10.3%

Summary of CIGRE Women Membership Percentage

- ✘ ----Based on 24 NC's Data in 2016
- **Total female membership: 457**
- **Total Individual membership: 4450**
- **Female membership proportion: 10.3%**

Top Female Memberships in NCs:

- ◆ **Brazil: 101, 13% (101/763)**
- ◆ **China: 93, 15% (93/617)**
- ◆ **Romania: 27, 22.9% (27/118)**
- ◆ **Ireland: 22, 14.8% (22/149)**
- ◆ **GCC (6 NCs): 81, 19%(87/456)**

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- × **Women in 243 CIGRE WGs:**
 - × **Total No. of Experts: 3766**
 - × **Total No. of Females: 299**
 - × **Female proportion: 8%**
 - × **Where:**
 - × **In SC C3 WGs, females = 30%**
 - × **In SC A1 WGs, females = 0**

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- × **Women in CIGRE SC**
 - × **SC Chairs =2**
 - × **SC Secretaries = 3 (B4 + B5 +C3) last year 4**
 - × **WG Conveners (8 %), last year 16**

Women in CIGRE, Why & How?

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Why to promote women in CIGRE

- **In power industry, women professional occupation has kept increasing.**
- **The membership of female is much less than the proportion of the industry.**
- **As a minority in engineers profession, women need to be encouraged, guided and supported.**

Women in CIGRE: How to go?

- ✘ In advancing CIGRE membership market, through
 - ✘ Market exploring
 - ✘ Media promotion
 - ✘ Network communication

Women in CIGRE: Advantages

To bring diversity to the organization

More focus on

- ✘ Customer requirement**
- ✘ Environmental and social issues**
- ✘ Engineering ethics**

Women in CIGRE: Goal

Goal:

- **Help women engineers to advance their careers in power industry, which traditionally dominated by males.**
- **Promote women membership in CIGRE, to improve the diversity and innovation of the organization**

Women in CIGRE: Strategy

Strategy:

- **Through the events, activities and network of CIGRE, providing insight and guidance, for personal and professional development.**
- **Providing more opportunities in the organization for women members to make their own contributions.**

Women in CIGRE: Objective

Objective:

- **Collecting the CIGRE female membership information (Names & Contacts) by 2018 Sessions;**
- **Increasing CIGRE female membership proportion from 10% to 20% by 2028;**
- **Increasing the women proportion in CIGRE WGs & SCs, from 8% to 20%, by 2028;**
- **Increasing the women engineering activities in CIGRE, at least 2 times a year, from 2018.**

Women in CIGRE: Tactics (1)

Tactics:

- **Setting up the Taskforce of CIGRE Women Engineers, under CIGRE Steering Committee.**
- **Organizing events of CIGRE Women in Engineering, in CIGRE Sessions, Symposium and Colloquium**
- **Supporting and assisting the women engineers activities of CIGRE NCs**

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Women in CIGRE: Tactics (2)

Continued):

- **Set a network of CIGRE women members through internet**
- **Publish related news, interviews & articles in ELECTRA, right after CIGRE women engineers events.**

✘ Review of the CIGRE Women in Engineering Event (2014-2016)

Session Events Review (2014) -1

- CIGRE Women in Engineering Forum, 24/ Aug 2014, Paris.
- Participants: 53
- Females: 40
- Males: 13,
- CIGRE Leaders = President + TC chairman + Financial Officer + Secretary General,
- Persons in Group photo: 49
- *Notes: majority participation is from the beginning to the end.*

Session Events Review (2014) - 2

- **Event duration: 12h00 - 14h00**
- **Meeting: 12h00-13h20**
- **Photo together: 13h20**
- **Lunch: 13h20-14h00**
- **Speakers + Convener (8):**
 - **Welcome address (Males): 2**
 - **Female speakers: 4**
 - **Male speaker: 1**
 - **Convenor (female): 1**

Session Events Review (2014) - 3

Successes:

- **Efficient time – 2 hours with 8 speeches & addresses**
- **Diversity culture – Address + Keynote + Comments + Summary**
- **More chances for face-face talking through Tea Break and Lunch**
- **> 90% of full-time participation – among 53 registered persons, there are 49 in the Group Photo**

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Session Events Review (2014) - 4

Drawbacks:

- **Late notice – The invitation letters were not sent until middle of July of Paris Sessions.**
- **No Brochures of the event**
- **Full presentation files of speakers were not available for the short notice**
- **No minutes afterwards**

Session Event Review (2016) -1

- CIGRE Women in Engineering Forum, 06/ Sep 2016, Paris.
- Participants at most: 90~100
- CIGRE Leaders = President + TC chairman + Financial Officer + Secretary General
- Persons in Group photo: 45 (about)
- *Notes: Half participants left after teabreak for the first period.*

Session Event Review (2016) -2

- **Event duration: 11h00 - 14h00, 3 hrs**
- **Meeting(1): 11h00-12h20,**
- **Tea Break: 12h20-12h40**
- **Meeting (2): 12h40-13h30**
- **Photo together: 13h30**
- **Lunch: 13h30-14h00**
- **Speakers + Convener (8):**
- **Welcome address (Males): 2**
- **Female speakers: 5**
- **Convenor (Male)**

Session Events Review (2016) - 3

Successes:

- **Collection of women membership information in advance, to send invitations**
- **Poster and brochure are available**
- **Wide regional coverage – 5 female speakers from 4 continents**
- **News in media afterwards**
- **> All the presentation files are available**

Session Events Review (2016) - 4

Drawbacks:

- Much less participation in the second part of the Forum: Half has left after the first hour of the Forum;
- List of participation is not available – no on-site registration;
- Short time for the individual communication;
- Group photo is not formal – only those in front can be recognized

WOMEN EVENTS BY NCS

- ✘ **09/Sep/2015, Nanjing, China, “CIGRE Women Engineers Forum” during SC C5 Colloquium. The theme is “We can do it better”.**
- ✘ **2016, UK (to be filled)**
- ✘ **2017,UK (to be filled)**
- ✘ **2017, France (to be filled)**

Session Event Review (2014-2016)

- **Participation List with contact information should be made out.**
- **The broadcast work is to be continued after the event, including the website and journal, emails to share the information.**

Experiences from Previous Events (2014-2016)

- **Considering the current schedule of Paris Sessions, time duration of Women events is better to be within 2 hours, including lunch**
- **Women's event is different from Sessions and Panels. Face to face talking is also effective to set up network.**
- **The people's concentration time is 60 minutes, the duration of presentations is within 80 minutes, for better effect.**

Plan for the 2018 Event in Paris (1)

- Theme: “Taking opportunities, Making the Future”

Focus:

- New trends & opportunities of power & energy industry
- Empowering women for personal and professional development
- “What and how” can women get support from CIGRE?
- “What and how” can women make contributions to the society

Plan for the 2018 Event in Paris (2)

- Time Duration: 2~3 hours, Prefer: Including lunch time

Plan :

In the afternoon, 12h00-15h00, 3 hours

Schedule:

1. 12h00 - 13h00, Registration & Lunch
2. 13h00 – 13h10, Welcome address, 2 * 5 minutes
3. 13h10– 14h00, Keynote Speech, 3 * 15 minutes
4. 14h00-14h10, Group Photos
5. 14h10-14h30, Tea Break
6. 14h30-15h00, Panel Session, 3~4 panelists

Plan for the 2018 Event in Paris (3)

- **Notes:**
- **Keynote speakers are females, in consideration of regional membership and the function in CIGRE**
- **Panelists including both males and females. It is suggested to be the conversation between women engineers and male leaders. The focus is on how to enhance the knowledge and capability, for women's career promotion.**

Plan for the 2018 Event in Paris (4)

Suggested topics in Panel Session:

- **What benefit for Women membership from CIGRE?**
- **How to be actively involved in CIGRE activities?**
- **What is opportunities for women engineers in the new trends of power industry?**

Taskforce of CIGRE Women in Engineering

Work for the Taskforce:

- **Event plan and design**
- **On-site registration**
- **Photos requirement**
- **List of women members**
- **Interviewers**
- **Minutes and reports right after the event**

Work for the 2018 Event in Paris (1)

Required Support for Steering committee :

- **Nominate the Taskforce of CIGRE Women in Engineering**
- **Review and approve of the plan**
- **Help to provide the women membership information in NCs and regional organizations**

Work for the 2018 Event in Paris (2)

Required Support from CIGRE Headquarter

- Sessions registration information for women, including partners
- Materials printing
- CIGRE Website and Magazine
- Interview
- Meeting room and facilities
- Photographer
- Food and drinks

Thanks!

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