

AWSN
2016
ANNUAL REPORT



Recruitment . Retention . Recognition

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IF YOU **KNOW** YOU ARE ON THE
RIGHT TRACK, IF YOU HAVE
THIS INNER **KNOWLEDGE**, THEN
NOBODY CAN TURN YOU OFF...NO
MATTER WHAT THEY SAY.



Barbara McClintock,
Cytogeneticist & Nobel Laureate

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*A glimpse into the past year at
AWSN. With a new year for the
organization approaching we,
look at the past achievements
and opportunities for next
objectives and potential
programs & services to offer.*



OUR VISION & MISSION

WELCOME

AWSN, formerly known as the Alberta Women's Science Network, assists STEM (Science, Technology, Engineering and Mathematics) based programs that support diversity in Alberta. AWSN creates a collaborative environment through which programs communicate and share resources, allowing all groups to support each other and achieve common goals. As an organization, it assists both hosted and member programs through grants, mentorship, non-profit status for new initiatives, advertising of events, volunteer recruitment and opportunities to communicate and learn from like-minded organizations and people. In the fall of 2015, the AWSN executive voted on a new mission and vision, taking the AWSN back to its roots, but with a twist. AWSN's plans for the future are to be a network for like-minded STEM organizations so that they can share resources to reach common goals. However, our common goals no longer focus only on women, but on diversity and equal opportunities for everyone to explore, pursue and continue their interests and career aspirations in STEM.

OUR MISSION

To build the greater network for programs in Alberta that give science, technology, engineering and mathematics (STEM) a higher profile in society as a career of choice, focusing on underrepresented populations.

The single most important thing for our world today is to create opportunities where people contribute to our global success. The duty to enhance our collective knowledge & abilities is through inclusivity.



OUR VISION

To be the Alberta leader of support for STEM programs that foster equal opportunities for all to succeed.

The common goals of our greater network include:

- Giving STEM a higher profile as a career of choice
- Facilitating equal opportunities for all people to succeed in STEM, regardless of background or stage of career

Our current focus is on young women, new graduates, First Nations youth, rural youth, STEM trained newcomers and STEM trained women.

A MOMENT WITH THE PRESIDENTS



SHOMA SINHA
President



ALICIA BJARNASON
Co-President

The last several years have truly been an exciting period of great accomplishment and growth for AWSN. We hope that you will have the opportunity to review the information that we have in this annual report and learn more about the important services that our organization provides.

In addition to continuing to provide support for the recruitment, retention and recognition of women and diversity as a whole in STEM fields, our Executive Team and Board of Directors have been particularly busy over the past two years with efforts to strengthen our organization that included:

- Updating our Mission and Vision
- Reviewing and updating our organizational structure
- Reviewing and updating our by-laws
- Addition of new marketing and fund-development efforts; including a revision of our website
- Establishment of an Advisory Committee
- Addition of a new AWSN award honouring a partner organization that has made strong efforts to support diversity in STEM

A particular highlight was our first ever gala event that took place on Friday, March 6, 2015 in recognition of International Women's Day. This evening celebrated our network's various

programs and affiliate programs as well as recognized our scholarship and award winners. We are excited to announce our second Gala event to take place on Saturday, October 15, 2016 in culmination of a week-long women in STEM celebration throughout the province. We encourage both small and large groups to celebrate WinSTEM week 2016!

Last year included changes within the program manager position. We would like to thank Dr. Wendy Hutchins for kick-starting AWSN's grown and rebranding during her time as program manager. Dr. Hutchins' dedication played a strong role in the strength of the organization during a period of transition. We have been delighted to welcome Dr. Anna Noga as our new program manager. Dr. Noga's experience as a scientist and in science communication has already proven to be an asset to the organization. Her commitment has created an environment for growth and development of the organization.

AWSN provides services to many and we could not do that without the commitment of our volunteers and support of our sponsors. We would like to take this opportunity to thank all of our volunteers and sponsors from across Alberta for their commitment to diversity in STEM.

To those of you who are not involved, we ask that you consider volunteering, and/or financially contributing to our organization.

OUR THREE 'R' PILLARS

RECRUITMENT

It's about giving young people the opportunity to **EXPLORE STEM** subjects and careers.

Recruiting young women and aboriginal youth to science careers. AWSN provides support through event funding, services, and information sharing. We help new ideas and fledgling projects evolve into long-term, sustainable programs.

RETENTION

It's about assisting the talent that exists in the **STEM** fields and reducing the struggle and **CHALLENGE** to advance their careers in Alberta.

Mentoring, networking and soft skills development. This pillar is dedicated to supporting individuals at all stages of their chosen STEM careers including, undergraduate students who are learning about careers options, advanced degree holders trying to break into industry, individuals trying to come back to work after an extended leave, those seeking help with advancing their careers or those looking for a supportive community of like-minded individuals.

RECOGNITION

It's about the recognition of excellence - the people who **INSPIRE** us.

One of the most important things AWSN does is recognize individuals and organizations that are making a difference in the community and/or field. Through our mentor stories, Minerva Mentoring Award, Power-to-Choose Aboriginal Mentor Award, AWSN Scholarships, AWSN Partnership Award and other initiatives; we both distinguish current leaders and inspire future leaders.



EXPLORE CHALLENGE INSPIRE

AWSN started out supporting programs for girls and young women; soon after, it grew to include scholarships and the Minerva Mentoring Award recognizing significant contributions in mentorship. With the growth of the organization, AWSN found itself connecting an increasing number of diverse groups and programs. Our three pillars — Recruitment, Retention and Recognition — help categorize and explain what is offered. Interconnectivity between the pillars further serves to aid the programs in supporting one another.

The Inner Core of AWSN provides services for these STEM based programs. These include services such as program mentoring, grants, program promotion and IT support. For hosted programs, this also includes: not-for-profit status, insurance coverage and financial reporting.

AWSN LEADERSHIP

ANNA NOGA
Programs Manager
Biomedical Research

JEAN SPRINGER
Past President
Mathematics

ZABEEN GALE
Co-Secretary
Geology

CAROL SLOMP
Co-Treasurer
Mathematics & Finance

JACQUELINE GORMAN
Recruitment
Hydrogeology

LOURDES PELAYO
Retention
Computer Engineering

KATRINA RAMSVIK
**Retention
& Speaker Series**
System Analysis

SHOMA SINHA
President
Nanotechnology

SANAH JOWHARI
Vice President
Biomedical Technology & Business

SILVIA CONTRERAS
Interim Secretary
Program Management

MONICA CORDON
**Dir. Marketing, Communications
& Public Relations**
Microbiology, Biochemistry & Marketing

PATTY ROOKS
Recruitment
Psychology

MARIA NEUWIRTH
Recognition
IT, Biology & Educational Technology

GAIL POWLEY
**Retention & Advisory
Committee Representative**
Industrial Automation

EXECUTIVE

ALICIA BJARNASON
Co-President
Geology & Human Geography

KSENIYA REVUNOVA
Secretary
Chemistry

WENDY HUTCHINS
Treasurer
Medical Laboratory Technology

BOARD

HORAZIO CARLETTI
Retention
Metallurgical Engineering

DAVID LLOYD
Membership
Biochemistry

*We can only serve our
community when we
work cohesively as a well-
rounded team*

In the past two years, AWSN has modernized our organizational structure and leadership team. The new structure allows for greater efficiency and accountability. In addition, we have launched an Advisory Board to support strategic initiatives during our time of rapid growth. We anticipate on filling several other volunteer positions during the coming year.





DR. LISA CARTER, PHD

Dean of Science & Technology, Athabasca University
2015 Minerva Mentoring Award recipient

AN INTERVIEW WITH DR. LISA CARTER 2015 MINERVA MENTORING AWARD RECIPIENT

“Be curious, ask a lot of questions, don’t be afraid to try, even if it doesn’t work.”

So says Dr. Lisa Carter, the Dean of Science and Technology at Athabasca University and the 2015 Minerva Mentoring Award winner, as her advice to someone thinking of pursuing a science career.

Although born in Manitoba, Carter grew up in Australia and remembers being fascinated with science as a child. “My family had friends who let me borrow a very old microscope with specimen collections,” Carter said. “I think they were originally in late 1800s. I would spend hours and hours looking at the specimens provided with it.”

While growing up, Carter names Mr. Dawe, her teacher for grades four to six, and Miss Prowse, her high school math teacher, as inspiring mentors. Mr. Dawe imparted the traits of integrity, personal ethics, and celebrating successes throughout the class, in addition to the literary and numeracy skills he taught. Miss Prowse’s intelligence and tips on how to advance in the world as a female were inspiring to Carter, and she “always emphasised that if there is anything you wanted to aspire to, you can reach new heights.”

Carter chose a STEM career for herself as it was an area of strength in school and she has “always been curious and never stopped asking questions.” She obtained both her BSc. with Honours in Science (specializing in Microbiology) and PhD in Immunology from the University of New South Wales, deciding upon that speciality of microbiology, immunology, cell biology and biochemistry as she “liked learning about new science, and it was a great fit.”

As the Dean of Science and Technology at Athabasca University, Carter is responsible for the Centre for Science, the School of Computing and Information

Systems, and the Centre for Architecture. Her typical day involves attending and chairing different meetings, supervising staff and working with the three Centres above, generating reports and overseeing budgets, and dealing with students’ needs in regards to programs and courses.

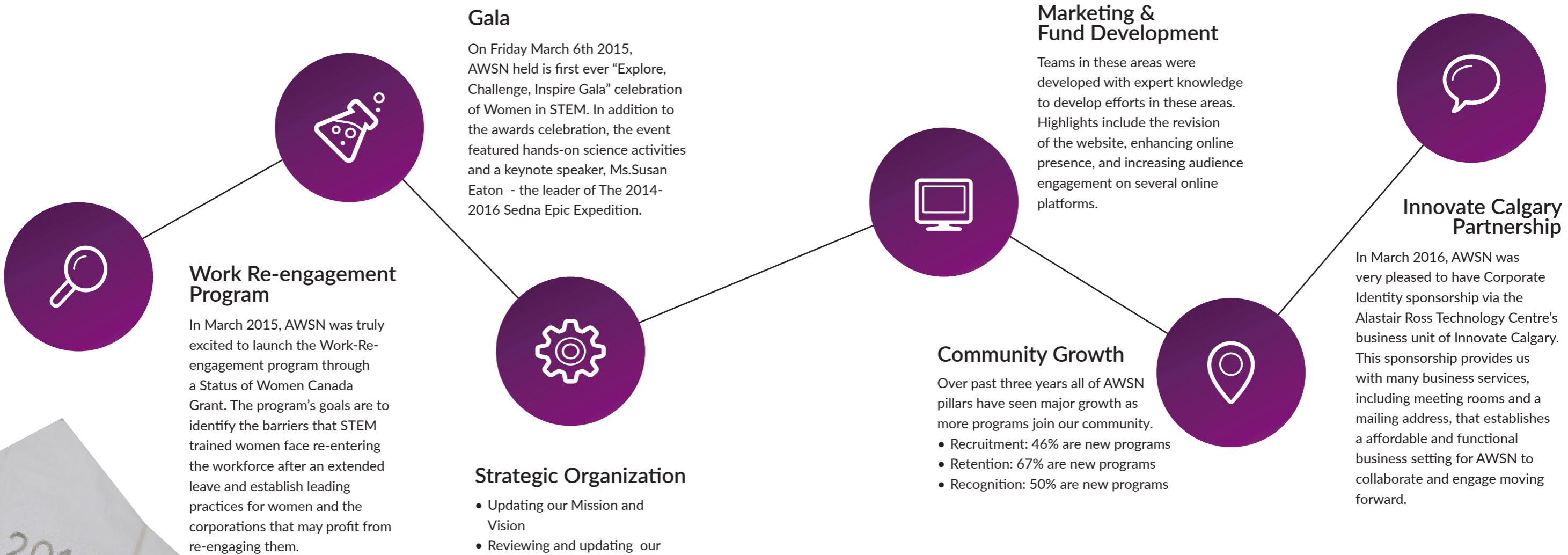
“Science opens up opportunities to work in a lot of interesting professions. You can apply skills in different areas. It doesn’t have to be only working in a lab. The one thing I love about my career is that I can translate my training in different areas. It’s all about making a difference and giving back to others.”

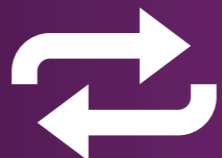
Apart from her work at Athabasca University, Carter is involved with the Bridge for Engineering, Science, and Technology Talent (BESTT), a non-profit program that connects qualified individuals and companies seeking those qualified professionals for positions in science, engineering, and technology. She has also interacted with MentorUP in both Calgary and Edmonton, and is the current Project Director for Learning Communities. That program seeks to assist learners in rural communities of northern Alberta in developing the capacity to create, foster, and support learning opportunities, and hopes to aid the communities in creating viable futures for themselves, benefiting both the individual and the community.

“Today, everything is possible for kids,” Carter said, in response to a question about challenges kids face in discovering science careers. “There are so many opportunities, outreach activities and greater appreciation of science and technology. We offer neat science camps for kids in the greater Athabasca area. From constructing robots or drones, to learning about gold panning, insects or ecology or geology, we bring kids closer to appreciating how science transcends different disciplines.”

IMPACT & HIGHLIGHTS

Over the past year, AWSN has hosted and worked on several programs, events and successes. Overall, we have experienced a significant amount of growth and transition into a more inclusive platform and mission. Six key highlights were at the top of the list in achievement.



 AWSN has realized some great achievements in 2015! For the coming year, we are looking at several new programs and events being placed on the roster. AWSN's goal is to follow its new processes, and steps to success in order to better serve our Alberta community within the STEM fields.

THE PROGRAM MANAGER'S REPORT

"We have a clear message as to what our organization does and I have encountered mostly positive feedback from the member programs."

What an exciting year 2015-2016 has been for the AWSN. Many thanks to the AWSN executive team who have supported me in everyway possible, with their hard work and enthusiasm to move the AWSN forward.

In my 2015 report, I stated a number of objectives I hoped to pursue over the coming year. The first objective was to find volunteers to fill the many positions in our new organizational chart so that the Executive Team could transition into a more advisory role rather than a working role. I encountered many challenges in recruiting volunteers, namely because the AWSN is confusing to external audiences and most are reluctant to volunteer for an organization they do not fully understand.

I took this challenge to the AWSN Executive Team, asking for their guidance to better define what the organization of AWSN encompasses, and further encouraging them to review and ensure alignment in the mission and vision. It became clear that the AWSN is a network of member programs and the focus of its activities and communication should be directed as such. This has also initiated the process of a new marketing strategy as well as long-term activity goals. I believe the decision to focus our message and our activity has been very beneficial for the AWSN. We have a clear message as to what our organization does and I have encountered mostly positive feedback from the member programs.

With our new mission and vision, I initiated what I hope becomes a yearly habit. I met in person with as many member programs as possible. This was an opportunity for me to learn more about their



Anna Noga, Program Manager for AWSN

organizations as well as to educate them about the AWSN. It was also my opportunity to learn what needs STEM outreach programs have and possible solutions. Some of the needs addressed by member programs include:

- Opportunities to network with other STEM outreach programs
- Lists of every STEM outreach program in Alberta
- Knowledge about the activities of other STEM outreach programs, to prevent duplication and forge collaboration
- Set lists of suitable speakers for events
- Workshops to help programs with relevant issues

As well, the AWSN has a new website thanks to our website team. We hope this new website will become a resource for all our member programs. Furthermore, all activity report forms, grant applications and member program contact information are now all in one handy location.

My second objective was to develop policies and procedures for AWSN, as well as documentation for our members and member programs. The long-term benefit was to provide structure in the AWSN, something I believe is critical for the AWSN to grow and to attract sponsorship and volunteers.

"...AWSN needs financial and people resources as well as opportunities to network with other STEM outreach programs."

I was successful in developing a Guidelines booklet for AWSN member programs with the membership team. This Guidelines booklet outlines what the AWSN does, the categories of member programs, lists of member programs, as well as benefits and obligations of membership. I also assisted AWSN's past Executive Director with developing agreements that the AWSN now requires all member programs to sign prior to receiving funds. I was also successful in initiating structure to executive and board meetings by setting the meeting times in September and outlining the purpose of each type of meeting.

Other documentation that I have worked on, but have not completed include job descriptions for the different volunteer/committee positions at the AWSN, a Volunteer Policy & Procedures document and an AWSN Grant Policy. I am developing all of these documents in collaboration with other AWSN volunteers.

Other policy documents that need to be written in the near future include a Financial Reporting Policy document for hosted programs, Human Resource Policy, and a Volunteer Code of Ethics. An information package for new AWSN individual members also needs to be written in collaboration with the membership and communications team.

Finally, in 2015 I also wanted to focus on finding a sponsored or gifted space for the AWSN to establish an office. Although we were not successful in achieving this goal, we did submit an application to Innovate Calgary to obtain our corporate identity there, as a gift in kind. This agreement with Innovate Calgary provides the AWSN with a free mailbox, easy facility bookings, printing services, cards for after hour entry and other benefits.

Goals for 2016-2017

I anticipate continuing my efforts to develop structure within AWSN through the development of policy and procedures. This is a slow process and it will take a substantial amount of time.

Also, this is the year the AWSN will initiate more benefits to its member programs. For example, the AWSN hopes to host its first mini-conference on October 15, 2016 at the end of the AWSN's inaugural WinSTEM Week. The purpose of the conference will be to give our member programs the opportunity to network amongst each other and hopefully develop collaborations.

This summer, the AWSN will be setting up and implementing a CiviCRM system through its Drupal based website. This system will hopefully collect necessary data from our membership, as well as automate some procedures that at this time have to be manipulated manually. Although I will not be directly involved in this process, I will assist the IT team in providing information about the needs of the AWSN.

I hope to continue my new habit of meeting with the member programs face-to-face when possible. It is a great way for me to learn about the programs so that I can suggest beneficial connections to other programs. It is also my opportunity to educate them about the AWSN.

There is a need in Alberta for what could be described as a "professional association for STEM non-profits." With the new mission and vision of the AWSN, I believe it could serve this function. To achieve this, the AWSN needs financial and people resources, as well as opportunities to network with other STEM outreach programs. I hope in the upcoming year to do what I can for the AWSN to reach those goals.

THE GALLERY



A LOOK INTO THE PAST YEAR

Over the 2015-2016 year our events and activities have yielded great support from many volunteers and organizations. From young women in robotics to the 2015 Gala, we look at the last 12 months of success.





FINANCIALS

Due to the increased growth of AWSN as a whole, increased fund development and grant application efforts were required, among many other things. This year we saw both a substantial increase in income and assets, as well as expenses and requests for funding from AWSN. Our program numbers have increased two-fold, thus this coming year AWSN will supplement efforts in raising funds for new growth.

Balance Sheet FY16 vs. FY15	Difference	FY 2015	FY 2016
Income			
Direct Public Grants	(10,000)	10,000	0
Direct Public Support	6,718	7,316	14,034
Government Grants	97,110	35,707	132,817
Indirect Public Support	1,800	0	1,800
GST Rebate	540	221	761
Other Types of Income	(1,926)	1,975	49
Special Events Income	7,078	6,246	13,324
Total Income	101,319	61,465	162,785
Expense			
Awards and Grants <\$5K in AB	(8,400)	25,225	16,825
Wages & Salary	82,709	0	82,709
Special Events Expenses	7,038	19,823	26,861
Contract Services	(20,497)	29,323	8,826
Facilities and Equipment	986	0	986
Operations	6,694	776	7,471
Other Types of Expenses	(7,179)	13,766	6,588
Uncategorized Expenses	0	0	0
Reconciliation Discrepancies	39	(23)	16
Total Expense	61,390	88,891	150,281
Net Income	39,930	(27,426)	12,504

+91.8%

Direct Public Support

+119%

Program Members

OUR SPONSORS

MESSAGE OF THANKS

In the past year we have made important partnerships with several companies and funding bodies. These groups have been a part of the growth and opportunity that we have seen at AWSN. We are thankful of all the great support from our sponsors. Without your assistance, our success would not be possible. Thank you to all our donors and sponsors that have been a part of our growth.



INNOVATE CALGARY



ALBERTA GAMING & LIQUOR COMMISSION



ATHABASCA UNIVERSITY



STATUS OF WOMEN CANADA



CANADA'S ENERGY GEOSCIENTISTS



RAD PRINTING INC.



CANADIAN SOCIETY OF EXPLORATION GEOPHYSICISTS



ENVIRONMENTAL SERVICES ASSOCIATION OF ALBERTA



QUANTIAM TECHNOLOGIES



MEG ENERGY



IMPERIAL OIL



KNOVO



SUNCOR ENERGY



CONOCOPHILLIPS CANADA



NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL



APEGA & APEGA EDUCATION FOUNDATION



AGAT LABORATORIES



CENOVUS ENERGY



CHINOOK CONSULTING SERVICES



LILITH PRO



UNIVERSITY OF CALGARY



OFFICE JOBS



TEC EDMONTON



ALBERTA COUNCIL OF TECHNOLOGIES

LOOKING FORWARD

Closing this past year, we are looking ahead at some potential initiatives, events and other beneficial and influential work. AWSN members will be a part of new growth and will encompass the diversity of which the AWSN as a whole hopes to achieve within the province of Alberta. There are some demographic statistics we hope to improve and support as we move forward.



Social Media

Enhancements to social media campaigns as well as reviews on the most effective areas of communication for 2016-2017 based on trends and organizational plans.



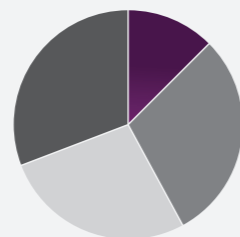
Second annual Gala event will be held in conjunction with a week long event schedule and conference held in Calgary, AB during the week of October 11 to 15.



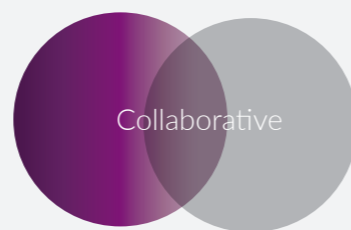
We will be looking at a hard launch campaign for the next phase of our new website. This is the area in which our online traffic will also have member access.

Funding grassroots

AWSN seeks to increase its support to grassroots programs in Alberta; thereby creating a greater awareness of the need for social change.



With a wider reach in AWSN initiatives, the goal of increasing funding support from various sustainable sources and industries will be of particular interest in the coming year.



Enhancing collaboration between ASWN and various Municipal, Provincial & National non-profit organizations with an overlapping mission.



50%

In alignment with our mission and values, AWSN will be working to achieve a near 50:50 ratio gender and diversity within the organizational Executive Team & Board.

THANKS !!


Our success has been an effort by several groups and individuals. We thank everyone that has been involved with the AWSN in it's 25 years of growth. We continue to make change in the community and bring awareness at large. AWSN assists many efforts that bring positive change to our current world.



Contact us should you have a proposal or current program that you wish to discuss.



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