

Date: July 28, 2023

To: SWE Members

SWE Announces New Awards Programs — SWE Awards Program and SWE Recognition Program

In our ongoing efforts to align SWE's initiatives with our key metrics and priorities (e.g., global inclusivity, advocacy, collegiates, and DEI&B), SWE is excited to announce the following changes to our awards structure.

Beginning this year, WE Local Awards and SWE's Individual Awards will merge to create two brand new categories — SWE Awards Program and SWE Recognition Program.

- **SWE Awards Program:** These awards celebrate high levels of achievement among those who identify as women and allies in engineering, engineering technology, or science related to engineering at all career stages, separated by tracks and years of experience.
- **SWE Recognition Program:** This awards category acknowledges additional achievements by sections/affiliates, those who identify as women, and allies in engineering, engineering technology, or science related to engineering.

With the merging of the programs, the SWE Awards Program packet will be published on January 2, 2024, and SWE Recognition Program packet will be published in Spring 2024. Look for more details in the next few months, including a webinar, blog articles, and email communications. Plus, don't miss our special presentation and office hours at WE23 to answer any questions you may have regarding these changes.

These two new awards programs were the culmination of over 18 months of work by an Awards Task Force created by the SWE Board of Directors to review SWE's existing awards and awards structure. The Awards Task Force:

- Conducted a gap analysis of the award program.
- Recommended changes to the awards based on other award programs.
- Recommended any necessary changes to the awards names.
- Provided a top-level implementation plan for any recommended changes.
- Offered suggestions for recognition.

The Task Force completed this work at the end of FY23, and the Board of Directors adopted those recommendations per Motion B2360.

Please note the FY24 WE Local packets published will be for Collegiate Competition and SWENext Program Awards, while all other awards and recognitions will align with the timing described above.

If you have any questions, please contact awards@swe.org or awards-implementation@swe.org.

FY24 President, Alexis McKittrick
FY23 President, Dayna Johnson
FY23-24 Director, Inaas Darrat
FY22-23 Awards Task Force Lead, Penny Wirsing