Practicing Curiosity, Practically

We all know how the world changed in 2020, and just like everyone else across the globe, SWE had to adapt to a new, remote reality. To execute our first-ever, all-virtual conference, we had to Practice Curiosity and ask ourselves: Will people attend? What can we offer? How will this work? Thanks to the hard work, bright ideas and late nights from HQ staff, SWE leaders and volunteers, WE20 was a huge success with a record-breaking 18,825 attendees and incredible engagement within our virtual awards hall (7,500 visitors and 2,500+ notes of congratulations for recipients).

Virtual Virtually Everywhere

Our annual conference wasn't our only online success in FY21. Here are some more digital wins from 2020:

We created professional relationships via SWE's new virtual mentoring platform, allowing any member to register as a mentor, a mentee, or both.

- Number of registered mentors: 1541
- Number of registered mentees: 2709
- FY21, we produced 27 webinars and eLearning courses and had more than 5700 registrations.

We made ourselves heard on Capitol Hill during our all-virtual congressional visits.

- 150 members representing 28 states
- 100+ virtual meetings with legislators and staff

We reached more women around the world at virtual WE Local India and WE Local Europe events.

- 2,100+ attendees
- 6 keynotes and 75+ professional development sessions

Developing, Expanding & Intensifying DEI Efforts

COVID wasn't the only pandemic that shook the world in 2020. We witnessed the murder of George Floyd and other Black Americans, as well as a drastic rise in attacks against the AAPI community. While DEI has been a major focus for SWE in recent years, 2020 was the year that proved just how much work we have to do to build and maintain a level playing field for all. SWE focus groups, interviews and an all-member survey identified areas for improvement. After a call for nominations, we chose two special directors to join the FY21 Board and help us speed up our DEI journey. Maisha Gray-Diggs, PhD and Rose-Margaret Ekeng-Itua, PhD brought their expertise to a number of different areas across the Society.

Growing Together, Globally

SWE has been a champion of women engineers for over 70 years, and we're thrilled to be supporting more women in more places with each passing year. In FY21, our global presence grew as we welcomed 70 global affiliates and 108 global ambassadors from 20 countries — all with the goal of reaching new members and increasing diversity in engineering around the world. We also launched studies in the US and India on the impact of COVID-19 on women in engineering in order to help mitigate the negative effects of the pandemic within our membership. And we helped 290 individuals pursue and realize their engineering dreams by awarding over $1 million in scholarships.
Awarded Scholarships

In FY21, SWE disbursed more than 290 new and renewed society and section-selected scholarships valued at more than $1,220,000 to collegiate students pursuing engineering, computer science, and technology. This was made possible by the generous support of the following sponsors and donors and the scholarships they established.

**SWE Endowment Fund, Inc. Scholarships**
- Ada I. Pressman Memorial Scholarship
- Admiral Grace Murray Hopper Scholarship
- Alice May Anderson Memorial Scholarship Fund
- Alma Kuppingter Forman, PE Scholarship
- Anne Maureen Whitney Barrow Memorial Scholarship
- Anne Shen Smith Endowed Scholarship
- B.J. Harrod Memorial Scholarship
- Bertha Lamme Memorial Scholarship
- Betty Lou Bailey SWE Scholarship
- BK Krenzer Memorial Re-entry Scholarship
- Brill Family Scholarship
- Carol Stephens SWE Scholarship
- Central Illinois Section Scholarship
- Central New Mexico – Pioneers Scholarship
- Central New Mexico – Reentry Scholarship
- Columbia River Scholarship
- Coral Jean Cotterell Achievement Scholarship
- Detroit SWE 4 Life Endowed Scholarship
- Dorothy Lemke Howarth Memorial Scholarship
- Dorothy P. Morris Scholarship
- Dr. Celeste Belcastro Memorial Scholarship
- Dr. Ivy M. Parker Memorial Scholarship
- Dr. Paula Marie Stenzler Legacy Scholarship for Engineering
- Elizabeth McLean Memorial Scholarship
- Ellen Hippeli Memorial Scholarship
- Ford Motor Company Scholarship
- Freeman Family Scholarship
- Golden West Region Legacy Scholarship
- IBM Linda Sanford Women's Technical Advancement Scholarship
- Jill S. Tietjen, P.E. Scholarship
- Josie E. Rewald Memorial Scholarship
- Judith Resnik Memorial Scholarship
- Judy Simmons Memorial Scholarship
- Katherine F. Lindquist Memorial Scholarship
- Lillian Moller Gilbreth Memorial Scholarship
- Lois Aileen Bey Memorial Scholarship
- Lonnie Lee and Maria Elena Abernethy Endowment for Native Americans in Engineering Scholarship
- Lydia I. Pickup Memorial Scholarship
- Margaret (Pritch) Pritchard Memorial Scholarship
- Margaret R. Brewster Scholarship
- Martha Maxwell Scholarship
- Mary Gunther Memorial (Freshman) Scholarship
- Mary Gunther Memorial (Upperclass) Scholarship
- Mary Jones Berry Scholarship
- Mary V. Munger Memorial Scholarship
- MASWE Scholarship
- Meredith Thoms Memorial Scholarship
- Mid-Hudson Section Scholarship
- Northwest Star Legacy Scholarship
- Olive Lynn Salembier Memorial Re-entry Scholarship
- Past Presidents Scholarship
- Paula Loring Simon Scholarship
- Phoenix Section Scholarship
- Rebecca McNally Gilden Memorial Scholarship
- Richmond Area Section Scholarship
- Roberta Banaszak Gleiter - Engineering Endeavor Scholarship
- Roberta Marie Stinson Scholarship
- Rochelle Nicolette Perry Memorial Scholarship
- Sharon Cascadden Memorial Scholarship
- Sonora Region B Scholarship
- Southeast Diamond Scholarship
- Susan and Marvin Whatley Scholarship
- Susan E. Stutz McDonald Scholarship
- Susan Miszkowicz September 11 Memorial Scholarship
- SWE Baltimore-Washington Section Freshman Scholarship
- SWE Baltimore-Washington Section Upperclass Scholarship
- SWE Boston Section Scholarship
- SWE Central Indiana Section Scholarship
Awarded Scholarships (cont’d)

**SWE Endowment Fund, Inc. Scholarships (cont’d)**
- SWE Chicago Regional Section Scholarship
- SWE Detroit Past Presidents Scholarship
- SWE Heartland Scholarship 1
- SWE Heartland Scholarship 2
- SWE Kansas City Section Scholarship
- SWE Los Angeles Section Scholarship
- SWE Minnesota Section Scholarship
- SWE New Jersey Section Scholarship
- SWE Ohio State Section Scholarship
- SWE Quad Cities/Muscatine Section Scholarship
- SWE Rocky Mountain Section Collegiate Scholarships
- SWE Santa Clara Valley Section - Al Gardner Memorial Scholarship
- SWE Santa Clara Valley Section - Esther Williams Memorial Scholarship
- SWE Santa Clara Valley Section - Irmgard Flugge-Lotz Memorial Scholarship
- SWE Santa Clara Valley Section - Mary G. Ross Memorial Scholarship
- SWE Santa Clara Valley Section - Mary Nell Rogers Memorial Scholarship
- SWE University of Alabama - Tuscaloosa Collegiate Section Scholarship
- SWE-OC Endowed Scholarship
- The Wolfs Family Scholarship

**SWE Sponsored Scholarships**
- American Transmission Scholarship
- Ansys Scholarship
- Barbara W. & Thomas W. Benko Scholarship
- Bechtel Corporation Scholarship
- Ceasar’s STEM Headstart Scholarship
- Chevron/SWE Scholarship
- Cummins Fellowship
- Cummins First Generation Scholarship
- Discover Scholar Award Scholarship
- DMC Inc Scholarship
- Dorothy M. & Earl S. Hoffman Scholarship
- Eaton STEM Scholar
- GE Women’s Network - Paula Martin Scholarship
- GE Women’s Network Scholarship
- Honeywell Scholarship
- Intel SWE Scholarship (Graduate)
- Intel SWE Scholarship (Undergraduate)
- Invenergy Women’s Network Scholarship
- IPG Photonics Scholarship
- Jayshree Seth Scholarship for Women of Color in STEM Scholarship
- SWE Santa Clara Valley Section - Irmgard Flugge-Lotz Memorial Scholarship
- SWE Santa Clara Valley Section - Mary G. Ross Memorial Scholarship
- SWE Santa Clara Valley Section - Mary Nell Rogers Memorial Scholarship
- SWE University of Alabama - Tuscaloosa Collegiate Section Scholarship
- SWE-OC Endowed Scholarship
- The Wolfs Family Scholarship
- Wendy Landwehr Memorial Scholarship
- Willamette Valley Section Scholarship
- Woon Family Scholarship
- JBT Tom Giacomin Engineering Scholarship
- John Deere SWE Scholarship
- Keysight SWE Scholarship
- Keysight SWE Scholarship (Community College)
- Liebherr Mining (Freshmen) Scholarship
- Liebherr Mining (Upperclass) Scholarship
- Lockheed Martin SWE Scholarship
- Motorola Solutions Foundation Engineering Scholarship
- Northrop Grumman SWE Scholarship
- RS&H Diversity Advancement Scholarship
- Apple Scholarship
- Syska Hennessy Group Scholarship
- Women in Science Merck Scholarship
- Women in Tech Merck Scholarship
- Xilinx Empowering Women in Technology Scholarship (Freshmen)
- Xilinx Empowering Women in Technology Scholarship (Upperclass)
- Zebra SWE Scholarship
FY21 Annual Report

FY21 Awards and Recipients

In FY21, a total of 291 people and groups were celebrated for their achievements in furthering women in engineering and technology and for their impact on the engineering community.

**Achievement Award**
- Jayshree Seth, Ph.D.

**Suzanne Jenniches Upward Mobility Award Endowed by Northrop Grumman Corporation**
- Suzanne Jenniches

**Rodney D. Chipp Memorial Award**
- Michael Bracken
- Jesus Garrido
- Raymond Jones

**Diversity & Inclusion Program Award**
- Rockwell Automation

**Entrepreneur Award**
- Kimberly D. Moore

**Work/Life Integration Award**
- Christina L. Beppler, Ph.D.

**Distinguished Engineering Educator Award**
- Janet Brelin-Fornari, Ph.D., P.E.
- Ruth E. Davis, Ph.D., School of Engineering
- Amy Wagoner Johnson, Ph.D.

**Advocating Women in Engineering Award**
- Robin Barker-Chambers
- Irene Erteza, Ph.D.
- Diane Foley
- Shivani Koul
- Rahima Mohammed, Ph.D.

**Global Leadership Award**
- Anna McMullen-Gunn
- Lynn Olson
- Johanna Vazquez

**Global Team Leadership Award**
- John Deere - Corporate Enabling Team
- EXALT Model D
- Team Pomace

**Prism Award**
- Anne M. Grilliet, Ph.D.
- Diane LaFortune
- Laurie LaPat-Polasko, Ph.D.
- Mandy Mock
- Cliona Murphy

**Spark Award**
- Jacquelynn Garofano, Ph.D.
- Mary-Helen Holley Douglas
- Holly Maudsley
- Laura Ann Odell
- Patricia J. Walker

**Emerging Leader Award**
- Carrie Marie Ballester
- Kristine Barnes, P.E.
- Xue (Ida) Chen, Ph.D.
- Katie Clingenpeel
- Ivelisse Del Valle Figueroa, P.E.
- Laura McCarter
- Jeri Lynn Metzger
- Lisa Minnick
- Cynthia Morin
- Karen E. Roth

**SWE Distinguished New Engineer Award**
- Mary Beth Biddle
- Megan Ford

**Global Team Leadership Award**
- John Deere - Corporate Enabling Team
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- Team Pomace

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- Karen E. Roth

**SWE Distinguished New Engineer Award**
- Mary Beth Biddle
- Megan Ford

Kattie Grady
- Carina Hahn
- Olivia LeBlanc
- Mallory Mclsaac
- Emily L. Ongstad, Ph.D.
- Neethu Elizabeth Simon
- Nikita Tiwari
- Heather Wiest, Ph.D., P.E.

**Fellow Grade**
- Vicki S. Johnson, Ph.D.
- Cynthia S. Reid, P.E.
- Tamaira Ross
- Mary Ann T. Walsh

**Patent Recognition Award**
- Patricia Abkowitz
- Nelson Akwari
- Alicia Allen
- Molli Andor
- Ana Paula Appel, Ph.D.
- Joanne M. Attridge, Ph.D.
- Georgina Baca
- Julie Bennett
- Leya Bergquist
- Maria Biberdorf
- Agnes Blom-Schieber, Ph.D.
- Kristi Bodin
- Robin Boroski
- Jacqueline Bourgeois, Ph.D.
- Katherine Braddy
- Adrienne Brasche
- Jean O. Bridge
- Alexandra Britten
- Jennifer Brooks
- Anne-Marie Buibish
- Laura Burckhardt
- Maggie Burrow
- Lisea Charlie Bruchal
- Nisha Chandrasekharan
**Patent Recognition Award (cont’d)**

<table>
<thead>
<tr>
<th>Franchise Owners</th>
<th>Institutions</th>
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<td>Lesley Anne Polka, Ph.D.</td>
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Patent Recognition Award (cont’d)
Anna Prakash, Ph.D.
Preethi Pratap, Ph.D.
Judith Priesnitz
Tracy A. Propheter-Hinckley
Azizreal Pugh
Sheila Quinnies
Karen Raab
Gabriela Florentina Radulescu
Suriyakala Ramalingam
Karen Ramsey-Idem, Ph.D.
Kathryn Rauss Sherrick
Archana Ravindar, Ph.D.
Anita Rebarchak
Anita Reinehr
Amy Reiss, P.E.
Solimar Reyes Rodriguez, Ph.D.
Cornelia Rivers
Stephanie Rodriguez Bilse
Diana L. Rojo
Raquel Z. Rokosky
Danielle Rosenblatt
Tejal Sarda
Sarah Schinckel
Veronica Schlegel
Katherine Schmid
Jill Seebergh, Ph.D.
Alyssa Shedlosky
Audrey Sherman
Todd Signer
Kausalya Singuru
Bernadette Smith, Ph.D.
Emily Smith
Laura M. Smith-Velazquez
Rebecca Spatholt, Ph.D.
Larisa Stephan
Christol Sumner
Kaieme Sun
Victoria Rose Tagarelli
Hong H. Tat
Himani Thapliyal
Cristina U. Thomas
Nikita Tiwari
Anita L. Tracy, Ph.D.
Sylvia Traxler
Jennifer Trice
Susan C. Trulli
Valerie Underwood
Aishwarya Vaidyanathan
Clarisse Vamos
Charmaine Van Minnen
Natalie Vanderspiegel
Paridhi Verma
Jacquelyn A. Vitaz, Ph.D.
Debbie A. Walker
Jill Walthall
Jennifer Walton
Meng (Rachel) Wang, Ph.D.
Xinlin Wang
Lidia Warnes
Melanie L. Weber
Amanda Wilke
Janet Willett
Joan Wills
Jennifer L. Wilson
Sharon Wong
Allison Wright
Vicki Wu
Nanwei Yao
Danielle Young
Xiaomei Yu, Ph.D.
Yanchai Zhang, Ph.D.
Wei Zhu
Heidi E. Ziegler, Ph.D.

Outstanding Faculty Advisor Award
Gretchen Hein, Ph.D.

Outstanding SWE Counselor Award
Rebecca M. Reck, Ph.D.

Outstanding Collegiate Member Award
Catherine Gureck
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- Moog, Inc
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<th>Naval Nuclear Laboratory</th>
<th>Sirius Computer Solutions</th>
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<td>New York Independent System Operator</td>
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<td>Procter &amp; Gamble</td>
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<td>Saint-Gobain Sageglass</td>
<td>The Whiting-Turner Contracting Company</td>
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<td>Sensata Technologies</td>
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## FY21 Financials

### Statement of Financial Position*

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<tr>
<th></th>
<th>FY21 Total</th>
<th>FY20 Total</th>
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<tbody>
<tr>
<td>Cash &amp; Investments</td>
<td>25,666,975</td>
<td>20,572,842</td>
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<tr>
<td>Accounts Receivable</td>
<td>138,628</td>
<td>140,489</td>
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<td>Prepaid Expenses</td>
<td>238,303</td>
<td>442,855</td>
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<tr>
<td>Net Fixed Assets</td>
<td>1,290,875</td>
<td>1,529,667</td>
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<tr>
<td>Total Assets</td>
<td>$27,334,781</td>
<td>$22,685,853</td>
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<tr>
<td>Accrued Expenses &amp; Payables</td>
<td>1,035,236</td>
<td>1,085,154</td>
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<tr>
<td>Deferred Revenues</td>
<td>2,055,673</td>
<td>2,255,279</td>
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<tr>
<td>Unrestricted Net Assets</td>
<td>13,189,448</td>
<td>10,804,017</td>
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<td>Capital Leases</td>
<td>60,505</td>
<td>169,315</td>
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<tr>
<td>Restricted Net Assets</td>
<td>10,993,919</td>
<td>8,372,088</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$27,334,781</td>
<td>$22,685,853</td>
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### Statement of Activities*

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<tr>
<th></th>
<th>SWE Inc.</th>
<th>SWE EFI</th>
<th>FY21 Total</th>
<th>FY20 Total</th>
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<tr>
<td>Revenue</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Dues</td>
<td>1,106,576</td>
<td>1,106,576</td>
<td>1,261,151</td>
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<td>Contributions &amp; Gains</td>
<td>3,106,896</td>
<td>3,783,298</td>
<td>6,890,194</td>
<td>2,335,643</td>
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<td>Conference</td>
<td>5,418,004</td>
<td>5,418,004</td>
<td>8,266,097</td>
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<tr>
<td>Programs and Services</td>
<td>2,437,578</td>
<td>2,437,578</td>
<td>2,677,994</td>
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<td>Publications</td>
<td>431,988</td>
<td>431,988</td>
<td>402,815</td>
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<td>Total Revenue</td>
<td>$12,501,042</td>
<td>$3,783,298</td>
<td>$16,284,340</td>
<td>$14,943,700</td>
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### Expenses**

<table>
<thead>
<tr>
<th></th>
<th>SWE Inc.</th>
<th>SWE EFI</th>
<th>FY21 Total</th>
<th>FY20 Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Programs and Services</td>
<td>8,690,664</td>
<td>301,912</td>
<td>8,992,576</td>
<td>11,028,739</td>
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<tr>
<td>Management and General</td>
<td>1,453,330</td>
<td>137,341</td>
<td>1,590,671</td>
<td>2,562,590</td>
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<tr>
<td>Membership</td>
<td>577,285</td>
<td>-</td>
<td>577,285</td>
<td>549,381</td>
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<tr>
<td>Fundraising Services</td>
<td>116,546</td>
<td>-</td>
<td>116,546</td>
<td>237,170</td>
</tr>
<tr>
<td>Total Expense</td>
<td>10,837,825</td>
<td>439,253</td>
<td>11,277,078</td>
<td>14,377,880</td>
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### Revenue Less Expenses

<table>
<thead>
<tr>
<th></th>
<th>FY21 Total</th>
<th>FY20 Total</th>
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<tbody>
<tr>
<td>Revenue Less Expenses</td>
<td>$1,663,217</td>
<td>$5,007,262</td>
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*Inclusive of the Consolidated Financial Position(s) for the Society of Women Engineers Incorporated and the Society of Engineers Endowment Fund Incorporated

**Per FASB Not-for-Profit Entities (Topic 958) required disclosures, SWE will be adhering to the Functional Allocation Methodology that categorizes expense based on the supporting program
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<tr>
<th>Position</th>
<th>Name</th>
<th>Affiliation</th>
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<tbody>
<tr>
<td>President</td>
<td>Heather Doty</td>
<td>Ball Aerospace</td>
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<tr>
<td>President-Elect</td>
<td>Rachel Morford</td>
<td>The Aerospace Corporation</td>
</tr>
<tr>
<td>Secretary</td>
<td>Sandy Pettit, Ph.D., P.E., F. SWE</td>
<td>University of South Florida</td>
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<tr>
<td>Treasurer</td>
<td>Lindsey Roberts McKenzie</td>
<td>Short Elliott Hendrickson Inc.</td>
</tr>
<tr>
<td>Speaker of the Senate</td>
<td>Alexis McKittrick, Ph.D.</td>
<td>Department of Energy</td>
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<tr>
<td>Director</td>
<td>Barbara Brockett</td>
<td>Retired</td>
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<tr>
<td>Director</td>
<td>Kerrie L. Greenfelder, P.E.</td>
<td>Burns &amp; McDonnell</td>
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<tr>
<td>Director</td>
<td>Dayna Johnson, P.E.</td>
<td>General Electric</td>
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<tr>
<td>Director</td>
<td>Karen Ramsey-Idem</td>
<td>Cummins</td>
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<td>Director</td>
<td>Kalyani Mallela</td>
<td>Johnson &amp; Johnson</td>
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<tr>
<td>Special Director</td>
<td>Rose-Margaret Ekeng-Itua, Ph.D.</td>
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<tr>
<td>Special Director</td>
<td>Maisha Gray-Diggs, Ph.D.</td>
<td>Twitter</td>
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<tr>
<td>Collegiate Director</td>
<td>Kelsey Harper</td>
<td>Ecolab</td>
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<tr>
<td>Executive Director &amp; CEO</td>
<td>Karen Horting, CAE</td>
<td>Society of Women Engineers</td>
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### FY21 Board of Trustees

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<thead>
<tr>
<th>Position</th>
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<tbody>
<tr>
<td>Chair</td>
<td>Sandra Postel</td>
<td>Retired Boeing</td>
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<tr>
<td>Treasurer</td>
<td>Mary Studlick</td>
<td>Studlick Safety and Environmental Consulting</td>
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<tr>
<td>Secretary</td>
<td>Janis Mantini</td>
<td>Retired</td>
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<tr>
<td>Trustee</td>
<td>Ester Marie Bergen</td>
<td>Microsoft</td>
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<tr>
<td>Trustee</td>
<td>Cassi Janakos</td>
<td>Healthy Horizons</td>
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<tr>
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<td>Paula McDonald</td>
<td>Aerojet Rocketdyne</td>
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