

‘Sustainability and Engineering-the future is no longer male’:
Changing our institution to reflect this-CIBSE first tentative steps

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CIC Workshop-Constructive Women 23 November 2011

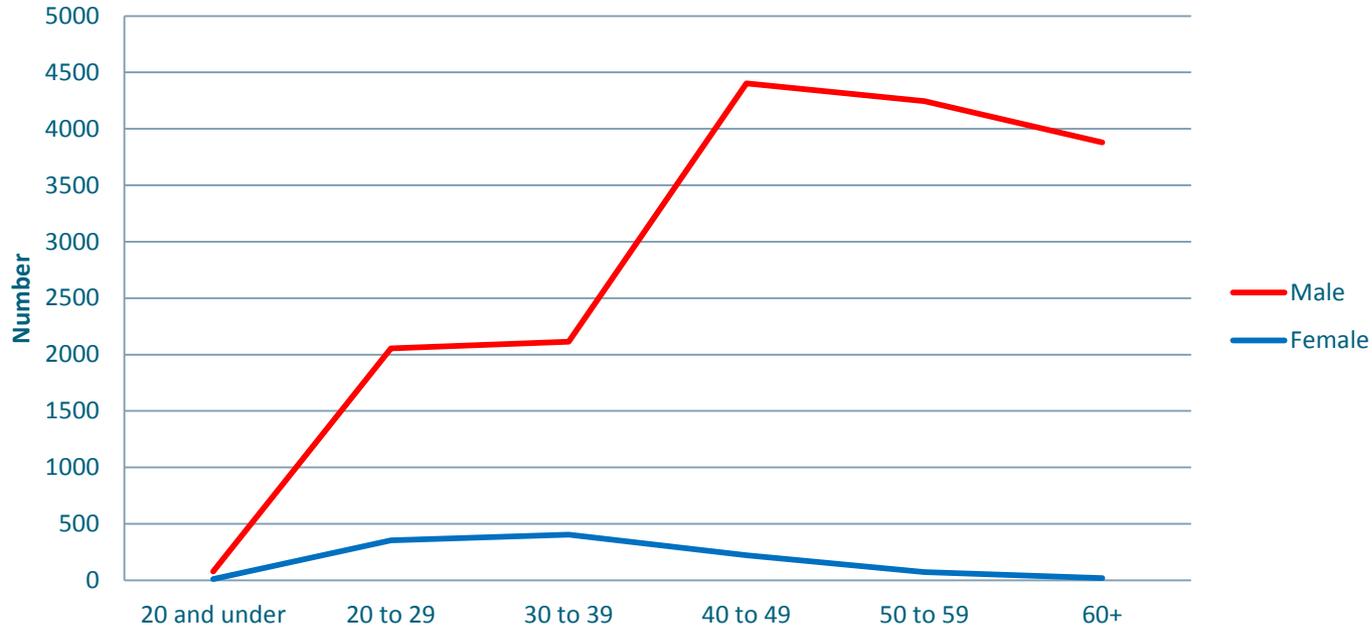


Current Position

- Total CIBSE membership is 18,891
- 5.7% of CIBSE members are women
- Only 11 out of 984 women are Fellows
- 16.2% Graduate members are women
- The majority of women members are in the age range 20 to 39 as this chart shows:

Age Profile of the CIBSE membership

CIBSE Membership by Gender and Age



Engineering UK 'Why the UK has the lowest proportion of female engineers in the UK'

- Girls are ruling themselves out of an engineering career by age 14
- Enjoyment of a subject is as significant as attainment of a pupil's likelihood to pursue a subject further
- Careers information is still reinforcing gender stereotypes

[www.engineeringuk.com/what we do/education & skills/briefing papers.cfm](http://www.engineeringuk.com/what-we-do/education-&-skills/briefing-papers.cfm)

CIBSE Initiatives under way

- Better and informed careers advice and materials
- Use of role models
- Encourage Young Engineers Network to work with schools, colleges and universities
- 2 women members to sit on the CIBSE Board
- Establish a CIBSE Linked-in Group and a Diversity Panel
- Work with UKRC

Next Steps

- Make better use of female role models
- Offer assistance to women taking career breaks
- Collaborate with other organisations
- Encourage employers to offer work experience
- Deliver key messages to industry on the value of employing women
- Focus on a PR Campaign