

continue efforts to recruit female undergraduate students but to step up efforts to recruit graduate students who

would provide a pool of candidates for female faculty who could act as role models for undergraduate female students.. Graduate students should be recruited through increased financing, availability of part-time studies and exposure to research. To ensure the retention of graduate students, faculties should provide networking opportunities, career counselling and research opportunities.

In workshops on retention of female students it was recommended that mentorship programs be created and that workshops for faculty on student and women's issues be held to ensure welcoming and student-friendly attitudes. Further recommendations called for increased financial support, career counselling, work opportunities and conferences/workshops on gender-related issues.

The workshop on recruitment and retention of female faculty proposed an action plan to increase the number of women faculty in engineering and the design of tenure and promotion criteria and processes to accurately reflect women's life pattern and realities.

It was also recommended that the engineering curriculum be made more relevant to current societal realities and needs by creating a required first-year course to educate students in the social context of engineering. Faculty members should also be made responsible for incorporating social context and human values on their technical courses.

Professional engineers' associations were asked to ensure that female engineers and engineering students are welcomed and supported. In a workshop on marketing the engineering profession, it was recommended that a national advertising campaign be developed and implemented to promote engineering as a caring profession that benefits society and humanity and is welcoming to women.

Heads of corporations, for their part, were called on to show "by word and by deed" that their organizations are welcoming to women engineers by appointing women to their boards of directors and to senior line-management positions. These appointments must be concurrent with training awareness programs that result in commitment at all levels of the organization.

Employers were also called upon to develop recruitment and promotion strategies and to develop family-friendly policies that allow structured career paths for women leading to senior appointments.

Strategies recommended for the retention of female engineers involved the formation of advisory committees or councils to advise senior management on issues affecting women in the organization. These committees must include senior management and be representative of the diversified workforce.

The Canadian Committee on Women in Engineering also presented the results of its research into effective practices at seven universities and six workplaces in Canada. The