



**THE CANADIAN INSTITUTE  
FOR WOMEN IN ENGINEERING  
AND SCIENCES**

**L'INSTITUT CANADIEN  
POUR LES FEMMES EN  
INGÉNIERIE ET EN SCIENCES**

**The Canadian Institute for Women in Engineering and Sciences (CIWES) / l'Institut canadien pour les femmes en ingénierie et sciences (ICFIS) was created to catalyze research and action to advance the education and success of women in science, technology, engineering and mathematics (STEM) fields.**

A stylized world map graphic is centered on the page, rendered in a light blue and green color palette. The map is overlaid on a background of a light blue grid and faint binary code (0s and 1s).

**2022  
ANNUAL  
REPORT**



**CONTACT INFORMATION:**

**THE CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCES**

***c/o University of Ottawa Library***

**65 University Private, Room 039, Ottawa, ON K1N 6N5**

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# PRESIDENT'S MESSAGE

The pandemic created several complications for the Institute, as our main project at the time (Archives of women in STEM) was halted for many months due to the closure of the Receiving Services at the University of Ottawa, and most of the staff worked from home for a very long time. New documents could not be added to the collection until services returned to a normal pace in 2022. The Board of Directors continued to meet by the online platforms but less frequently as in previous years. This report presents highlights of the Institute's main discussion points. Specific project and committee reports are included in a further section.

**In 2020**, the Institute followed up on the Archive workshop: actions needed to be prioritized; all directors were asked to send a few ideas for establishing priorities of actions. An important new action was the development of a MOU between CIWES and the Library at the University of Ottawa. A grant was provided by the CNSC which enabled Marina Bokovay to hire a student to continue to develop the archive project. ICWES-18 was to be held as a hybrid online and in-person conference in Warwick, UK (September 2021). Our institute submitted a proposal for an online workshop on archives for women in STEM. Our paper was titled: Creating the Memories and Celebrating the Legacy of the Bold and the Brave: Building the Archives of Women Scientists and Engineers. The paper was accepted and several of us made presentations.

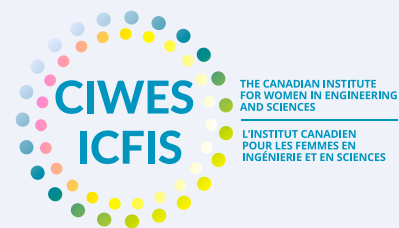
At a meeting in June, we compiled a list of priorities for the archive project. The first part discussed the structure and operation of CIWES, the results of which were included in a policy manual. The position of Past President was created to prepare for succession planning. The second part was on the importance of reaching out to organizations with similar objectives to explore collaboration opportunities. These organizations were those which had participated in our strategic planning session in 2019 (NSERC, CCUNESCO, EC, LAC, U Ottawa Library, Ingenium). In addition, we also planned to connect with women in the nuclear sector (with Rumina Velshi as primary contact). The discussion recommended the building of awareness of CIWES to other organizations focussed on diversity and inclusiveness. Other ideas were to collect an oral history of women in STEM, include several biographies on the website to increase the visibility of role models, and post articles and books on women in STEM.

**In 2021**, Peggy Layne resigned from the Board to concentrate on several of her other projects. We were very pleased to add Jennifer Flanagan to the Board.

A new project was approved by the Board: The writing of a book on the history of the ICWES Conference series and the creation of INWES (International Network of Engineers and Scientists) and CIWES-ICFIS.

We participated in a workshop called: "Electrifying Women" led by Dr. Graeme Gooday in the UK. Monique, Ruby, and Claire spoke with Graeme Gooday to discuss their research plans on the ICWES conference series. We explained that the conference information will be available when the book we are writing is published. The UK team is working on a grant application to collect information about international conferences and organizations for women in STEM. They are mostly historians based in the UK and are trying to expand beyond their country. Monique also put Graeme in contact with GASAT, which ran a series of conferences on women in science and technology.

**In 2022**, Marina agreed to take the role of Secretary, for which we are very thankful! In our successful planning discussions, the Institute is most grateful that Claire agreed to take on the role of President and Monique became Past President. The Institute is also developing plans to attract young people to join in our activities. We shall ask WISE groups to provide names of young members and bring them together at some point in a type of workshop and see how to



## THE CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCES HEADQUARTERS

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integrate them into the Institute's activities. We are also very pleased that Paul Dufour agreed to join the Board, and to take on the role of Treasurer, replacing Claire in that role. The Institute is developing plans to attract young people to join in our activities. Finally, a MOU was signed between the University of Ottawa Library and CIWES.

Monique Frize



President 2020-2022; now Past President as of Fall of 2022

## ● BOARD OF DIRECTORS



**Monique Frize** graduated with a Bachelor in Electrical Engineering at the University of Ottawa in 1966. She completed a Master of Philosophy and Diploma of Imperial College at Imperial College of Science and Technology in London, UK (1970) while holding an Athlone Fellowship from the British Council. In 1986, Monique completed a Master of Business Administration at Université de Moncton, and a doctorate at Erasmus University in Rotterdam, the Netherlands in 1989.

Monique was a Clinical Engineer at Notre-Dame Hospital (1971-1979) and director of Clinical Engineering Services Regions I & VII in Moncton (1979-1989). Monique was appointed as the first Northern Telecom/NSERC Women in Engineering Chairholder and full professor in Electrical Engineering at the University of New Brunswick, in Fredericton. In 1997, she was appointed as the NSERC/Nortel Women in Science and Engineering Chairholder for Ontario at Carleton University and the University of Ottawa. Monique was involved in dozens of committees and boards. She received five honorary doctorates and was appointed officer of the Order of Canada (1993) and Fellow CAE, EC, IEEE, IFMBE, CMBES.

Monique is a Distinguished Professor at Carleton University, and Professor Emerita at the University of Ottawa. Monique is co-founder of INWES and of the INWES Education and Research Institute (now CIWES-ICFIS). Monique published six books that include: *The Bold and the Brave: A History of Women in Science and Engineering* (UOP, 2009); *Laura Bassi and Science in 18th Century Europe* (Springer, 2013); *A Woman in Engineering: Memoirs of a Trailblazer* (UOP, 2019). She published more than 250 papers in refereed journals and conference proceedings. Her research areas are clinical decision support systems, medical imaging, clinical engineering, and women in science and engineering.



Professor Emerita **Claire Deschênes** graduated from Laval University in Mechanical Engineering in 1977. She obtained a PhD from the *Institut National Polytechnique de Grenoble* in France in 1990. Hired as the first woman professor in engineering at the Faculty of Sciences and Engineering of Laval University (Canada) in 1989, as specialist on hydraulic turbines. She founded the Hydraulic Machine Laboratory (LAMH) in 1994 and established the Consortium on hydraulic machines in 2007.

Claire is also involved on the issue of women in science and engineering. She was the holder of one of the NSERC Chairs for women in science and engineering from 1997 to 2005. She is cofounder in 2002 of a French-speaking organization about women in STEM (AFFESTIM). She is also cofounder with Monique Frize and Gail Mattson of the NGO *International Network of Women Engineers and Scientists* (INWES) in 2003, and the charitable organization *Canadian Institute for Women in Engineering and Sciences* (CIWES-ICFIS) in 2008.

Throughout her career, Claire published many journals papers and collective editions. In 2022, we published with Louise Lafortune and Audrey Groleau the *Manifesto on Women in STEM – 50 Positive and Impactful Texts* (ISBN:9782897993825).

Claire has received numerous awards and distinctions for her career. Among these, she has been named Knight of the National Order of Quebec in 2021 and Member of the Order of Canada in 2019. She received two honorary doctorates, from the University of Sherbrooke in 2019 and from the University of Ottawa. She was awarded the *Prix du Québec Lionel-Boulet* in 2020 for her scientific career and for her contribution to the economic growth of the province of Quebec (first woman). In 2019, she lent her name to the *Claire-Deschênes Postdoctoral Fellowship Competition* of the Université de Sherbrooke. She received in 2015 the NSERC *Synergy Award for Innovation – Two and More Companies*, and the same year she became Fellow of Engineers Canada.



**Ruby Heap** is Professor Emerita at the University of Ottawa’s Department of History. During her career, Ruby committed herself to the development of Francophone and Anglophone scholarship and student training in the fields of educational history and of women’s and gender history. She co-founded (1989) and co-edited the journal *Historical Studies in Education/Revue d’histoire de l’éducation*, and was appointed in 1999 as Founding Director of the University of Ottawa’s Institute of Women’s Studies. She then served as associate dean at the Faculty of Graduate and Postdoctoral Studies and, more recently, as associate vice-president, research. During this period, Ruby also began researching the still largely unknown history of women in Canadian engineering. Through her involvement with the INWES Education and Research Institute (INWES-ERI), she also advocated the interdisciplinary study of women in STEM, and called for the creation of a national archive devoted to their

history in Canada, a project that came to fruition in 2018.

Ruby is the recipient of the Professional Engineers of Ontario’s President Award (2010), of the Order of Academic Palms from the French Republic (2016) and of the Royal Society of Canada’s Ursula Franklin Prize in Gender Studies (2018).



**Marina Bokovay** is a professional archivist with over 10 years experience working in the fields of archives and records management. Marina has degrees from Queen’s University, Kingston and the University of Toronto.

Marina is the current Head of Archives and Special Collections at the University of Ottawa Library, a role she has been in since April 2018. In her short time at uOttawa, she oversaw the launch of the Canadian Archive of Women in STEM initiative and the building of a new database that amalgamates information about the archives of women in STEM from across the country.

Prior to uOttawa, Marina was the Archivist and Records Manager for Victoria University in the University of Toronto and spent seven years with the Ontario Government before that.

Marina has a strong interest in preserving the documentary heritage of women in Canada and ensuring that researchers are connected with the information they need. Besides the Archive of Women in STEM initiative, Marina’s current focus is around digital records preservation and ensuring that records on legacy formats are not lost.



**Troy Eller English** is the archivist for the Society of Women Engineers, based at the Walter P. Reuther Library of Labor and Urban Affairs at Wayne State University in Detroit. Since becoming the SWE archivist in 2008, she has worked to raise the profile and relevance of the archives in celebrating the achievements of the Society and its members, supporting the Society’s current mission, and informing its future decision-making. She is also producer for *Tales from the Reuther Library*, a podcast featuring stories about labor history, Detroit, and Wayne State University, as told by the Reuther’s archivists and researchers. Outside the Reuther, Troy English is co-editor for the Michigan Archival Association newsletter; serves on the steering committee for To Boldly Preserve, an organization working to preserve the history of American space flight; and consults on archives for the Detroit Curling Club and the U.S. Women’s Curling Association.



**Sandra Corbeil** is the Director Strategic Partnerships and Networks for Ingenium - Canada’s Museums of Science and Innovation. Sandra has more than 25 years working as an education, communication, and outreach leader and is a member of a number of national organizations that promote partnership and collaboration in STEM ecosystem. She is responsible for the creation of Ingenium’s award-winning Summer Institute for Elementary Teachers and most recently led Ingenium’s Women in STEM initiative which includes a travelling exhibition, free online posters and resources as well as a series of Instagram Videos showcasing women in STEM. She has a strong interest in advocating for equity, diversity, inclusion and accessibility.



**Rumina Velshi** is President and CEO of the Canadian Nuclear Safety Commission. She was appointed for a five-year term in August 2018. She began her service on the Commission in 2011 as a Commission member. She has also served as a Board member on the Ontario Energy Board.

Previously, Rumina worked in the nuclear industry, holding progressive positions of responsibility at Ontario Hydro and Ontario Power Generation.

Rumina is very active in the promotion of STEM careers, especially for young women. She served as Vice Chair on the Board of Directors of Scientists in School and has been a dedicated ambassador for Women in Nuclear for many years. She was a founding member of Canada's Women in Science and Engineering (WISE) organization.

As CNSC President, she brings attention to the need and benefits of gender diversity in the nuclear industry through her many speaking engagements across Canada and the world. She is currently leading several initiatives to advance women in STEM careers in nuclear energy, one of which is called DAWN: Driving the Advancement of Women in Nuclear.

Rumina holds a Bachelor of Applied Science in Civil Engineering, a Master of Nuclear Engineering, and a Master of Business Administration, all from the University of Toronto.



**Jennifer Flanagan** is a go-to thought leader and advocate for inclusive STEM education and skill building in Canada. As the co-founder, President and CEO of Actua, Jennifer leads a national network of 43 organizations engaging 400,000 youth each year. Actua is known for its impact with equity-deserving audiences working extensively with girls and young women, Indigenous youth, rural and Arctic communities and youth facing socio-economic challenges.

Jennifer's track record for successful partnership development and stewardship has attracted multinational private sector partners and public sector partners from every corner of the country. These include Google, Microsoft, Lockheed Martin, RBC, Finning, GE, Government of Canada, Government of Nunavut, and many more.

Jennifer has thrice been named one of Canada's Top 100 Most Powerful Women, is the recipient of a Y Women of Distinction Award (Education and Training), was named a Top Forty Under 40 and the RBC Women Entrepreneur of the Year in the social change category.

Jennifer holds a BSc from the University of New Brunswick, an MBA from McGill and was recently awarded an Honorary Doctorate in Science and Engineering from Concordia University.

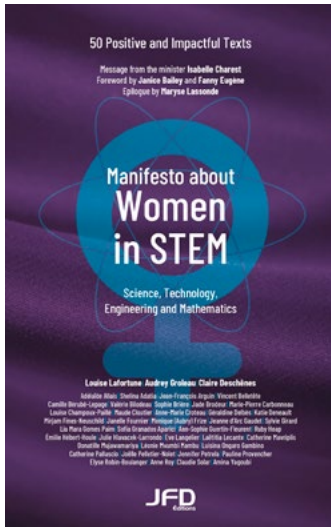


Born in Montréal, **Paul Dufour** was educated at Concordia University, McGill University, Université de Montréal in the history of science and science policy and has had practical science and technology (S&T) policy experience for over three decades. Mr. Dufour is a Senior Fellow with the Institute for Science, Society and Policy, University of Ottawa.

Over the course of the past 35 years, Paul has served as a senior advisor in science policy with several Canadian federal science ministers, agencies and organizations. He has served as a senior program specialist with the International Development Research Centre (IDRC) and interim Executive Director at the former Office of the National Science Advisor to the Canadian Government; advising on international S&T policies. Paul was a member of the Science and Policy Exchange board, and was a member of the Gold Medal winning Canadian International Polar Year National Committee. Paul is a member of the Executive Committee of Canadian Women in Science and Engineering, and is a senior editor for the FACETS science journal. He has also served as an investment committee member for Grand Challenges Canada on global health for several years. He is a mentor to the Youth Council advising the Chief Science Advisor to the Government of Canada.

Paul regularly lectures on science policy at national and international forums and has authored numerous articles on international S&T relations and Canadian innovation, science diplomacy and knowledge policy. He is the series co-editor of the Cartermill Guides to World Science and is the author of the Canada chapter for the UNESCO 2010, 2015 and 2021 Science Reports. More recently he has co-edited books on the history of the Science Council of Canada, as well as the speeches of Nobel Laureate Gerhard Herzberg on the value of science in society and culture.

Paul was the first recipient of the Canadian Science Policy Centre (CSPC) award for Exceptional Contribution to Science Policy in 2019.



## Manifesto about Women in STEM: 50 Positive and Impactful Texts\*

Authored by Louise Lafortune, Audrey Groleau, and Claire Deschênes  
Éditions JFD, ISBN: 9782897993825

*The Manifesto about Women in STEM* is a collection of 50 texts that speak to the population at large. It brings together the thoughts of several authors, including individuals (both women and men) and groups from the school, university and private sector realms, who work with women in STEM in French-speaking Canada.

\*Also in French: Manifeste à propos des femmes en STIM. 50 textes positifs et percutants

And in Spanish: Manifiesto sobre las mujeres en CTIM. 50 textos positivos y empoderantes

## ● STRUCTURE OF THE ORGANIZATION

### Who We Are

The Institute was created in 2007 under the name of INWES-Education and Research Institute. It was incorporated the 29th of November 2007 under the Canada Corporations Act. It was designated as a Charitable Organization on the 28th of February 2008 (BN #2690 2751 RR0001).

The organisation name was changed in 2019 for The Canadian Institute for Women in Engineering and Sciences (CIWES)/l'Institut canadien pour les femmes en ingénierie et sciences (ICFIS).

Its activities are conducted through a board of directors and diverse committees.



### Our Objectives

The CIWES-ICFIS objective is to advance the education and success of women in science, technology, engineering and mathematics (STEM) fields, through the following objectives:

- Create and maintain an online resource center (hub) and database for information concerning education in STEM fields.
- Promote the contributions of past and present women in STEM to increase the visibility of role models.
- Foster and disseminate research concerning STEM fields as both an educational and career choice.

If you are interested in assisting the CIWES-ICFIS in achieving its objectives by making a donation to fund a project in one of our program areas, please contact us at: [www.ciwes-icfis.org](http://www.ciwes-icfis.org). A Charity Receipt will be provided upon request.

## ● COMMITTEE REPORTS

### CIWES-ICFIS Operation — Marina Bokovay, Secretary General

The Institute Board of Directors and Committee function primarily through virtual meetings via the internet:

Board Meetings: 2020-02-04, 2020-02-23, 2020-04-22, 2020-10-19, 2020-12-14, 2021-03-22, 2022-10-11

Annual General Meeting: 2021-06-29, 2022-06-21

Strategic meetings: 2020-06-05, 2022-06-26

## The Canadian Archive of Women in STEM

The Canadian Archive of Women in STEM initiative, a joint project of the University of Ottawa Library, Library and Archives Canada and CIWES launched in 2018, aims to increase the awareness of the historical contributions of Canadian women in STEM by making the archival record more accessible and also to encourage women currently working in STEM to donate their own records for posterity.

The main facet of the project is the Portal, a pan-Canadian bilingual database which brings together information about archival records related to women in STEM held by Canadian archives and cultural institutions. The portal provides researchers interested in the history of women in STEM with a tool to more easily locate resources and the information that they require.

The portal currently has over 450 entries, with more having been recently identified. The University of Ottawa Library is currently in the process of updating the Portal to a new database system which will allow for more functionality and improved searching capabilities. CIWES was able to coordinate a financial donation from the Canadian Nuclear Safety Commission to hire a

student to help the Library with the data transfer to the new system. The Portal upgrade will be completed by September 2023.

Another important part of the project is to encourage women currently working in STEM to donate their records to an archive to ensure that their contributions and experiences are made available to future generations. This is accomplished by providing them with practical resources on how to best organize and prepare records for donations to an archive. The Archives Committee



Launching Canadian Archive of Women in STEM in Ottawa. 04 October 2019

met several times to prepare an information guide for women to consult. This guide is now available on the CIWES website: <https://ciwes-icfis.org/projects/archives-project/>. The Committee also began planning for a video tutorial on Archives. This work is still ongoing.

CIWES was also able to connect the University of Ottawa Library team to several important women and groups in Canadian STEM regarding record donations. The Library now holds the records of AFFESTIM, Claire Deschênes, INWES, Claudette MacKay-Lassonde, and more come.

### Project: A Book

#### “Women’s Contribution to Science and Technology Through ICWES Conferences”

The book project was approved by the Board in the fall of 2020 and the writing began in the winter of 2021. The co-authors were Monique Frize, Claire Deschênes, and Ruby Heap. The book proposal was discussed by Monique with Jill Tietjen and Peggy Layne who were involved with Springer in the development of a book series on women in STEM. The publisher accepted the proposal and the contract was between CIWES and Springer, as per the authors request. Royalties will thus be remitted to CIWES. The book writing began in February 2021. Monique wrote the section on the conference themes, the organizers, the opening keynotes, the participation from around the world, the business meeting notes, and included testimonials from women who had participated in these events. Claire presented the highlights on the content of technical papers preserved in the Proceedings of the conferences and how this changed over time. Ruby presented a similar section on the papers on gender issues. During the writing, we hired a doctoral candidate in history from Laval University to help with certain aspects of the book. Karine Laporte did an excellent collaboration with the writing team.

#### A summary of the book:

This book discusses the legacy of the conference series The International Conferences of Women Engineers and Scientists (ICWES), which spans the second half of the twentieth century and the beginning of the twenty-first. The book first discusses how, at a time when there were few women engineers and scientists, a group



of women organized a conference, in June 1964 in New York, which attracted 486 women. They presented their scientific achievements and discussed how to attract more women in STEM. This effort was carried out by volunteers, continuing the ICWES conferences over a period of 59 years. The authors discuss the organizers, the hosting societies, the scientific content, the changes in issues over time, and how the continuity has endured. The authors also discuss the importance of global involvement, shown through past conferences in locations such as the USA, the UK, Italy, Poland, France, India, Ivory Coast, Hungary, Japan, Canada, and Korea. The authors also outline how the efforts were aided by the development of a non-profit Canadian corporation, the International Conference of Women in Sciences and engineering (INWES), which ensures the continuation of the conference series. Claire Deschênes and Monique Frize ensured that the conference database was digitalized and is now available at the Canadian Archive of Women in STEM, University of Ottawa Library, with the hope that researchers will continue to explore this rich database. As an important part of the Women in Science and Engineering book series, the work hopes to inspire women and men, girls and boys to study and work in STEM fields. This book is important historically because it documents a unique adventure created by women in STEM through vision and leadership. Their efforts established modes of networking and sharing their contributions in science, technology, and on gender issues.

- Discusses the beginnings and legacy of the conference series The International Conferences of Women Engineers and Scientists (ICWES);
- Demonstrates a leadership and vision of women in male-dominated STEM professions, who share their expertise on technical and gender issues;
- Contains testimonials by women around the world who have attended the ICWES conferences.



INWES first Board Meeting Paris, 2003

## Treasurer Report — Paul Dufour, Treasurer

### CIWES-ICFIS Financial Reports for 1 January 2020 to 31 December 2022

- The financial statements and tax return were prepared by Kelly Huibers McNeely Chartered Accountants and no issues were identified.
- CIWES-ICFIS began the year 2020 with net assets of 5,785 \$ and cash on hand of 15,555 \$.
- CIWES-ICFIS ended the 2022 year with net assets of 10,780 \$ and cash on hand of 11,780 \$.
- The main budget activities during these three years were related to the writing of the book on ICWES, especially to hire an assistant.

(All amounts in \$CDN)

# ● FINANCIAL REVIEW 2020 - 2022

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE  
INSTITUT CANADIEN POUR LES FEMMES EN INGENIERIE ET SCIENCES**

**FINANCIAL STATEMENTS  
(Prepared without Audit)**

**DECEMBER 31, 2020, 2021, 2022**

Independent Practitioner's Review Engagement Report

Statement of Financial Position

Statement of Revenue and Expenditures and Net Assets

Statement of Cash Flows

Notes to the Financial Statements



CHARTERED  
PROFESSIONAL  
ACCOUNTANTS

# KELLY HUIBERS McNEELY

PROFESSIONAL CORPORATION

September 6, 2023

CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE  
65 University Private  
Ottawa, ON  
K1N 6N5

Attention: Paul Dufour

Dear Mr. Dufour:

Please find enclosed a copy of financial statements and T3010 information return for Canadian Institute for Women in Engineering and Science for the year end December 31, 2022. These corporate records have been prepared on your Organization's behalf from information made available to us. The information should be carefully reviewed and checked where appropriate with the Organization's own accounting and other records.

Also enclosed are the following:

- Final trial balance
- Adjusting journal entries, if any (to be recorded)
- T3010, Registered Charity Information return (Sign and Return to us the signature page)

Our fees for the professional services were emailed to you for the year ended December 31, 2022. I trust you will find the fees to your satisfaction, but if you should have any questions, please do not hesitate to call. Furthermore, we hope our services have met your expectations and we look forward to continue servicing the Organization.

Yours very truly,

**KELLY HUIBERS MCNEELY**

Professional Corporation

Michelle E. Huibers, CPA, CA

enclosures

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[acctg@khmpc.ca](mailto:acctg@khmpc.ca)

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF FINANCIAL POSITION**  
**(Prepared without Audit)**

**As at December 31, 2020**

	<b>2020</b>	<b>2019</b>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 14,741	\$ 15,555
	<b>\$ 14,741</b>	<b>\$ 15,555</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 895	\$ 850
Deferred contributions (note 3)	<u>9,456</u>	<u>8,920</u>
	10,351	9,770
<b>NET ASSETS</b>	4,390	5,785
	<b>\$ 14,741</b>	<b>\$ 15,555</b>

\_\_\_\_\_  
Approved by Director

\_\_\_\_\_  
Approved by Director

The accompanying notes are an integral part of these financial statements.

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF REVENUE AND EXPENDITURES AND NET ASSETS**  
**(Prepared without Audit)**

**For the year ended December 31, 2020**

	<b>2020</b>	<b>2019</b>
REVENUE		
Canadian Archives of Women in STEM project	\$ <u>1,464</u>	\$ <u>8,336</u>
EXPENDITURES		
Bank charges	11	9
Conference and travel	452	1,872
Office expense	32	-
Professional fees	900	961
Project expenses	<u>1,464</u>	<u>8,336</u>
	<u>2,859</u>	<u>11,178</u>
NET EXPENDITURES	(1,395)	(2,842)
NET ASSETS - BEGINNING OF YEAR	5,785	8,627
<b>NET ASSETS - END OF YEAR</b>	<b>\$ <u>4,390</u></b>	<b>\$ <u>5,785</u></b>

The accompanying notes are an integral part of these financial statements.

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF CASH FLOWS**  
**(Prepared without Audit)**

**For the year ended December 31, 2020**

	<b>2020</b>	<b>2019</b>
<b>CASH PROVIDED BY (USED IN)</b>		
<b>OPERATING ACTIVITIES</b>		
Net expenditures	\$ (1,395)	\$ (2,842)
Net change in non-cash working capital items:		
Accounts payable and accrued liabilities	45	(406)
Deferred contributions	<u>536</u>	<u>(8,336)</u>
<b>NET CHANGE IN CASH</b>	<b>(814)</b>	<b>(11,584)</b>
<b>CASH - BEGINNING OF YEAR</b>	<b>15,555</b>	<b>27,139</b>
<b>CASH - END OF YEAR</b>	<b>\$ 14,741</b>	<b>\$ 15,555</b>

The accompanying notes are an integral part of these financial statements.

**Conclusion 2020**

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Canadian Institute for Women in Engineering and Science as at December 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*Kelly Huibers McNeely*  
*Professional Corporation*

Stittsville, Ontario  
June 15, 2021

Authorized to practise public accounting by  
The Chartered Professional Accountants of Ontario

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF FINANCIAL POSITION**  
**(Prepared without Audit)**

**As at December 31, 2021**

	<b>2021</b>	<b>2020</b>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 8,259	\$ 14,741
	<b>\$ 8,259</b>	<b>\$ 14,741</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 850	\$ 895
Deferred contributions (note 3)	<u>3,987</u>	<u>9,456</u>
	4,837	10,351
<b>NET ASSETS</b>	3,422	4,390
	<b>\$ 8,259</b>	<b>\$ 14,741</b>

\_\_\_\_\_  
Approved by Director

\_\_\_\_\_  
Approved by Director

The accompanying notes are an integral part of these financial statements.

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF REVENUE AND EXPENDITURES AND NET ASSETS**  
**(Prepared without Audit)**

**For the year ended December 31, 2021**

	<b>2021</b>	<b>2020</b>
REVENUE		
Canadian Archives of Women in STEM project	\$ <u>5,986</u>	\$ <u>1,464</u>
EXPENDITURES		
Bank charges	47	11
Conference and travel	-	452
Office expense	421	32
Professional fees	1,017	900
Project expenses	<u>5,469</u>	<u>1,464</u>
	<u>6,954</u>	<u>2,859</u>
NET EXPENDITURES	(968)	(1,395)
NET ASSETS - BEGINNING OF YEAR	4,390	5,785
NET ASSETS - END OF YEAR	<u>\$ 3,422</u>	<u>\$ 4,390</u>

The accompanying notes are an integral part of these financial statements.



**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF CASH FLOWS**  
**(Prepared without Audit)**

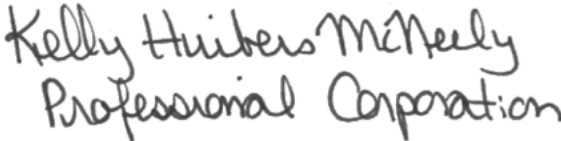
**For the year ended December 31, 2021**

	<b>2021</b>	<b>2020</b>
CASH PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Net expenditures	\$ (968)	\$ (1,395)
Net change in non-cash working capital items:		
Accounts payable and accrued liabilities	(45)	45
Deferred contributions	<u>(5,469)</u>	<u>536</u>
NET CHANGE IN CASH	(6,482)	(814)
CASH - BEGINNING OF YEAR	14,741	15,555
<b>CASH - END OF YEAR</b>	<b>\$ 8,259</b>	<b>\$ 14,741</b>

The accompanying notes are an integral part of these financial statements.

**Conclusion 2021**

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Canadian Institute for Women in Engineering and Science as at December 31, 2021, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Handwritten signature in black ink that reads "Kelly Huibers McNeely Professional Corporation".

Stittsville, Ontario  
June 14, 2022

Authorized to practise public accounting by  
The Chartered Professional Accountants of Ontario

The accompanying notes are an integral part of these financial statements.

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF FINANCIAL POSITION**  
**(Prepared without Audit)**

**As at December 31, 2022**

	<b>2022</b>	<b>2021</b>
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash	\$ 11,780	\$ 8,259
	<b>\$ 11,780</b>	<b>\$ 8,259</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable and accrued liabilities	\$ 1,000	\$ 850
Deferred contributions (note 3)	-	3,987
	1,000	4,837
<b>NET ASSETS</b>	10,780	3,422
	<b>\$ 11,780</b>	<b>\$ 8,259</b>

\_\_\_\_\_  
Approved by Director

\_\_\_\_\_  
Approved by Director

The accompanying notes are an integral part of these financial statements.

**CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE**

**STATEMENT OF REVENUE AND EXPENDITURES AND NET ASSETS**  
**(Prepared without Audit)**

**For the year ended December 31, 2022**

	<b>2022</b>	<b>2021</b>
<b>REVENUE</b>		
Canadian Archives of Women in STEM project	\$ 3,987	\$ 5,469
Donations and other	<u>9,906</u>	<u>517</u>
	<u>13,893</u>	<u>5,986</u>
<b>EXPENDITURES</b>		
Bank charges	55	47
Office expense	-	421
Professional fees	1,224	1,017
Project expenses	<u>5,256</u>	<u>5,469</u>
	<u>6,535</u>	<u>6,954</u>
NET REVENUE (EXPENDITURES)	7,358	(968)
NET ASSETS - BEGINNING OF YEAR	3,422	4,390
<b>NET ASSETS - END OF YEAR</b>	<b><u>\$ 10,780</u></b>	<b><u>\$ 3,422</u></b>

The accompanying notes are an integral part of these financial statements.

CANADIAN INSTITUTE FOR WOMEN IN ENGINEERING AND SCIENCE

STATEMENT OF CASH FLOWS  
(Prepared without Audit)

For the year ended December 31, 2022

	2022	2021
CASH PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Net revenue (expenditures)	\$ 7,358	\$ (968)
Net change in non-cash working capital items:		
Accounts payable and accrued liabilities	150	(45)
Deferred contributions	<u>(3,987)</u>	<u>(5,469)</u>
NET CHANGE IN CASH	3,521	(6,482)
CASH - BEGINNING OF YEAR	8,259	14,741
CASH - END OF YEAR	<u>\$ 11,780</u>	<u>\$ 8,259</u>

The accompanying notes are an integral part of these financial statements.

## Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of Canadian Institute for Women in Engineering and Science as at December 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

*Kelly Huibers McNeely*  
Professional Corporation

Stittsville, Ontario  
September 6, 2023

Authorized to practise public accounting by  
The Chartered Professional Accountants of Ontario

## A Woman in Engineering, Memoirs of a Trailblazer

**An Autobiography by Monique (Aubry) Frize**

Defying social conventions, breaking the glass ceiling... these are expressions that could define Monique Aubry Frize's illustrious career. In this book Dr. Frize recalls her youth in Montreal and Ottawa, her interest in mathematics and science, her entry into the world of engineering and her battle against the prejudices and stereotypes that marked her path. Above all, she paved the way for several women engineers through her volunteer work within associations and international organizations, which she has sometimes created herself.



*Published on December 17, 2019 by the University of Ottawa Press*

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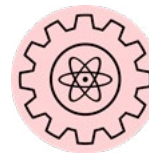


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THE CANADIAN INSTITUTE  
FOR WOMEN IN ENGINEERING  
AND SCIENCES

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L'INSTITUT CANADIEN  
POUR LES FEMMES EN  
INGÉNIERIE ET EN SCIENCES

A large graphic of a world map is centered on the page. The map is rendered in a light, semi-transparent style, showing the continents of North America, South America, Europe, and Africa. The background is a light blue-to-teal gradient with a white grid pattern. At the bottom of the map, there are faint, large binary digits (0s and 1s) in a light blue color.

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