

IASS: Women in Engineering and Design

Tuesday July 17, Lunch Panel

Below is a list of audience anonymous polling to the question "What questions do you have for the panelists?" Participants can vote up or down for a question posted by others and/or post their own question. The questions are listed in order of descending votes.

1. What is something you think male colleagues and mentors should know about being supportive of women in the workplace?
2. What specific challenges have you had to overcome as a woman?
3. Work-life-family balance?
4. How can you deal with workplace social situations that can be inherently discriminatory towards women (such as the office participating in a male sports league etc)?
5. How often do you feel that your gender has made it more difficult to progress in your career, and has that decreased as you've become more established?
6. Many of you are showing wonderful, well-known projects that I did not know were designed/engineered by women. What can we do to raise the profile of women behind these projects?
7. What subtle actions and attitudes need to be addressed to create an accessible work environment?
8. How do we translate challenges into action items to overcome them?
9. Have mentors and role models had an important impact on you?
10. How do you manage ambition to progress and invest yourself professionally with ambition to be an investor and present family member?
11. What are responses or mechanisms you've developed when men question your intelligence?
12. How do you combine such a challenging job with your personal life? Which is the trade-off?
13. Do you feel that you need to emphasize certain characteristics in order to be respected more easily? Which characteristics?
14. What are challenges when you work internationally or across cultures?
15. How do we best raise awareness of, and overcome issues of unconscious bias?
16. How do you deal with the expectation that women should always be "nice" and accommodating?
17. How do you mentor and influence people (directly and indirectly) to be more gender-inclusive?
18. In addition to women's place in engineering and design, how can we be more inclusive to people of different ethnicities and gender?
19. How does everyday life feel as a woman in your office?
20. Can you speak a bit more about becoming licensed in both architecture and engineering?
21. Have you ever had lower income than men? How do you manage with it?
22. What do you think about a feminist practice of engineering and design? Does it exist?
23. How have you positioned yourself to be part of projects that are opportunities for learning and growing, but to which you don't have much prior expertise to contribute?

24. How can architectural education raise awareness about the discriminations against women and enhance the work experience in the male dominant in built environment industry.
25. How should we grow our daughters to inspire them to become successful women?
26. What do you think can be done to change the figures (20% of women engineers)?
27. Will you please archive these questions for the record, and consider making them available to a wider audience for professional self-awareness around concerns of gender bias and discrimination?
28. What are your hobbies outside of work and engineering?
29. What is your special contribution as a woman to your practice or work environment?
30. How do you deal with the lack of women in leadership?
31. How to navigate the double edge sword - expectations from male colleagues/supervisors for women to be demure vs. opportunities given only to outspoken team members.
32. What do you do when you see injustice between a in the work environment
33. What do you do when you see discrimination between a male and female colleague in the work environment?
34. How might you deal with discrimination from other women who also have embedded and unconscious notions of gender competence or expectations?
35. To focus on inspiration: do you have a story to share where being a woman actually helped you and moved you forward quicker/better?
36. Regarding blatant gender discrimination, is ignorance bliss? Or is there a responsibility to turn the tide for future generations of women?
37. Women's Work
38. <http://aphotoeditor.com/2016/11/15/the-daily-edit-chris-chrisman-womens-work/>
39. What is the biggest advantage/virtue of being a woman in your profession
40. As a woman, do you consider this aspect of your identity in the space of male-dominated practice? Why or why not?
41. I am these things for myself and these should be expected by everyone
42. How do donate your time and volunteer?
43. How do you balance professional and personal life?