

## Gender Parity In Engineering Conference 3<sup>rd</sup> Annual Edition

Friday, 21 June 2019 | Birmingham Conference and Events Centre, Birmingham, UK  
Celebrating International Women in Engineering Day (INWED)

### Strategic Partners



### Speakers and Workshop Facilitators

- Clara Wicks, Group Equality, Diversity and Inclusion Manager, **Costain**
- Hema Marshall, Executive Lead for Inclusion & Diversity, **Cisco**
- Katherine Mathieson, CEO, **British Science Association**
- Chloe Chambraud, Gender Equality Director, **Business In The Community**
- David Jenkins, Practice Director Engineering, Transportation and D&I Committee Member, **Atkins**
- Cathy Travers, Buildings and Infrastructure General Manager, **Mott MacDonald**
- Dawn Bonfield MBE, Founder and Director, **Towards Vision**
- Gill Thomas, Senior Manager, Diversity & Inclusion, **Royal Academy of Engineering**
- David Lakin, Head of Education 5-19, **IET**
- Dr Sarah Chen, Assistant Subject Matter Expert, **EDF Energy**
- Stephen Howse, Research Manager, **WISE**
- Eva Fryc, Regional Network Lead, **STEM Learning**
- Leslie Whyte-Venables, Regional Network Lead, **STEM Learning**
- Aimee Welch, Employer Support Manager, **EngineeringUK**
- Savi Bhamra, Diversity Advisor - Workplace Inclusion and Wellbeing, **Business in the Community**
- Abigail Frost, UK Equality, Diversity and Inclusion (EDI) Manager, **WSP**
- Ffion Jones, Learning & Development Manager, **WSP**
- Alex Lawrence, Talent Inclusion Director, Head of D&I, **Ramboll**
- Heli Frosterus, Spectrum Policy Principal, **OFCOM**
- Richard Chapman-Harris, Head of Inclusion and Responsibility, **Mott MacDonald**
- Julie Feest, Chief Executive, **Engineering Development Trust**
- Jill Faure, Senior Technology Advisor, **OFCOM**
- Lorna Bennet, Mechanical Engineer, **Offshore Renewable Energy Catapult**
- Denise Neill, Project Manager Non-Operated Ventures UK, **Shell**
- Sophie Lea, Senior Equality, Diversity and Inclusion Advisor, **Mott MacDonald**
- Elizabeth Donnelly, CEO, **Women's Engineering Society**
- Sue Gammons, Coaching Director, **GlaxoSmithKline**

## PROGRAMME

- 08:30**                    **Registration and refreshments**
- 09:00**                    **Opening Remarks by the Chair**  
**Elizabeth Donnelly, CEO, Women's Engineering Society**
- 09:10**                    **Panel Discussion One: STEM Pay Gap: Gender bias, transparency and consistency one year on**
- Assessing where we are with the pay gap in STEM one year on
  - The stark picture of inequality and how to rebalance it
  - Tackling the motherhood penalty
- Panellists:**  
**Hema Marshall**, Executive Lead for Inclusion & Diversity, **Cisco**  
**Julie Feest**, Chief Executive, **Engineering Development Trust**  
**Denise Neill**, Project Manager Non-Operated Ventures UK, **Shell**  
**Stephanie Newman**, **Rolls Royce**
- 09:50**                    **Panel Discussion Two: Doing things differently: how to change the way we attract, recruit and retain the next generation**
- Learnings from elsewhere: Practical examples to improve the gender balance from beyond STEM
  - Setting achievable targets as a sector and setting a clear pathway to success
  - The role of the Board in doing things differently within employers
- Panellists:**  
**Katherine Mathieson**, CEO, **British Science Association**  
**Chloe Chambrud**, Gender Equality Director, **Business In The Community**  
**David Jenkins**, Practice Director Engineering, Transportation and D&I Committee Member, **Atkins**  
**Cathy Travers**, Buildings and Infrastructure General Manager, **Mott MacDonald**
- 10:30**                    Morning Networking / Exhibition Visit
- 11:00**                    **Interactive Workshops Options (A – E)**  
A: Microinequalities: How to spot them and call them out  
B: What is an Ally?  
C: Influencing the Influencers  
D: Achieving gender parity through positive action  
E: The engineering gender pay gap: Causes and effect

- 12:30**            Networking Lunch / Exhibition Visit
- 13:30**            **Interactive Workshops Options (F – J)**  
F: Detailing a strategic approach to gender parity  
G: Equal Lives Report - how organisations can balance work and caring responsibilities  
H: Creating gender balance in your organisation - from top down  
I: Producing and updating your D&I plan  
J: Creating family-friendly flexibility in the workplace
- 15:00**            Afternoon Networking / Exhibitions Visit
- 15:30**            **Interactive Workshops Options (K – O)**  
K: Beyond leadership development: A systemic approach to address gender imbalance  
L: Reverse mentoring and intersectionality  
M: Inspiring the next generation: Solutions to overcome current barriers  
N: Changing the game in early years recruitment  
O: Tackling sexual harassment in the workplace
- 17:00**            **Evening Networking Drinks Reception**
- 18:30**            **Close of Event**

## 11:00 Interactive Workshop Options: Choose one from A – E

A	B	C	D	E
<p><b>Microinequalities: How to spot them and call them out</b></p> <p>Microinequalities are identified as the small behavioural or cultural practices that continue to undermine women's place in engineering, often signalling the unconscious biases that continue to be held below the surface. This workshop will look at constructive ways to address these and take positive action in calling these out.</p> <p>Techniques discussed will include the 4Ds Active Bystander Training, the use of Transactional Analysis, and the Bowtie Risk Analysis in order to achieve outcomes in which all parties are on board and have strategies and tools to address these inequalities.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Microinequalities</li> <li>• Strategies and tools to address Unconscious Bias</li> <li>• The role of the active bystander</li> <li>• Transactional analysis</li> <li>• Positive action</li> </ul>	<p><b>What is an Ally?</b></p> <p>The aim of the workshop is to increase understanding of what an "Ally" for D&amp;I could be and how people could undertake this role to support women, people from ethnic minority backgrounds, people with disabilities etc in the workplace.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• What does the term Ally mean?</li> <li>• What could a role descriptor look like for an Ally?</li> <li>• How can an organisation support Allies in the workplace?</li> <li>• Language, is this really important?</li> <li>• Sharing personal stories</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• How can I be an Ally?</li> <li>• How can organisations support Ally's?</li> <li>• What I am going to do next</li> </ul>	<p><b>Influencing the Influencers</b></p> <p>Parents have always been the biggest influence in a young person's life. However, with the advent of social media and access to new technology and communication channels, young people are now looking at "celebrities" for inspiration.</p> <p>But what if the influencers are giving the wrong perception or message?</p> <p>This workshop will look at how or what needs to be done to influence the influencers in a young person's life.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Who are the key influencers in a young person's life?</li> <li>• Where do young people turn for information?</li> <li>• How can we influence these influencers?</li> <li>• What needs to change?</li> <li>• What do we want influencers to say?</li> </ul>	<p><b>Achieving gender parity through positive action</b></p> <p>The aim of this workshop is to identify practical actions which will increase the number of women and girls in STEM. Delegates can expect to enhance their awareness and knowledge of the barriers to gender parity, the leaky pipeline analogy, unconscious bias and share their experiences of the workplace.</p> <p>Participants will work in small groups to identify practical strategies which promote the recruitment and retention of female employees, inspire girls without diminishing boys and nurturing men as allies.</p> <p>You will also learn how to undertake a participatory gender audit of your organization which will enable you introduce strategies to make your organization more gender-sensitive.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Barriers to gender parity</li> </ul>	<p><b>The engineering gender pay gap: Causes and effect</b></p> <p>WISE, in conjunction with the Royal Academy of Engineering, is currently undertaking a key piece of research into the size, causes and nature of the gender pay gap for engineers. This research will be used to produce an action plan for employers, with the ultimate aim of eradicating the gap for good!</p> <p>Join us at this workshop to hear about the project, including a first chance to hear about some of the initial findings – and help us to shape our action plan to close the GPG by sharing your insight and your experiences. This is your opportunity to make engineers' pay more equitable!</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Causes of the gender pay gap for engineers</li> <li>• The size of the gender pay gap for engineers</li> <li>• The impact of the gender pay gap on the engineering talent pipeline</li> </ul>

<p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• How to make change in a positive way</li> <li>• Confidence in starting tricky conversations</li> <li>• Tools and techniques to tackle inequalities and frame conversations in a business context</li> </ul>		<p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• Being mindful of who and where young people get their influence from</li> <li>• What we need to do to influence influencers</li> <li>• What needs to change</li> </ul>	<ul style="list-style-type: none"> <li>• Unconscious bias</li> <li>• The inherent value of STEM returners as a new talent pool and reframing recruiters and hiring managers perceptions that a CV gap automatically equates to a deterioration of skills</li> <li>• Strategies to inspire girls without diminishing boys and nurturing men as allies</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• Reviewing the most commonly encountered barriers to gender parity</li> <li>• How to undertake a participatory gender audit of your programme and organization</li> <li>• Introduce strategies to make your organization more gender-sensitive</li> </ul>	<ul style="list-style-type: none"> <li>• Why the gender pay gap matters to you and your organisation</li> <li>• How we can close the gender pay gap for engineers</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• What organisations can change to reduce their gender pay gap for engineers</li> <li>• Key reasons to close the gap which they can use to influence in their own organisations</li> <li>• Insight and testimony from others who care about a fair deal for women engineers</li> </ul>
<p><b>Dawn Bonfield MBE</b>, Royal Academy of Engineering Visiting Professor at Aston University, <i>Towards Vision</i></p>	<p><b>Gill Thomas</b>, Senior Manager, Diversity &amp; Inclusion, <b>Royal Academy of Engineering</b></p>	<p><b>David Lakin</b>, Head of Education 5-19, <b>Institution of Engineering &amp; Technology (IET)</b></p>	<p><b>Dr Sarah Chen</b> Council Member / Assistant Subject Matter Expert, <b>Women's Engineering Society (WES) / EDF Energy</b></p>	<p><b>Stephen Howse</b> Research Manager, <b>WISE</b></p>

## 13:30 Interactive Workshop Options: Choose one from F – J

F	G	H	I	J
<p><b>Detailing a strategic approach to gender parity</b></p> <p>This workshop will help you develop a strategic framework to unlock the potential talent of young people and, in particular, women, for engineering and technology careers.</p> <p>We will show how building a solid business case with real tips on strategic leadership can reap rewards when looking to increase talent pipeline to more diverse recruits.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Building the business case for why a strategy is imperative to success</li> <li>• Real life examples of employers implementing outreach strategies to address shortages (e.g.: Enthuse)</li> <li>• Identifying key drivers for your organisation</li> <li>• What you need to have in place to ensure a successful STEM strategy</li> </ul>	<p><b>Equal Lives Report - how organisations can balance work and caring responsibilities</b></p> <p>Over the last two decades, employers have increasingly adapted to the fact that a supported, healthy and happy workforce is more engaged and productive. However, the findings of a recent BITC report - Equal Lives, highlights how both attitudes and behaviours need to change, revealing there is more to be done to support those struggling to balance work and caring responsibilities.</p> <p>This is a key factor when trying to attract and retain women in the engineering sector. Looking beyond organisational approaches to family friendly working/caring policies this workshop examines how organisations can implement true culture change through encouraging policies and practices that are aimed at men, women, and those caring for dependent adults as well as children.</p>	<p><b>Creating gender balance in your organisation - from top down</b></p> <p>This session explores how changing an organisation's culture towards gender parity will positively impact recruitment and retention into the workplace. This interactive session will facilitate discussion around the positive steps that different organisations are taking to effect this change. Delegates will leave this session with practical ideas to take back to colleagues and leaders in their workplaces.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Reframing the debate – changing from traditional perspective to today's way of thinking</li> <li>• Redefining gender balance for your business</li> <li>• How to recognise opportunities</li> <li>• Implementing change through top-down leadership</li> <li>• Top tips for implementing change</li> </ul> <p><b>Key learning points</b></p>	<p><b>Producing and updating your D&amp;I plan</b></p> <p>In this two-part workshop we will explore the development of D&amp;I Strategies and Action Plans. The first section will provide an overview on the development process using real-life examples from recent experiences of developing, updating and publishing a D&amp;I strategy and action plan.</p> <p>The second section will demonstrate a practical application of strategy and action plans, focussing on gender parity; increasing the number of women in engineering through recruitment, retention and promotion. Breakout discussions and feedback will allow delegates to share experiences, learn from others/industry and take away practical ideas.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Explore the what, how and who of developing,</li> </ul>	<p><b>Creating family-friendly flexibility in the workplace</b></p> <p>Over the last 18 months Ofcom has introduced flexible working to make it easier for colleagues to work from different locations and adapt their working pattern. Our colleagues may have different needs for working flexibly, from caring for family members young and old or to help them manage their commuting time. Our approach to flexible working is to adapt to the needs of colleagues, for example adapting the hours that colleagues work or making it easy for colleagues to work wherever they are. To support this, we have also introduced new tools to improve collaboration for colleagues regardless of their location. This workshop will explore the benefits of flexible working and examples of how to introduce this into the workplace.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Scenarios for why people need</li> </ul>

<ul style="list-style-type: none"> <li>Leading the change – how leaders can help drive positive change for your businesses STEM engagement</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>How to develop a framework to increase the impact of your engagements with education</li> <li>Top tips for leading the change and ensuring buy-in across your organisation</li> <li>An understanding of different ways of demonstrating value and impact</li> </ul>	<p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>Findings from the Equal Lives report</li> <li>Increasing access to flexible working/carers leave</li> <li>Improving Shared Parental leave</li> <li>Showcasing positive male and female role models</li> <li>Making data count</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>Understand what prevents men from accessing family friendly policies</li> <li>What good practice is currently in place</li> <li>Activity to support implanting 'gender neutral' family friendly working practices in an organisation</li> </ul>	<ul style="list-style-type: none"> <li>What gender balance could mean for you and your balance</li> <li>Tips to effectively encourage gender balance</li> <li>How to engage senior leadership in the debate</li> </ul>	<p>implementing and updating a D&amp;I strategy and plan</p> <ul style="list-style-type: none"> <li>Explore successful factors</li> <li>Break out discussions to review attendees' Strategy and Plans (subject to numbers)</li> <li>Overview of strategies to recruit, retain and promote women in engineering</li> <li>Break out discussions to explore the practical application of D&amp;I Strategy through a focus on concepts and ideas that improve gender parity in engineering</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>Real examples and practical ideas to help you develop/update your D&amp;I Strategy and Action Plan</li> <li>Tangible actions to implement that can contribute to gender parity in engineering</li> </ul>	<p>to work flexibly</p> <ul style="list-style-type: none"> <li>Examples of how this has worked successfully</li> <li>Different models of flexible working</li> <li>How to introduce flexible working into your organisation</li> <li>Knowledge sharing for best practice</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>How to make a case for flexible working in the workplace</li> <li>How to make flexible working work for you</li> <li>How to make that cultural change in your organisation</li> </ul>
<p><b>Eva Fryc</b> Regional Network Lead, <b>STEM Learning</b></p> <p><b>Leslie Whyte-Venables</b> Regional Network Lead, <b>STEM Learning</b></p> <p><b>Aimee Welch</b> Business Partnership Manager, <b>EngineeringUK</b></p>	<p><b>Savi Bhamra</b> Diversity Advisor - Workplace Inclusion and Wellbeing, <b>Business in the Community</b></p>	<p><b>Abigail Frost</b> UK Equality, Diversity and Inclusion (EDI) Manager, <b>WSP</b></p> <p><b>Ffion Jones</b>, Learning &amp; Development Manager, <b>WSP</b></p>	<p><b>Alex Lawrence</b> Talent Inclusion Director, Head of D&amp;I, <b>Ramboll</b></p>	<p><b>Heli Frosterus</b>, Spectrum Policy Principal, <b>OFCOM</b></p> <p><b>Jill Faure</b>, Senior Technology Advisor, <b>OFCOM</b></p>

## 15:30 Interactive Workshop Options: Choose one from K – O

K	L	M	N	O
<p><b>Beyond leadership development: A systemic approach to address gender imbalance</b></p> <p>Accelerating Difference (AD) is an innovative, 12-month global programme in GlaxoSmithKline. Designed to help high-performing, mid-to-senior-level female leaders develop and progress their careers, it combines 1:1 and group coaching, dialogues and sponsorship. With its fifth cohort underway, the programme has contributed to creating a gender-balanced pipeline of leaders.</p> <p>Today, 45% of management positions at GSK are occupied by women, while retention and promotion rates among the 600 female leaders who've participated in AD are higher than non-participating females and male counterparts.</p> <p>In this interactive workshop we'll discuss what has made this programme successful and the lessons learnt. We'll discuss how addressing the work environment through sponsorship and dialogues</p>	<p><b>Reverse mentoring, intersectionality and gender parity</b></p> <p>Women are multi-dimensional and diverse. To increase the number of women in engineering and girls interested in STEM it is important we understand and appreciate that women can also identify as black, Asian and with a minority ethnicity (BAME), women can be gay, disabled, younger and older. Mott MacDonald's Advance Reverse mentoring scheme focuses on disability, race and culture, and lesbian, gay, bisexual and transgender (LGBT+) inclusion. Although the scheme is not gender-specific there is a higher representation of women on the scheme than in the source populations and the mentoring model can be adapted by other organisations to focus specifically on gender. The 12-month scheme facilitates upward mentoring to create more empathetic and inclusive leaders by providing them with a diversity of role models and also supports the career progression of underrepresented</p>	<p><b>Inspiring the next generation: Solutions to overcome current barriers</b></p> <p>The ASPIRES report from King's College London, shows that young people aged 10-14 generally have high aspirations for professional, managerial and technical careers.</p> <p>However, only 15% - 25% aspire to a career as a scientist or engineer respectively, despite over 70% agreeing that they learn interesting things in science at school and over 75% believing that scientists make a difference in the world.</p> <p>This study clearly demonstrates a widespread lack of awareness of where science can lead and what careers are possible. Therefore, it is essential for industry to work with schools to show the infinite possibilities offered through a career in STEM.</p> <p>This workshop will take a look at the current statistics, barriers, organisations and programmes that are available working in this area.</p>	<p><b>Changing the game in early years recruitment</b></p> <p>Industry calculations estimate that "the annual shortfall of engineers and technicians has increased by 25% to 69,000" (Engineering UK, 2017). This presents an opportunity for the industry to attract diverse talent, including women to help address this gap.</p> <p>2018 was a record breaking year for Costain, with a collective 52% of our early year recruits being female.</p> <p>In this workshop, we will share some of the actions we have taken to increase the diversity of our graduate and apprentice intake, as well as discussing what we can all do within our businesses to ensure that these women develop and further their careers, and the steps we all need to consider when recruiting for the future.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Attraction</li> <li>• Recruitment</li> </ul>	<p><b>Tackling sexual harassment in the workplace</b></p>



<p>has been important to support women to progress in their careers, in addition to supporting their development through coaching.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• The issues for female leaders in progressing their careers</li> <li>• How a combination of coaching, sponsorship and dialogues address the issues</li> <li>• How managers and other senior leaders can support female talent to progress</li> <li>• The role of senior level sponsorship to support career progression</li> <li>• Breakout discussions on what this could mean for your organisation</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• The importance of taking a systemic approach to address gender balance</li> <li>• Ideas on how to support female leaders with career progression</li> <li>• How to take this forward in your organisation</li> </ul>	<p>groups in engineering. Delegates should attend this workshop to understand how they can utilise reverse mentoring in their organisation to support a gender diverse leadership pipeline and more inclusive leaders.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• The Why – business case for positive action</li> <li>• The Who – which group are involved and why</li> <li>• The How – how is the scheme managed and structured</li> <li>• The So What? Outcomes and Impacts</li> <li>• What next – follow up and takeaways</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• How to pitch for positive action mentoring / reverse mentoring</li> <li>• How to deliver an effective mentoring / reverse mentoring scheme</li> <li>• How to measure and share impact</li> </ul>	<p>To discuss key issues, ideas and solutions that need to come from industry and higher education to increase engagement throughout schools, to get ahead of societal stereotypes and build and maintain a solid understanding and interest in STEM careers.</p> <p><b>Key areas covered</b></p> <ul style="list-style-type: none"> <li>• Current school statistics</li> <li>• The negative impacts of stereotypes and bias</li> <li>• The fun of being a STEM Ambassador</li> <li>• The importance of role models</li> <li>• The value of work experience visits</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• STEM engagement ideas</li> <li>• Collaboration opportunities</li> <li>• Where to find resources</li> </ul>	<ul style="list-style-type: none"> <li>• Onboarding</li> <li>• Development</li> <li>• Retainment</li> </ul> <p><b>Key learning points</b></p> <ul style="list-style-type: none"> <li>• Targeted actions to increase the number of females in early years' recruitment</li> <li>• An understanding of the reasons why businesses fail to retain their intake</li> <li>• Steps for the future</li> </ul>	
<p><b>Sue Gammons</b>, Coaching Director, <b>GlaxoSmithKline</b></p>	<p><b>Richard Chapman-Harris</b> Head of Inclusion and Responsibility, and <b>Sophie Lea</b>, Senior Equality, Diversity and Inclusion Advisor  <b>Mott MacDonald</b></p>	<p><b>Lorna Bennet</b>, Mechanical Engineer, <b>Offshore Renewable Energy Catapult</b></p>	<p><b>Clara Wicks</b> Group Equality, Diversity and Inclusion Manager, <b>Costain</b></p>	

Speakers



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**Cathy Travers**  
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**Chloe Chambrud**  
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 Director, **Business In  
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**David Jenkins**, Practice  
 Director Engineering,  
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