Meeting Minutes - 22nd March 2020 via WebEx

List of Attendees:
Chris Wolfe - CW
Althea De Souza - AdS
Zoe Fairs - ZF
Lyndsay Stanley - LS

Falko Kryszohn - FK

NAFEMS:
Matthew Ladzinski - ML
Olivia Bugaj - OB

The Recording of the meeting is available here

NAFEMS QUICK UPDATE (00:39)

OB presented work that has been done since the first meeting, on February the 7th. Presentations slides available here.

As a reminder, NAFEMS is reviewing their content, policies and gathering data to follow the Diversity and Inclusion Framework. Link to the Framework here

- ◄ DIversity and Inclusion Guidelines first draft document creation was finalised and ready to be sent for review.

- ◄ Representation within the working groups has been discussed. Formal presentation to the working groups is being discussed.

- ◄ A whole section on the website has been created to gather all materials on the topic gathered during meetings and welcome feedback from the community, you can see it here

OB provided some reminders of what was covered at the last meeting (03:14), namely:
- ◄ Diversity within the attendance and amongst the presenters at events

- ◄ Diversity within the NAFEMS working groups

- ◄ Possible attendance and presentation at bigger NAFEMS events

INTRODUCTIONS (03:49)

Members introducing themselves to each other.

DISCUSSION (09:06)

◄ AdS explained she had difficulties getting and staying involved with discussion (00:10:41)

◄ OB read that the person with child caring responsibilities could have issues with getting involved with the community if meeting times are around school pick-up time (00:11:21)

◄ ZF mentioned that e-learning timing did not match her responsibilities (00:12:51)

◄ ML explained that trainer is placed on the East Coast in the US, making the starting time for him 7:00am but the team is working on more offerings (00:13:51)

◄ CW noted that ANSYS faces the same difficulties with timings and use different start time. (00:14:52)

◄ AdS noticed LS chat message (00:16:20): She is disabled female engineer who worked in FEA and as a result of this disability she developed a skills gap. AdS asked if there was role that can be done through NAFEMS so that people don't end end-up with a skill gap

◄ ML suggested a scholarship to offer up some free registration. (00:18:14)

◄ AdS noticed access to events for disabled people could be an issue (00:20:52)

◄ ZF attended a Python conference that offered childcare (00:21:30) and also proposed this solution to iMechE

◄ ZF brought up the issue of flexible working (00:23:13)

◄ LS suggested that reduced membership would allow people to access more training (00:27:48)

◄ CW proposed to have a membership for retirees (00:28:58) to help people stay engaged

◄ ZW raised the issue of lack of diversity in analysis, giving the example of car safety and seatbelts and mentioned the book Invisible women (1)

◄ FK explained that he managed simulation groups and noticed that the representation of women at events are the same as NAFEMS events (00:37:20). He also struggles to motivate women to more leadership positions as they told him they were happier in technical positions.

◄ CW noticed they are constraints coming from regulators (00:42:04) and the legal requirements for testing

- ◄ CW explained that she always has to prove herself and suggested that other women have the same experience hence why some might not want to get into leadership positions and have to justify themselves more than their male counterparts.

- ◄ AdS said that there should be a change in the standard bodies (00:46:05)

- ◄ ZF suggested that spending power is something that they will listen to. (00:46:21)

- ◄ AdS suggested Ian Symington prepares an article on some of the factors like bone density and crash analysis (00:48:18)

- ◄ LS suggested moving away from standards to more of a social conscience (00:49:25)

NEXT MEETING

Second meeting will be taking place on April 24th , in 6 weeks at 02:00 pm GMT, 09:00 am ET, 03:00 pm CET.

Link to the meeting recording is at: webex.com

NOTES

(1) Book by Caroline Criado-Perez mentioned by ZF & CW: "Invisible Women: Exposing Data Bias in a World Designed for Men"