Fact Sheet

WOMEN IN ENGINEERING PROACTIVE NETWORK (WEPAN)

Name
First reference should be “Women in Engineering ProActive Network (WEPAN).” Every reference after should be “WEPAN.” Pronunciation is “WEE pan.”

About WEPAN
WEPAN is a non-profit educational organization founded in 1990. Recognized as the leading champion in North America for leveraging research and best practices to propel the inclusion of women in the field of engineering, WEPAN advocates to fully embrace diversity, equity, and inclusion to meet the demands of today’s innovation and performance-driven business culture. Dedicated to advancing cultures of inclusion and diversity in engineering higher education and workplaces, WEPAN connects people, research, and practice to increase participation, retention, and success of women and other underrepresented groups in engineering from college to executive leadership.

Mission
Advancing cultures of inclusion and diversity in engineering education and professions.

Core Values
Knowledge: Knowledge of research, statistics, pedagogy, and practice relevant to women in engineering and STEM as a way to drive change.
Collaboration: Collaboration draws on strengths from many sectors and is key to advancing women in engineering.
Diversity: Inclusion of diverse communities of women improves the field of engineering itself.
Leadership: Developing and influencing leadership is pivotal to advancing the success of women in engineering.

History
WEPAN was founded in 1990 as a 501(c)3 non-profit organization. WEPAN aims to achieve its mission of advancing cultures of inclusion and diversity in engineering education and professions by empowering people and organizations who are catalysts of change, ensuring the success of women in engineering education and professions, sustaining a strong network, creating research-based evidence, driving successful implementation of proven practices, and developing useful and timely resources.

Since its inception, WEPAN has worked with institutions of higher education, corporations, and engineering societies to develop and implement research-based practices. Examples of such programs include the award-winning mentoring program which advances knowledge of effective mentoring strategies, training, and programs to enhance academic experiences, professional development, and career success for underrepresented populations in engineering.

One of WEPAN’s strengths is its focus on establishing and sustaining partnerships and collaborations that are designed to ensure that all WEPAN activities and initiatives have a broad and enduring impact at the individual and institutional level.

WEPAN has fostered the integration of research and education activities in the development of training and curriculum on a variety of projects. For example, the ENGAGE Engineering project which was designed to increase the capacity of engineering schools to retain undergraduate students by implementing proven, research-based strategies into engineering programs.

Organizational Structure
WEPAN is governed by an appointed Board of Directors. The Board is responsible for defining WEPAN’s mission and for providing overall leadership and strategic direction to the organization according to its bylaws, policies, and procedures.
A leadership team consisting of an Executive Director, a Director for Research, and a Director for Strategic Initiatives manages a team of full-time staff members, who handle the day-to-day operations of WEPAN.

**Programming**

**Program Days**

WEPAN’s Program Days offer opportunities networking, sharing resources, and discussing best practices to advance equity in engineering and beyond.

- The WEPAN Women in Engineering Program Day pays homage to WEPAN’s origins as an organization founded by practitioners of higher education Women in Engineering programs by convening current practitioners and stakeholders of WIE and related programs.
- The WEPAN Women of Color Summit provides a platform for women of color in the STEM field, their advocates, and allies.
- The WEPAN Accelerator Program is a two-day entrepreneurship workshop for minoritized STEM professionals.

**Workshops and Webinars**

WEPAN’s workshops and webinars feature women engineers from across different disciplines and sectors, DEIA researchers and practitioners, career coaches, and other experts. Past WEPAN workshops and webinars include:

- Cultural Humility and Inclusive Environments: Knowing Ourselves to Know Others
- Advocates and Allies: Best Practices
- Women in Leadership: How Culture and Commitment Contribute to Career Progression
- Research-based Recommendations for Creating and Inclusive Culture for Diversity and Equity in Engineering Education
- 4 Key Strategies to Effective Communication
- Negotiating for Success

**Membership**

WEPAN is fueled by leaders, advocates and supporters from nearly 200 universities, colleges, government agencies, Fortune 500 companies, small businesses and non-profit organizations working for sustainable, systemic impact.

WEPAN offers membership for individuals, for institutions, and for corporate partners, each at a variety of different levels.

**Initiatives**

WEPAN serves as the backbone organization for the [ADVANCE Resource and Coordination (ARC Network)](https://www.arcnetwork.org) and Amplifying the Alliance to Catalyze Change for Equity in STEM Success (ACCESS+).

Funded by the National Science Foundation ADVANCE Program, Awards HRD-2121468 and HRD-1740860, the ARC Network seeks to achieve gender equity for faculty in higher education science, technology, engineering, and mathematics (STEM) disciplines. As the STEM equity brain trust, the ARC Network recognizes the achievements made so far while producing new perspectives, methods and interventions with an intersectional, intentional and inclusive lens.

Funded by an ADVANCE Partnership grant from the National Science Foundation (HRD #2017953), ACCESS+ seeks to accelerate the awareness, adoption, and adaptation of NSF ADVANCE evidence based; gender-related; diversity, equity, and inclusion (DEI) policies, practices, and programs within and across STEM professional societies.

**Spokespeople**

1. **Ershela Sims**, Ph.D., Executive Director
2. **Heather Metcalf**, Ph.D., Director for Research
3. **Stephani Page**, Ph.D., Director for Strategic Initiatives

*Additional spokespeople available on a case-by-case basis.*
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