

# Panel: Women in Medical and Biological Engineering

Monique Frize, P. Eng., O.C.

Professor Carleton University  
and

University of Ottawa

Past NSERC/Nortel Chair for Women in Science and Engineering (ON)

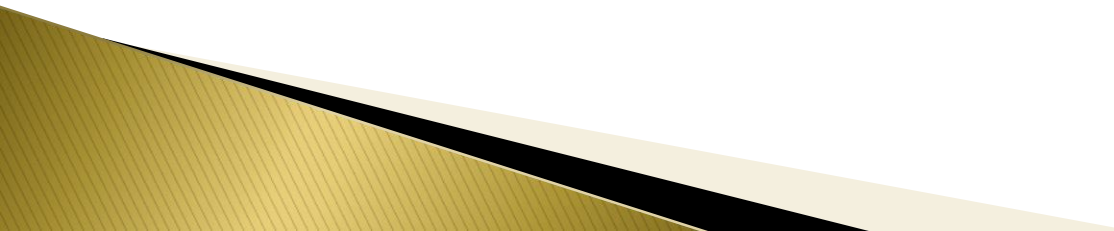
President, INWES Education and Research Institute

Past President INWES



# Canadian Committee for Women in Engineering

## *More than just numbers (1992)*

- ▶ Four sections: early years, universities, workplaces, and associations
  - ▶ 29 recommendations to increase the participation of women in engineering
  - ▶ All are still valid today!
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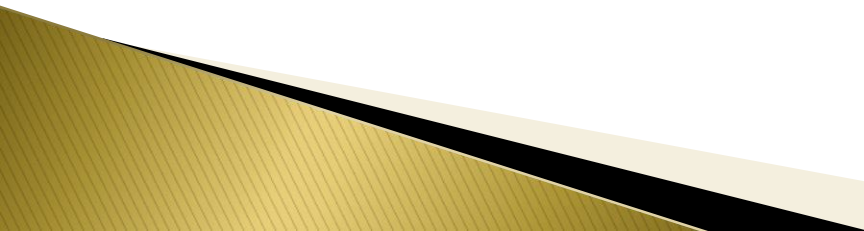


MONIQUE FRIZE

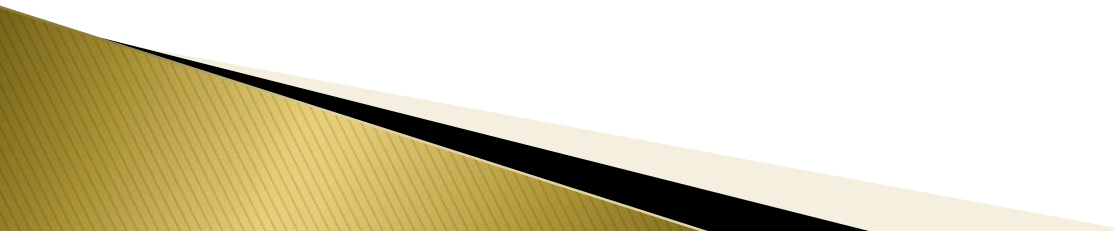
the **BOLD**  
and the **BRAVE**

A HISTORY OF WOMAN IN  
SCIENCE AND ENGINEERING


# The Bold and the Brave

- ▶ Cyclical nature of access to education for women throughout the ages
  - ▶ Views on women's abilities since over 2000 years can partly explain impact on women's self-confidence even today
  - ▶ Contemporary times: many similar issues to previous epochs...
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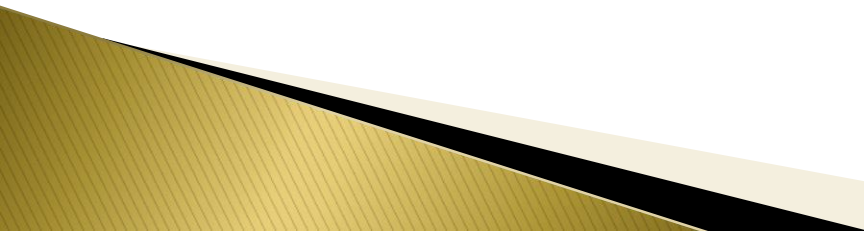
# Issues: Girls and young women

- ▶ Persisting stereotypes of gender roles and careers
  - ▶ Masculine culture of science and engineering
  - ▶ Lack of visible connection between engineering and helping society
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# Women in workplace

- ▶ Hiring practices
  - ▶ Promotions
  - ▶ Salary
  - ▶ Environment and culture
  - ▶ Balancing personal life and career (men and women)
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# Women in Academia

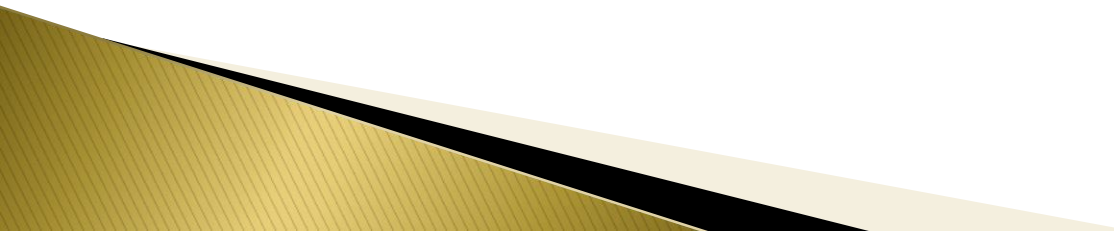
- ▶ Hiring and promotion; salary (MIT report)
  - ▶ Discrimination (grants, awards, fellowships): see Wenneras and Wold (Sweden) and Foschi (UBC, 2004 papers)
  - ▶ In Canada: Research Chairs all men latest round and overwhelmingly awarded to men in spite of the presence of qualified women
  - ▶ Lack of recognition of women's contributions and lack of respect and integration of so-called feminine attributes and perspectives.
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# Technical and Scientific societies

- ▶ Create committee to address gender issues
  - ▶ Appointment of at least one woman to major committees
  - ▶ Encourage and help fund networking events for women members
  - ▶ Nominate women for election to national and international governing councils.
  - ▶ GOAL: equal to proportion of women members or higher
  - ▶ Gender-inclusive documents and presentations
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# More...

- ▶ Hold gender sensitivity programs and workshops for officers and members
  - ▶ Improve the information base on participation by women through member surveys
  - ▶ Nominate women for prizes, awards, fellowships and invite women to expert panels at conferences and AGMs
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# Plans WiMBE

- ▶ Database expertise women
- ▶ Web site and newsletter for more visibility
- ▶ Survey on status in each member society
- ▶ Workshop in Budapest and Beijing
- ▶ Develop a network to share good practices  
(WIKI)

# Contact information

- ▶ [mfrize@connect.carleton.ca](mailto:mfrize@connect.carleton.ca)
- ▶ [frize@site.uottawa.ca](mailto:frize@site.uottawa.ca)