

# WOMEN IN RED

## SCRAPBOOK OF ACHIEVEMENTS & ACTIVITIES 2023



**RED**

2024



PUBLIC



INTERNAL



RESTRICTED



SECRET

A company of **TRACTEBEL**  


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# INTERNAL ACTIVITIES

# REBRAND FROM ‘ELLXENGINEERS’ TO ‘WiRED’

In 2019, the IDEA (Inclusion, Diversity, Equity and Accessibility) committee was formed within RED to drive initiatives on Diversity and Inclusion. Engie's Ellxvate, responsible for encouraging women into engineering and leadership, formed part of this committee. Ellxengineers was a RED-led focus-group of Ellxvate, chaired by Candice Henderson. This group was responsible for targeting the engineering industry specifically, and Candice's incredible hard work paid off at getting the matter of gender diversity onto the map at RED. Ellxengineers started to gain valuable members who would help push key actions that aimed help to “empower women to lead courageously and achieve career success by cultivating a community of belonging, connection and growth”.

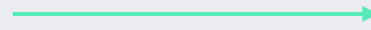
In 2023, RED announced its shift away from Engie Group, to align with Tractebel. The movement saw Ellxengineers part with Ellxvate and become a RED-owned initiative, now re-branded as WiRED (Women in RED). This name is used to demonstrate inclusivity of all women within RED, not just engineers and those with STEM backgrounds.

Each employee plays an important role in creating a strong, efficient and inspirational organisation, and WiRED seeks to recognise this and provide a platform of growth and support for all.

Candice is now continuing her fantastic work within Engie Group, and WiRED's activities have now been passed onto RED's Emily Stagg, a mechanical engineer with a huge passion for STEM and D&I, who's exciting background in the field of engineering, teaching and aviation puts her in an experienced position to lead this initiative.

Since the beginning of 2023, WiRED has now grown from ~15 to 50+ hard-working members, and it continues to grow with more inspiring women from all job roles kindly offering their time to drive this initiative's important campaigns, globally. These campaigns continue to target actions both internally and externally, to ensure those within RED experience a culture of belonging, growth and support, and others externally can be educated and inspired to join a role within the construction industry.

Ellxengineers





# WOMEN'S HISTORY LUNCH & LEARN

## UK Offices Internal Event

As part of RED's IDEA (Inclusion, Diversity, Equality and Accessibility) Group, the WiRED members hosted a "Lunch and Learn" event on March 28th to encourage knowledge sharing of such a topic. It involved an educational presentation, an interactive activity and a discussion, hosted by representative members of the WiRED Group: Emily Stagg, Evangelia Athanasiadi, Dalvina Chin and Takwa Dawdi along with a guest leadership speaker, Stas Brzeski.

The panel presented women in history that have made a notable change to society and/or science, and who still stand as inspirational figures to individuals around the world today. The presentation included a fun, interactive (virtual) activity, where attendees got involved and were able to test their general knowledge on this topic. The presentation team welcomed everyone to participate, comment and ask questions throughout, and the event gained a lot of positive feedback, with attendees coming away with new insights and appreciation for the strength, expertise, passion and determination that women can bring to society and industry.



# OFFICE STEM ACTIVITY

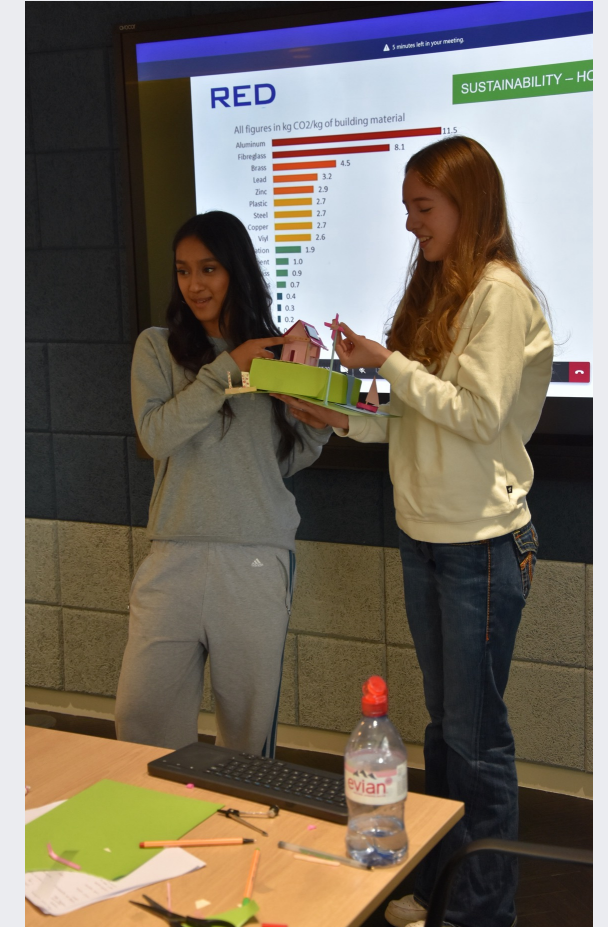
## Camden School for Girls (London Office)

Following from a successful visit from Camden School for Girls in at the London Office in 2022, the school was enthusiastic about coming back to experience another STEM Activity Day.

RED's STEM activities are specifically aimed at young minority groups (such as female students) to expose them to an engineering workplace and (hopefully) inspire young individuals to take up a career in STEM. The 3-hour session consisted of two presentations for them to learn about what we do; firstly, some background on our engineering and technology projects (presented by Alex Nock), followed by an interactive session on the topic of sustainability/embodied carbon within the construction industry (presented by WiRED's Dalvina Chin).

Following the presentations, the students were well equipped to build their Solar Powered Houses and were able to release their "inner building services/architectural/structural engineer" and reinforce/power their house with sustainable materials and equipment. The presentations are always best part of the session, as the girls get to present their houses and explain their engineering philosophies behind them, which are never less than impressive and imaginative.

When asked at the end of the session "Who would be interested in becoming an engineer, now?", the show of hands is always proof the RED has done their job for the day!





# ‘NAVIGATING DIVERSITY’ WORKSHOP

Hosted by SheCanEngineer (London & Newcastle Office)

During Women in Engineering month in June, SheCanEngineer launched its first workshop geared towards professionals, looking at navigating diversity in engineering teams, and RED was delighted to host this workshop in their London office, with dates already planned later in the year for the other UK offices.

There were some honest and inspiring discussions from a range of people across the company, and it was great to see the enthusiasm and willingness to share from everyone in the room. There were also exciting hands-on activities and interactions where the attendees had the chance to express what they perceive the characteristics of leaders and managers are / should aim to be.

Due to the success of SheCanEngineer’s first workshop at the London Office, SCE also conducted a second workshop at the Newcastle Office in October.

Link:

[https://www.linkedin.com/posts/she-can-engineer\\_inwed23-engineering-teamwork-activity-7080532107369820160-ZWI3?utm\\_source=share&utm\\_medium=member\\_desktop](https://www.linkedin.com/posts/she-can-engineer_inwed23-engineering-teamwork-activity-7080532107369820160-ZWI3?utm_source=share&utm_medium=member_desktop)



# WiRED MEMBERS SOCIAL

## London

As a huge thank you for the hard work that the WiRED members have put in since the initiative began, gained increasing traction as it goes, this year the WiRED members enjoyed their first ever social!

Emily invited members from across the UK to visit London and join for an evening of food and drinks, followed by a thrilling session at an Escape Room. Two teams were set against each other on identical missions, and it a race against the clock to see who could escape first (and in time!). Congratulations to Emily, Aina and Ellie! Commiserations to Clarissa, Dalvina and Siobhan!

This was an excellent opportunity for the women in RED to come together in an informal environment, reflect on the successes and events of the year so far, get to know each other in person and talk about all things, from work to general life.





# INWED WEBINAR

## Global Viewings, hosted by WES

Every year, the Women's Engineering Society (WES) holds an annual event in June, namely 'International Women in Engineering Day' (INWED). Earlier in the year, they announce a theme, and events all over the world take place to celebrate women in the engineering industry, with a focus on this theme.

This year they celebrated the amazing work that women engineers around the world are doing to #MakeSafetySeen. In their annual webinar, they profiled the women who are doing amazing work in safety and security, either by making working environments safer, or protecting their colleagues, peers and wider society.

To support this event, each RED office provided lunches and hosted a live viewing of the official International Women in Engineering Day Webinar for 2023. Colleagues globally were invited to view the webinar and encouraged to have open conversations about the important topic, and acknowledge the incredible work that women engineers are doing to keep people safe.

Link to Webinar:

[INWED 2023 Official Webinar \(youtube.com\)](#)



INTERNATIONAL WOMEN  
In ENGINEERING DAY  
23 June

HOME ABOUT

## INWED23 Webinar

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## Attend the WES Webinar

This year we'll be celebrating the amazing work that women engineers around the world are doing to #MakeSafetySeen.

We're profiling the women in engineering who are doing amazing work in safety and security, either by making working environments safer, or protecting their colleagues, peers and wider society.

# OFFICE STEM ACTIVITY

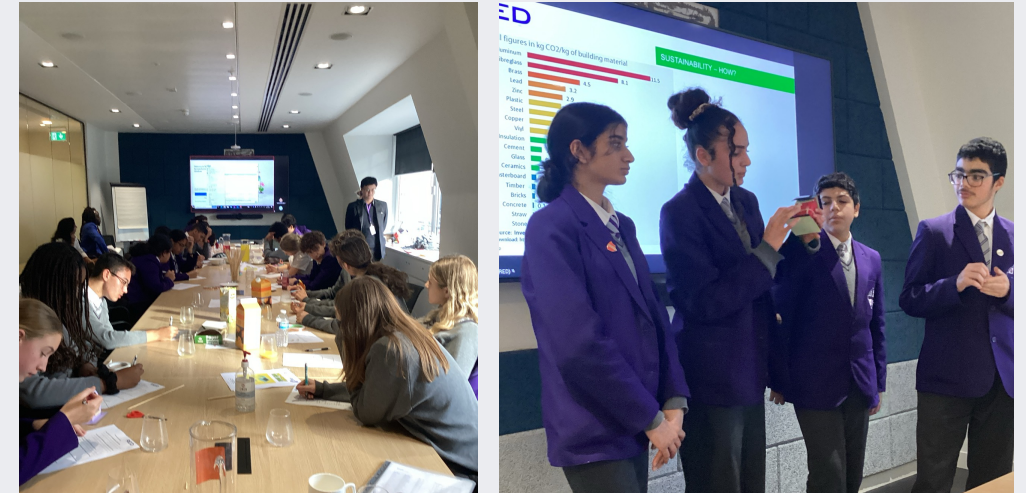
## William Perkin High School (London Office)

Following a successful visit from Camden School for Girls in May, the WiRED team was enthusiastic about planning another office-based STEM Activity Day for another school. This time, William Perkin High School students were the lucky attendees!

RED's STEM Activities are specifically aimed at young minority groups (such as female students) to expose them to an engineering workplace and inspire young individuals to take up a career in STEM. The session 3-hour session consisted of two presentations for them to learn about what we do; firstly some background on our engineering and technology projects (presented by Alex Nock), followed by an interactive session on the topic of sustainability/embodied carbon within the construction industry (presented by WiRED's Dalvina Chin).

Following the presentations, the students were well equipped to build their Solar Powered Houses and were able to release their "inner building services/architectural/structural engineer" and reinforce/power their house with sustainable materials and equipment. The presentations are always best part of the session, as the girls get to present their houses and explain their engineering philosophies behind them, which are never short of impressive and imaginative.

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# WiRED APAC LAUNCH

## 'WiRED Manila'

WiRED has reached APAC!

This year, members of the Manila Team completed their secondment in the UK and took some inspiration home with them. Since their visit, RED's new WiRED representatives have been working hard to share the initiative, its activities and the support it provides. After identifying that there is a shortfall of support for women engineers in the Philippines, including lack of DEI organisations, resources and STEM programmes, the RED Manila Team have taken on the challenge to lead by example and show that RED as an organisation can make a difference.

'WiRED Manila' launched on 11th December and kicked off with a webinar about "Embracing Body Positivity and Healing our Relationship with Food", presented by a certified lifestyle medicine physician. Following the webinar, representatives shared more information about WiRED, what the initiative entails, the mission and the proposed Roadmap for 2024 (including school talks, joint conventions, job fairs, lunch and learns), which volunteers can get involved in. The webinar is now available for all to stream, via Sharepoint.

# RED

2024



WiRED is our internal network celebrating Women in Engineering and inspiring young women with an interest in STEM (Science, Technology, Engineering, and Mathematics) to pursue amazing opportunities in our industry.



Started in 2019, promoting an Inclusive, Diverse, Equitable, and Accessible workplace for all employees.

As of 2023, we now have 50 members from Global offices (UK, Manila, Dubai, and Singapore)

WiRED's mission is to inspire young people to pursue engineering, empower women to lead courageously, and making everyone feel included.



As a part of WiRED Manila Chapter launch that will be held today after lunch, we will be having a webinar about "Embracing Body Positivity and Healing our Relationship with Food"

See you there!





# TRACTEBEL DIVERSITY FRESCO

## Engie Building, Paris

The Diversity Fresco was imagined by ESSEC Business School as part of its ecological and social transition and co-produced with Belugames, a company specialising in games and cooperation. The Diversity Fresco allows us to share a common knowledge base resulting from research in cognitive sciences and social psychology and the academic expertise of Junko Takagi, professor-titular of the ESSEC Leadership & Diversity Chair for 15 years.

The Diversity Fresco is a collective intelligence workshop tool that raises awareness and questions about discrimination and inclusion issues within organizations (companies, schools, universities, communities, etc.). The Diversity Fresco is the first step in a process aiming at building more inclusive and peaceful organizations and societies. It aims to be to social challenges what the Climate Fresco is to climate challenges.

WiRED members Emily Stagg, Maira Bana, Lucy Mason, Meghan Hughes and Laura Franks were delighted to be invited by Tractebel to attend their “taster” session in Paris and are looking forward to seeing the activity rolled out across the company in the future to educate and raise awareness.





# OTHER ACTIVITIES

## WiRED Internal Survey 2023

In June this year, WiRED released a colleague survey to all the women in RED, globally. The results provided invaluable insights on how the workforce perceives RED's D&I efforts, how they feel as an employee and how RED can improve moving forward. This feedback is now being used to fuel new campaigns for the rest of 2023, into 2024, to ensure everyone's voice is heard and RED is providing an inclusive, empowering culture.

## Mentoring Scheme

RED's HR team have already made excellent progress at implementing a structured mentoring scheme at RED, and WiRED continues to support the process to ensure that all females within the company receive the mentoring support they require, from the correct person. We are also encouraging our WiRED members to become mentors themselves, both internally and externally, so they can act as a role model and offer advice and support to those who need it.

## Return to Work Scheme

**Women Returners** – members of WiRED are currently working on a partnership with the Women Returners Scheme, which was an excellent idea brought forward by Niamh Faughnan. Through this scheme, we'll be able to recruit people who are women returners, or have been out of work for a few months to a few years for various reasons.

These women don't have to be from STEM background but could be wanting to pursue / explore a new career in the engineering industry. They also offer a mentoring scheme which RED can align with.

At this point, a proposal has been returned and is pending final approval from the HR Team.

**STEM Returners** – This organisation works closely with women returners, but targets people from any background, which aligns well with actions coming from the IDEA and Early Careers focus groups in RED.

Both offer great platforms for networking with other industry leaders, and provide ways of learning from other organisations on how they assist those returning to work after prolonged periods.

## Menopause

Upon feedback from the survey, WiRED members are working with the HR Team to ensure obstacles associated with the menopause are being addressed, and the appropriate support is given. The HR Team are currently researching the best way to navigate this topic and how to include it within RED's policies. Once this is rolled out, the WiRED team are looking to host educational Lunch & Learns around the topic to boost communication and knowledge.

## Plans for 2024

- A 2024 internal survey, to build on results from 2023
- Utilisation of Partnerships with WES, SCE, Equal Engineers & WiC
- Follow-up data analysis activities
- More award submissions and marketing visibility
- 1-1 mentoring externally for young people from underprivileged backgrounds
- Repeat/continue the events conducted in 2023
- An increased (or dedicated) budget for STEM, and a more developed strategy



# EXTERNAL ACTIVITIES

# DATA CENTRE WORLD

## Panel Discussion – How can Data Centres become more Diverse?

This marked the first of many speaking engagements for Alina, and made an excellent start by forming part of an all-female panel at Data Centre World London, discussing: How can Data Centres become more Diverse? Her topic was "Acknowledging diversity isn't always visible", with references to neurodiversity and hidden disabilities.

Alina's main point was around communication. Based on her personal experiences with neurodivergent employees, communication has proved to be the fairest, most effective and empathetic way to meet the needs of the individual, and the team they're part of. She pointed out that "not even the best leaders are mind readers. If you have special requests or accommodations you require to be more effective at your job, communicate them! It is way easier to be made aware of additional needs or requirements than continuously trying to guess them. Leaders need to listen, and employees need to speak up to speed up the wave of change required in the realm of neurodiversity."





# WW+P WOMENS DAY BREAKFAST

## International Women's Day Breakfast & Panel Discussions

In March 2023, WW+P hosted an International Women's Day breakfast event at their offices in London. Three Pecha Kucha presentations were held from inspirational women at WW+P; Hannah Selby, Isabella Bhoan and Sam Dean. They shared lessons learned from their inspiring career paths and how their opportunities and challenges have led to their current roles.

WiRED members attended this event to learn from these inspirational women and had the chance to network with other influential women in the industry.





# INWED 2023 EVENT

Hosted by SheCanEngineer, IET London

SheCanEngineer INWED2023 took place on 21st June in IET in Savoy Place in London. Over 150 representatives joined for an evening of celebration and discussion on the subject of "Making Safety Seen". RED was represented by Aina Gonzales, Wioletta Grabowska, Megani Umani, Federica Michetti, Paria Moghaddar, Matt Steventon and Alex Doey.

Our stand was visited by many young professionals and students who were interested in an engineering career and as a result, we have received CV's for summer placements + another school for girls who is interested in attending the London Office for our annual STEM Activity Days.



# SHECANENGINEER PODCAST

Featuring **Diana Kenney**

Early in the year, RED took part in its first ever podcast in relation to D&I. SheCanEngineer announced its intended release on the key topic of 'Shared Parental Leave'. We were very proud to see WiRED member and a brilliant engineer from the Newcastle Office, Diana Kenny, feature on the podcast.

Diana shared her experiences as a mechanical engineer within RED and her past role in the manufacturing industry. As a mother of two young children (and a labrador puppy!), Diana was able share about the topic of Shared Parental Leave and how it's had an impact on her career as an engineer.

Diana said the experience was "an eye-opening opportunity to discuss a topic that doesn't affect you until it does. While my experience was positive, it was disappointing to hear about other experiences which were less so. It also highlighted how much more work there is to do to make the whole thing work for families with two employed parents."

Link:

[Ep. 10 - Parental Leave: It's Not a 'Day Off' in Any Way, Shape or Form - SheCanEngineer | Podcast on Spotify](#)



SheCan  
Engineer

Episode 10

Parental Leave:  
It's Not a 'Day Off' in Any Way, Shape or Form

Emma Novak | Employment & Skills Advisor, Thames Water  
Diana Kenny | Mechanical Engineer, Red Engineering / Salamander Pumps

Podcast Episode

## Ep. 10 - Parental Leave: It's Not a 'Day Off' in Any Way, Shape or Form

SheCanEngineer

# ENERGI PEOPLE PODCAST

## Featuring Alina Sabanska

In celebration of Women in Engineering Day, Energi People interviewed some wonderful women not only working in Engineering, but also in the MENA (Middle East & North Africa) Region.

Episode 1 saw WiRED member Alina Sabanska (currently an Associate Mechanical Engineer, working on Data Centres in Dubai), sharing her experiences as an engineer within the region, and give insights on how she's got to where she is today.

Since then, Energi People have continued to release an entire series of 'Women in Engineering' podcast episodes, which are publically available to watch / listen to on their YouTube Channel.

Links:

[Women In Engineering Podcast - Episode 1, Alina Sabanska – YouTube](#)  
[Energi People - YouTube](#)



The screenshot shows a YouTube video player interface. At the top, there are four circular profile pictures of women, each with a name underneath: Alina Sabanska, Benan Star, Mary Varghese, and Seemaa Oskhan. Below the photos, the text reads "The New Energi Talks Podcast Series" and "Women in Engineering". The Energi People logo is displayed, featuring a stylized orange and grey circle and the text "energi people" with the tagline "Bringing technical people together". A black rounded rectangle in the bottom right corner shows the video duration "17:17". At the bottom of the player, the title "Women in Engineering - Episode 1" is visible, followed by a vertical ellipsis menu icon.



# 'WOMEN DO STEM' EVENT

Hosted by Razorpoint, London

On 6th October, Emily, Maira, Kwame, Shereen and Megan were thrilled to attend Razorpoint's 'Women Do STEM Event' in London. The exclusive event was dedicated to bridging the gender gap in STEM by creating a supportive environment that empowers and uplifts women professionals, whilst offering employers unparalleled access to a diverse and sought-after talent pool. RED benefited from:

- Access to Women Do STEM Talent (women professionals actively seeking career opportunities to STEM industries)
- Marketing and promotion of RED's brand
- Stream-lined recruitment opportunities of pre-screen, qualified candidates
- Networking opportunities
- Insightful discussions and Q&A

Link:

[\(6\) Post | LinkedIn](#)





# DATA CENTRE DESIGN WORKSHOP

RIT, Dubai

As a part of our ongoing commitment to nurturing talent and fostering a sustainable future, Bushra and Safa from the WiRED Dubai team recently organised a comprehensive workshop at the Rochester Institute of Technology, Dubai. The primary theme of the workshop was MEP design in Data Centres.

Throughout the session, the graduates shared valuable insights into the intricate details of mechanical and electrical design components in data centers. The interactive nature of the workshop facilitated engaging conversations, with enthusiastic students actively participating and posing critical questions.

We received a wave of inquiries and expressions of interest from these talented students, solidifying the success of the event. We're thrilled about the potential collaboration with these talented young professionals who share our vision for a more sustainable future.

RIT, DUBAI  
12:00PM - 1:00PM, 25TH OCTOBER

# RED

**#TEAMRED ARE PRESENTING!  
ROCHESTER INSTITUTE OF  
TECHNOLOGY | DSO (RIT DUBAI)**

**Bushra Oosman**  
Graduate Electrical  
Engineer

**Safa Sadeddin**  
Graduate Mechanical  
Engineer

**Hameem Malik**  
Graduate Mechanical  
Engineer

**DATA CENTERS & BEYOND: A DEEP DIVE INTO MEP STRATEGIES**  
Exciting opportunity to hear from our Dubai graduates

[RED-ENG.COM](https://red-eng.com)



# STEM & OUTREACH

# RIT CAREER FAIR

## DXB Outreach Programme, Dubai

As part of our ongoing commitment to nurturing talent and fostering a sustainable future; members of the WiRED Dubai team participated in the RIT Dubai Career Fair. This event presented an excellent opportunity for us to showcase our company's vision, values, and dedication to sustainability in the field of engineering and green buildings.

During the fair, we were thrilled to have the chance to interact with a diverse group of young professionals and students. Their enthusiasm and passion for sustainability were evident as they engaged with our team at our booth. We had insightful conversations about the latest developments in green building practices and innovative engineering technologies that align with our company's mission.

Our participation in the RIT Career Fair was a huge success, as we received numerous enquiries and expressed interest from potential candidates. We are excited to explore possibilities for internships, and full-time roles with these talented young professionals who share our vision for a more sustainable world.





# THE WEALD SCHOOL CAREERS FAIR

## STEM-Focused Careers Fair

The Weald School Careers Fair was hosted with the intent to inspire young learners to explore and consider a range of careers (including those in STEM sectors). The fair provides an opportunity to exhibit, promote, and advertise our employment opportunities (or purely just our area of work!) to approximately 1,000 young people living in West Sussex.

Emily & Evangelia represented RED at this event and successfully introduced hundreds of students to the world of engineering associated with Building Services and Technology, who otherwise knew nothing about it (especially the female students!). Even the parents had many questions about the best routes into engineering and were anxious to know how they can best support and encourage their children throughout their journey. Both Emily and Lilly agreed that the event was “very successful” and the chance to speak to so many students and parents was “extremely fulfilling”.



# JOHN LYON SCHOOL

## Careers Talk

RED's Emily Stagg and Alex Doey were welcomed by Head Boy Youki and Mrs Bamrah, John Lyon's Careers Adviser, to give a talk about careers in engineering. The aim of the talk was to give pupils an opportunity to explore the different qualifications required for a career in engineering, as well as the breadth of opportunities available within the field. John Lyon School, originally being a boy's school, have in recently been transitioning into a co-ed school (mixed genders) and have starting to welcome bright young females throughout the last 2 years, so this posed a fantastic opportunity to inspire and encourage them to pursue a career in engineering (which, too, proves to still be a male-dominated industry). Emily was keen to share her experiences with the young female students and provide advice on how to navigate such an environment.

The talk proved to be highly successful, providing the pupils with valuable insights and they highlighted the different pathways available to those interested in a career in engineering, as well as the importance of DEI and wellness within the industry. John Lyon School reported that "It was also encouraging to see the active role that RED Engineering takes in promoting gender diversity and inclusion within their organisation."

Link:

[Careers in Engineering talk by Alex Doey \(OL 2012\) and Emily Stagg - John Lyon](#)





# STEM IN THE PARK

## Memorial Gardens. Crawley

STEM In The Park took place on Saturday 20th May at the Memorial Gardens in Crawley. Crawley boasts high employment levels with many great employers sited in or adjacent to the town, especially those at Gatwick Airport.

Many organisations and STEM Ambassadors returned this year, to support this popular free event, which showcased the many diverse roles within STEM industries. RED's amazing volunteers Evangelia, Ara, Rob and Sarvakam hosted our "Building a Solar Powered House" activity to thousands of children and their parents. Being one of the most popular stands at the event, RED will be excited to support the event again next year.

Throughout the event, as well as boasting their hands-on tabletop activity, the RED volunteers were able to provide careers advice and information for all family members and provide key insights about the construction / technology industry.

Link:

[STEM In The Park engages all ages in Science Activities \(thestemhub.org.uk\)](https://thestemhub.org.uk)





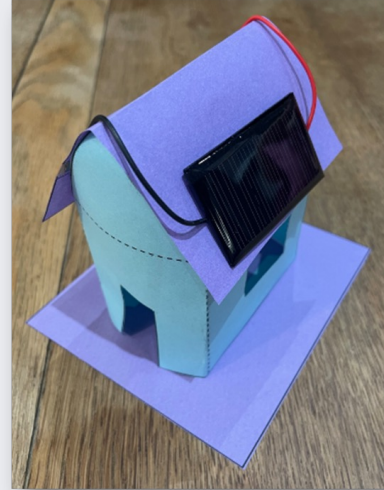
# BURNHOPE PRIMARY SCHOOL

## Memorial Gardens. Crawley

Bryony Watson and Diana Kenny visited Burnhope Primary School, near Lanchester in County Durham. They delivered a short presentation on RED, each of their careers, the solar house build, sustainability and carbon footprint, different types of engineer, and the difference the students can make to the world.

40 children, aged 8 – 11 years old took part. There was excellent engagement and some great questions. The students will now have a greater understanding of changes they can make and have had their perception of engineers challenged.

These students come from a social background which doesn't generally encourage them to aspire or to strive for a career. Activities like this help to open their eyes to possibilities and experiences.



# DURHAM JOHNSTON COMPREHENSIVE SCHOOL

## Mock Interviews, Newcastle

Our Newcastle engineers had a blast hanging out with the fantastic Year 11 (age 15-16 yr old) students at **Durham Johnston Comprehensive School**.

The team dived into the exciting world of engineering and chatted about everything from acing interviews to exploring careers.

The mock interview sessions were designed to encourage students to talk about themselves confidently and to understand that all their experiences are relevant and useful in a work environment. Stock management and customer service from volunteering in a charity shop, new computer programs and office interaction in a relative's company, successful teams work together from playing group sports...

So much talent, curiosity, and enthusiasm – our thanks to these future STEM superstars for a thoroughly rewarding day!

Great work, #TeamRED!

Georgia Pickering, Philip Graham, Daniel Moss, Diana Kenny, Bryony Watson,





# CORPORATE RESPONSIBILITY EVENT

## National Children's Hospital, Manila

RED Manila's Corporate Social Responsibility Event took place in December at the National Children's Hospital. They brought joy and support to these brave children who are battling leukemia by giving them gifts and providing an entertainment session with Jollibee (children really do love Jollibee in the Philippines!)

Our very own Maria Monica Pales volunteered her time to represent WiRED and brought smiles to their faces.







# AWARDS & ACHIEVEMENTS

**RED**

2024

A company of **TRACTEBEL**  
ENGIE

# WiC RISING STAR AWARD

## Women into Construction Awards Evening – Taya Williams

In June, RED was proud to announce the brilliant news that WiRED member, Taya Williams, had won the 'Rising Star Award' at the Women into Construction Awards in London. On receiving her award, Taya said:

"During my Civil Engineering studies in college, I gained an interest in BIM and CAD. This led me to take part in an employment program called 'Women into Construction' which helps women gain experience in the industry and kickstart a career in construction.

After being matched with RED and upon completion of a successful 2-week work placement, I was offered a role working with the BIM team at RED's Newcastle office.

I'm super pleased with myself and so grateful for the opportunity to work with WIC and everyone in the RED team!"

Link:

[\(6\) Post | LinkedIn](#)



# CIOB AWARDS ENTRY

## D&I Award Finalists

At the end of September, RED entered for the CIOB (Construction Institute of Building) DEI Award. The Equality, Diversity and Inclusion (EDI) Award seeks to recognise both individuals and an organisations that have demonstrated exceptional commitment to the promotion of EDI.

With input from Emily, Kwame, Wioletta and ex-WiRED Lead, Candice, we were able to bring together an excellent submission, which has already passed the first phase with flying colours, and in December, the Team received the fantastic news that the RED's IDEA and WiRED initiative had been shortlisted as a finalist! With the awards evening due to take place in April 2024, the team have all fingers and toes crossed for a major win!

## CIOB Awards



Step Forward

# Congratulations

on becoming a CIOB Awards finalist!

Congratulations on being selected as a CIOB Awards finalist. Our finalists represent the very best leadership and talent in the built environment sector, so we hope you'll take great pride in reaching this stage. We look forward to celebrating your achievement with you at the CIOB Awards ceremony on 9 April 2024.

Congratulations from the CIOB



# YOUNG ENGINEER OF THE YEAR

## MEP Awards, Middle East

We are so proud of Takwa Dawdi from RED's Dubai team for winning Young Engineer of the Year at the MEP Middle East (ITP) Awards ceremony on Thursday 21st September this year.

A key member of our WiRED (Women in RED) network, Takwa is a highly dedicated and motivated Electrical Engineer with a strong passion for critical infrastructure design, digital engineering, and innovative sustainability solutions. Her exceptional technical proficiency and effective management skills resulted in her impressive and well-deserved career trajectory.

Link:

[\(6\) Post | LinkedIn](#)



# ENGINEER OF THE YEAR

## Construction Week Middle East Awards, Middle East

RED was thrilled to announce the news of Sarah Hussain Zahidi, from RED's Dubai team, winning Engineer of the Year at the Construction Week Middle East Awards ceremony in November this year.

Link:

[\(6\) Post | LinkedIn](#)



# ELECTRICAL ENGINEER OF THE YEAR

## CIBSE UAE Awards, Middle East

RED was thrilled to announce the news of Sarah Hussain Zahidi, from RED's Dubai team, winning her SECOND award of the year 'Electrical Engineer of the Year' at the CIBSE UAE Awards ceremony in December this year.

Link:

[\(6\) Post | LinkedIn](#)







# PARTNERSHIPS

**RED**

2024

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# WES

## Women's Engineering Society - Partnership

WiRED members were delighted with the successful partnership with WES (Women Engineering Society) in September. The partnership with WES provides RED's female employees and the business with excellent benefits. The partnership also includes 15 membership packages, which have been offered to WiRED members on a first come first served basis.

### Benefits Include:

- Hyperlinked logo and company profile on WES website & Newsletter (23,000 subscribers)
- Exclusive access to knowledge and experience sharing Partner sessions
- Affiliation to WES along with access to WES Member Network & Member expertise
- WES Memberships for Staff (Members receive access to regional cluster events)
- Job Advertising on WES Jobs Board, Newsletter (23k subscribers) & Twitter (44k followers) (5 Job Slots)
- Sharing of the company role models via [She's an Engineer](#) on their website
- Access to Partners' Area on website containing valuable ED&I resources
- Judging opportunities for national high-profile WES Awards
- Speaking opportunities for all levels of staff at WES events, Partner sessions, Cluster events
- Advertising space in WES Journal 1/year (1/4 a page)
- Signposting to best practice advice, and support for RED's Diversity Programs
- Representation by WES at RED's Company Events (2 events)
- Representative place at WES events during the year (2 places)
- Regular communication updates from WES
- Sponsorship of [1 WES event](#) OR MentorSET Mentoring Package



# SCE

## SheCanEngineer - Sponsorship

This year, RED is proud to be one of the sponsors for SheCanEngineer, which has recently become a registered charity in the UK.

SheCanEngineer is a non-profit diversity & inclusion initiative designed to inspire and encourage girls into Engineering and highlights the roles and achievements of women in the sector. They are entirely volunteer-led, which means they rely on corporate sponsorship to fund their events.

RED's partnership with SheCanEngineer will see collaboration and attendance of important milestone events throughout the year, including INWED (International Women in Engineering Day), and also provides an opportunity to support during activities such as workshops, STEM Events, podcasts and mentoring schemes.





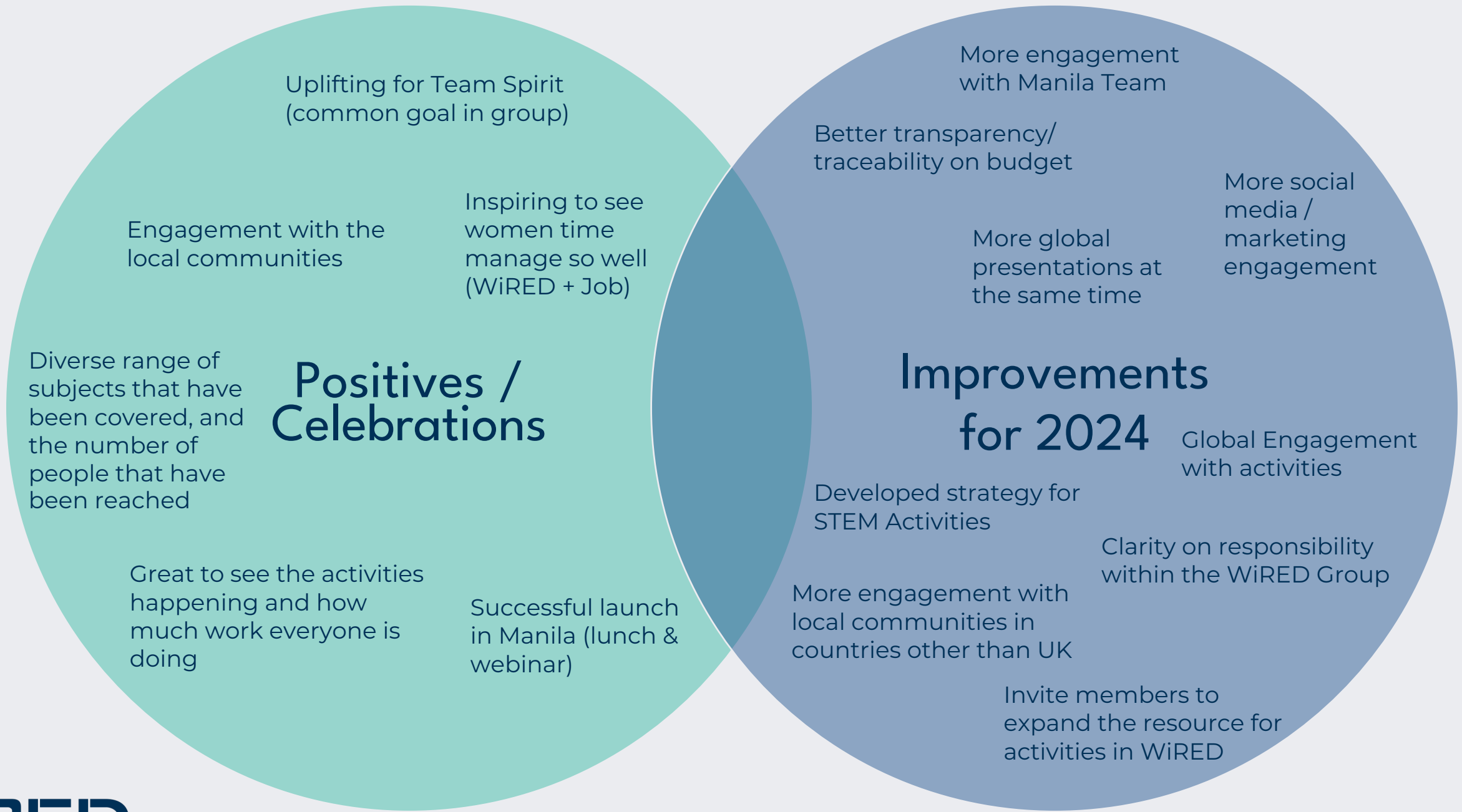


# 2024 REFLECTION

**RED**

2024

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# PREPARED BY

## The Women in RED

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