

WES Strategy 2021-24



Our vision is of an engineering industry that employs the diversity of the society it serves, to solve the biggest societal issues of our time; and our mission is to support women in engineering to fulfil their potential, and support the engineering industry to be inclusive.

We are a charitable trust that is driven by our stakeholders: the members and partners who support us in our mission, and the wider engineering society which we serve.

We have set out what we will do and how we will do it against three stakeholder-focused priorities:



OUR MEMBERS

We will support women in engineering at every stage of their career

We will provide our Members with the network opportunities and products and service platforms that support each stage of a career in the engineering industry, particularly, but not exclusively, addressing barriers that disproportionately affect women.

We will do this through

Skills & career development: mentoring, collaboration programmes with Professional Bodies and Partners, job and volunteer opportunities

Raising personal profiles: awards and campaigns, and committee and board opportunities

Access to networks: conferences and events (local and national, intra- and inter-sector), and our job board



OUR PARTNERS

We will support businesses and institutions to attract and retain women in engineering

We will support our Partners in creating great places for women to work and study. Through access to our membership offerings, our partnership events and collaboration campaigns, we support our Partners in becoming leaders for gender diversity in engineering.

We will do this through

Skills & career development: mentoring, collaboration programmes with Professional Bodies and other Partners and volunteer opportunities to your people

Raising institutional and company profiles: campaign & research opportunities

Access to networks: partnering at events & conferences, and access to our job board



OUR SOCIETY

We will shape the engineering gender diversity debate in society, industry and with government

We will identify issues on gender diversity in engineering that we need to influence, and using data and working with relevant actors will engage in effective campaigns that contribute to a more equal, diverse and inclusive engineering industry.

We will do this through

Regular communications: including publication of the Woman Engineer Journal

Collaborating in research: enabling insights into EDI in engineering

Shaping and delivering campaigns: influencing policy and debate in engineering, and celebrate the contributions of women to engineering