The INWES Education and Research Institute was formed in order to:

Advance education in the fields of science, technology, engineering and mathematics (STEM) worldwide through an international network of organisations, foundations and experts.
Supporting the Future of Women in Engineering

Engineers Canada is proud to provide initiatives that support women in the engineering profession, including:

The Award for the Support of Women in the Engineering Profession*, for outstanding support of women in the engineering profession and engineering excellence.

Submit your candidacy by January 11, 2013. See http://www.engineerscanada.ca/e/pr_awards_1.cfm for more details**.

Engineers Canada also invites entries for the Engineers Canada National Scholarship Program Seven cash prizes totalling $70,000 will be awarded to worthy Canadian engineers in support of advanced studies and research. See http://www.engineerscanada.ca/e/pr_awards_2_1.cfm for more details**.

(*Formulaire disponible en français.)

**The terms P.ENG. and ENGINEER are official marks held by the Canadian Council of Professional Engineers.
“We recognize the importance of encouraging women to participate in the sciences and engineering.”

« Nous reconnaissions l’importance d’encourager la participation des femmes en sciences et en génie. »

SUZANNE FORTIER  
PRESIDENT / NATURAL SCIENCES AND ENGINEERING RESEARCH COUNCIL OF CANADA  
PRÉSIDENTE / CONSEIL DE RECHERCHES EN SCIENCES NATURELLES ET EN GÉNIE DU CANADA

Visit www.nserc-crsng.gc.ca/wise  
for more information and to meet our Chairholders for Women in Science and Engineering.

Rendez-vous à www.nserc-crsng.gc.ca/wise  
pour en savoir plus et pour connaître les titulaires d’une chaire pour les femmes en sciences et en génie du CRSNG.

INWES  
EDUCATION AND RESEARCH INSTITUTE  
INTERNATIONAL HEADQUARTERS  
c/o Dr. Ruby Heap, University of Ottawa,  
Department of History,  
155 Seraphin Marion,  
Ontario, Canada K1N 6N5  
E-mail: inwes.eri@gmail.com  
Website: www.inwes-eri.org

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The INWES Education and Research Institute (ERI) is a fairly new organisation which received charity status in Canada in 2008 and received designation in the USA as a 501c3 non-profit in 2010. The years 2009 and 2010 focused on developing the Institute by setting up committees and appointing Board members. This Annual Report provides information on objectives of the Institute, its structure and programs; reports on work accomplished the past two years and project plans proposed for the future. It recognizes our generous sponsors who have enabled this organisation to plan and pursue several activities, and to achieve its objectives.

In 2010, ERI signed a Memorandum of Understanding (MOU) with INWES (International Network of Women Engineers and Scientists) allowing INWES members to apply for ERI funding for charitable projects, agreeing to share information on fund development activities, maintaining links to each other’s websites, and including brief news of the Institute’s projects in the INWES newsletter.

The Institute was initially established with three officers: President, Secretary General and Treasurer. All are former officers of INWES who want to ensure the successful development of resources to pursue the common objectives of both organisations. Two Directors were added in 2010 to aid with the development of programs and expand the Institute’s network for access to resources for fund development and implementation of charity activities. Two Committee Chairs were also recruited in 2010 to develop more specific plans for activities directly related to education and research. Biographies of Board Members and Committee Chairs can be found on the website at www.inwes-eri.org.

With the problematic global economic environment, it has been a challenge for the Institute as a newly established organisation to design a charity project and raise funds to carry it out within the first years. The first major project was planned in 2010 and will be held in 2011. Twenty years ago, the Canadian Committee on Women in Engineering (CCWE) proposed 29 recommendations (in its report *Women in Engineering: more than just numbers*, April 1992) to address issues for girls and youth, universities, workplaces, and professional engineering associations. After a major decline all over the world since 2003, it was time to revisit this issue and develop new recommendations to increase the participation of women in the profession. A workshop called CCWE+20 was conceived and detailed planning conducted in 2010, with the workshop scheduled for April 2011. These results can now also be found on our website. It is our hope this project will become a model for other countries to emulate as we believe the important points discussed and new recommendations can make a real difference to increase participation of women in the engineering profession – wherever in the world!

Monique Frize, P. Eng., O.C.,
President
The INWES Education and Research Institute (ERI) is a charitable organisation incorporated in Canada in November 2007 (Corporation number 445576-2) and registered as a Canadian Charitable organisation in February 2008 (BN 82690 2751 RR0001). The INWES Education and Research Institute was formed by the International Network of Women Engineers and Scientists (INWES) in order to: “Advance education in the fields of science, technology, engineering and mathematics (STEM) worldwide through an international network of organisations, foundations and experts.” The ERI is governed by a Board of Directors and its processes are guided by the laws in Canada for charitable organisations. Registration as a Non-profit 501(c)3 organisation in the United States was granted in March 2010 [EIN 98-0623980] based on the reciprocity agreement between the USA and Canada regarding this tax exempt status. For more information visit the websites at: www.inwes-eri.org and www.inwes.org.

The Institute is governed by a Board of Directors. Its activities are planned and executed through five committees: programs, research, education communications, and fund development. Institute functions are administered by three committees: executive, finance and nominations.

To achieve our objectives, the ERI has identified the following programs and potential projects/activities.

(1) Award scholarships, bursaries and grants to those wishing to advance their studies in one or more of these fields of study, with priority being given to underrepresented individuals in these fields.

ERI will advance education in STEM by carrying out a scholarship program with priority being given to young women and underrepresented minorities. Scholarships will be provided to the winners of an essay contest conducted annually for individuals aspiring to study in a STEM field at university.

The Institute will establish scholarship committees in each region in which INWES carries out its programs and for which financing can be obtained. This will be to publicize, conduct outreach to potential candidates, receive reviews and recommend winners; the Committee will also help organize the distribution/presentations of the scholarships and assignments of mentors. The Committee would ideally consist of a few INWES members (those leading the project) in the region concerned, one ERI board member, and one or a few persons from the sponsor. This make-up is flexible and will depend on the particular needs of the sponsor and project leader(s).

Student applicants will be asked to (a) list the courses they have already taken in math, science, engineering or technology, other experiences that developed their interests in these fields; (b) submit an essay as to why they want to follow a course of
study toward a career in STEM; and (c) provide a short biography of a woman or minority scientist or engineer from their region. More specific guidelines are available to the grantees when a project has been selected for funding. The Scholarship Committee oversees the final selection of winners.

A Scholarship Program Coordinator, under the direction of the ERI Executive Committee, will develop and provide materials to the regional Scholarship Committees. She will keep the ERI Board of Directors aware of program activities, facilitate the distribution of scholarship awards, and produce a final report to the ERI along with expenditures and funding provided by ERI.

**A Successful Test Case in Nigeria**

A scholarship project was organized by the Association for Promoting African Girls in Engineering, Science and Technology (APAGESTE) and contracted to Dr. Okon Uduakobong Aniebit, APAGESTE President. Application materials reached an estimated 2,000 females in three senatorial districts of Akwa Ibom State of Nigeria. There were six winners in the secondary school essay competition, three prizes in the university category and gifts for all participants in attendance at the final ceremony. ERI Directors view this as a well organized and excellent use of resources provided.

(2) Conduct research in both developed and developing countries concerning the fields of science, technology, engineering and mathematics as both an educational and career choice and to make the results of that research available to the interested public.

The Institute will carry out research concerning STEM as both an educational and career choice. It will perform these research activities using its own staff and volunteers. The following two research projects are currently planned:

### Gender Resource Tool

Research will be conducted in order to develop a resource tool with the main objective being to provide source-containing data on 21 indicators describing gender disparities and the condition of their population. Initial focus will be on the African and Asian continents.

A tool in development contains information on gender disparities in selected developing as well as developed countries, allowing researchers to access quality data related to education, economic conditions and participation in the workforce. This gender tool will be composed of three elements: finding relevant and credible data; data processing and representation; and developing a user-friendly interface.

It is intended for use by researchers, educators, government agencies, NGOs and other organisations interested in human resources in STEM. The following organisations, entities and individuals have already expressed the desirability of having access to such a tool:

- Researchers – social sciences, education, science and engineering
- Charities – Engineers Without Borders, OXFAM, and UNICEF
- Organisations – Members of INWES, International corporations,
- Government Agencies – Ministries of Education, Ministries of Science,
- Canadian International Development Agency (CIDA), USAID

### Best Practices Tool

The Institute will develop a best practices tool which will provide a collection of evaluated proven best practices concerning the following: retention of children in schools through college; successful outreach strategies and activities for educating young women and underrepresented minorities about careers in STEM fields; and tools for raising the awareness of parents, educators, employers and the public of the importance for women to pursue and succeed in STEM careers. All of this data will be collected, researched, evaluated and made available through INWES’s resource centre.

The main objective of the project will be to provide, in one location, a collection of evaluated and proven best practices for ready access by various organisations that are interested in conducting programs that encourage the education, participation and retention of girls and underrepresented minorities in STEM. A best practices project team will be assembled with research staff to:

- Collect best practices;
- Evaluate and analyze best practices for validity and adaptability for use in multiple countries, and economic situations;
- Build a database collection of best practices and develop friendly interfaces integrated into the ERI website with a link to the INWES web portal so they become available to potential around the world.
(3) To act as a resource centre and database for information concerning education in these fields and best practices in encouraging students to stay in school through college and university; and

The Institute will build knowledge by providing information about the fields of science, technology, engineering and mathematics as career choices to the interested public, and in particular to teachers, students, and other charities and governmental organisations. ERI will also function as a centre of information which will be available for those seeking to further enhance their knowledge concerning STEM as a career choice. All research and tools developed by ERI will be made available through its resource centre which will be open to any interested members of the public. As a result of educating the public, the Corporation hopes to encourage the increased participation in the fields of STEM.

(4) Developing and maintaining a website to raise public awareness concerning these fields of study and to make the results of its research available to the public.

The Institute will develop an extensive and leading-edge website that will function as a virtual resource centre of information including multimedia; communications; online library resources and research reports available for teachers, students, and the public. The website will serve as a portal to gain access to:

- information and research gathered and prepared by INWES;
- related research reports and information available through other organisations;
- opportunities in the STEM field for scholarships, internships, and international studies;
- information regarding international workshops, conferences, and seminars; and
- information about upcoming workshops and seminars on leadership training, diversity awareness, and education for teachers in STEM.

It is anticipated that the interested public will make donations to the Institute to assist it in achieving its objectives.

INWES -Education and Research Institute would like to thank our Gold Sponsor

CANADIAN COMMISSION FOR UNESCO
COMMISSION CANADIENNE POUR L’UNESCO

www.unesco.ca
BOARD OF DIRECTORS

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Carleton University
Ottawa, ON, Canada

Secretary General
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PAI Corporation
Oak Ridge, TN, USA

Treasurer
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University Laval
Quebec, QC, Canada

Directors

Dr. Julita Vassileva
University of Saskatchewan
Saskatoon, SK, Canada

Dr. Paula G. Leventman
Northeastern University
Boston, MA, USA

Committee Chairs

Dr. Ruby Heap
University of Ottawa
Ottawa, ON, Canada

Jennifer Ng Ain Kin
Abbott Point of Care
Nepean, ON, Canada
COMMITTEE REPORTS

Executive Committee – Gail Mattson, Secretary General

The Institute Board of Directors and Committee Chairs function primarily through virtual meetings via the internet. The Board meets in person once a year at the Annual Meeting to handle organisational and structural changes, review program plans, and review the financial report and approve the budget for the subsequent year.

Meetings held in 2010:
- March 1, 2010 - Skype
- April 9, 2010 - Annual General Meeting in Ottawa, Ontario
- May 5, 2010 - Skype
- July 8, 2010 - Skype
- October 9, 2010 - Skype

Minutes of all of these meetings are available upon written request.

Programs Committee – Paula Leventman, Committee Chair, Director

Below is a summary of the projects the Institute is developing and/or commenced in 2009 and conducted during 2010.

PROJECT #1
CCWE+20: In the fall of 2010, the ERI began planning the 20-year update project of the Canadian Committee on Women in Engineering (CCWE) effort plan. The goal was to bring together some 70 persons in Canada and a few in the USA to review the situation for women in engineering in Canada. The objective was to assess what has happened and what was left to be done since the release of the report by the Canadian Committee on Women in Engineering in 1992. Participants were selected to represent industry, granting agencies, deans of engineering, professors, students, and engineers from the professional engineering associations across Canada. The participants were asked to develop 20 to 25 recommendations to increase the participation of women at all levels that will make a real impact in Canada in the coming decade. Their recommendations will be organised according to the following themes: youths, universities, workplaces, associations, and granting agencies. Participants will select the top three recommendations to be included in a press release launched to the media. The participants will also be encouraged to stay involved and track the implementation of the recommendations. This will probably be accomplished through the creation of a follow-up to keep people in touch with progress on their recommendations and to monitor the initiation of new activities and implementation of specific tasks. The long-term goal is to transfer this responsibility in the coming years to key organisations that can take the leading role.

Sponsors for this effort will be solicited to cover the costs for planning and implementing the event. The initial sponsors committed as of the end of 2010 are recognized in this Annual Report.

PROJECT #2
Essay Competition: This scholarship project as outlined in the Programs section has been proposed to both Schlumberger and PepsiCo in Canada for sponsorship. ERI has held discussions with both companies and hopes a positive response from one or both will be forthcoming in the spring of 2011.

PROJECT #3
PROTECT: This potential project was proposed as a collaboration between the Institute and Northeastern University and involves identification of important engineering research projects with high social impact potential. It is part of a larger project between various developing countries and the United States. The idea is to assess the link between water-borne pollutants and pre-term births. It will provide “hands-on” research experiences for teams of undergraduate female students from different continents and countries to
work together for 10-week periods each summer at the major project site.

The first project identified for ERI teams is located in Puerto Rico. Puerto Rico Testsite for Exploring Contamination Threats (PROTECT) has recently been funded by the U.S. National Institute of Environmental Health Sciences’ Superfund. Puerto Rico has 14 active Superfund sites and a 20% pre-term birth rate. PROTECT is the first study to investigate the causal relationships between environmental pollutants and pre-term birth in this at-risk population.

PROTECT is multidisciplinary and interdisciplinary and involves significant interaction and sharing of samples, testing and results among the disciplines of analytical chemistry, epidemiology, engineering and toxicology.

ERI will raise funds for transportation, living expenses, and stipends for international student teams. It should provide an ideal living and learning environment for students who will return home with valuable research experience and enriched perspectives. The plan is to send two students from four countries to be on-site researchers for 10 weeks during the summers.

Communications Committee – Julita Vassileva, Committee Chair, Director; Kristina Rabij, Project Coordinator

On September 13th, 2010 the initial development of the INWES ERI website began, and on November 22nd, 2010 www.inwes-eri.org was officially launched. Throughout September and October 2010, INWES ERI members Dr. Monique Frize, Gail Mattson, Dr. Paula Leventman, Dr. Ruby Heap, and Dr. Julita

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INWES Education and Research Institute (ERI)
Vassileva partook in two teleconference meetings, and several e-mail exchanges to establish the initial design, layout, and content of the website. Figure 1 demonstrates the initial development of the website menu context.

The following is a brief overview of the content contained in each section of the menu as developed and agreed upon by all INWES ERI board members:

**Website Overview**

**HOME**

**WHAT IS INWES ERI?**
- Description of INWES Education Research Institute
- Primary Objectives
- Upcoming events and news

**SIDE BAR**
- INWES ERI Objectives
- INWES ERI Fact Sheet
- Board of Directors
- News and Events
- Program Committee, Executive Committee, Finance Committee, and Education Committee. Each of these sections will include protected additional sites for members to access.
- Programs and Projects includes:
  - General overview of programs
  - Individual links to sites for each of the following projects: Canadian Committee on Women in Engineering +20 Workshop, Collection of Best Practices, International and Interdisciplinary Research Project Teams, Scholarship Information.

**LINK**
- Link to the INWES site; more links will be added in 2012.

**RESOURCE CENTRE**
- Wiki
- Outreach for good practices
- Planned for development in 2012.

**SPONSORSHIP**
- Sponsor level information
- Letter including detailed information on sponsorship.

**CONTACT US**
- Development of an the e-mail address info@inwes-eri.org for general use from the group.
- Photos, titles, and contact information for each regional member

www.inwes-eri.org
Research Committee – Ruby Heap, Committee Chair

The first year, 2010, was devoted to defining the nature and scope of the Research Committee and working closely in the organisation of the CCWE+20 Workshop. The assistance of a volunteer undergraduate student to help with the committee was obtained, as well as financial support from the Office of the Vice-President, Research at the University of Ottawa. With my colleague historian, Dr. Crystal Sissons, a paper on the historical context leading to the creation of CCWE was prepared, entitled “Retracing Paths to Advance Future Journeys.”

Time will be devoted to projects related to the identified goals for the Research Committee in 2011-2012, which are to:

1. Develop the ERI website with the aim of making it an accessible and user-friendly tool for researchers working on Women and STEM (clearinghouse for information on current research projects, publications, research grants competitions, upcoming conferences, etc.).

2. Write up and include on the ERI website historical capsules, portraits and timelines, aimed at reconstructing the history of INWES and of its leaders.

3. Ruby Heap and Monique Frize will apply to the Social Science and Humanities Research Council of Canada to secure funds to hold a workshop at the University of Ottawa to discuss the collection, preservation and promotion of the archival material produced by the NSERC regional chairs since their creation in 1995. Past and current NSERC Chair holders will be identified as key partners; experts in the field, such as historians and archivists will be invited, as well as representatives from prominent national and international associations and groups involved in the promotion of women in STEM.

For projects 1 and 2, two volunteer undergraduate students are being recruited. For project 3, the assistance of archivists working at LAC will be secured and sources of funding pursued for the collection of the archival material.

The overarching objectives of these various projects are to develop a collective and international appreciation of INWES and its advocacy work, and to assist ERI in its fundraising efforts by attracting the interest of potential donors.

Education Committee – Jennifer Ng Ain Kin, Committee Chair

Based on input from member organisations, individual members, and other Committees, the Education Committee develops basic information about programs that are appropriate for fulfilling the INWES ERI mandate. The Institute will advance education in STEM by implementing scholarship programs with priority given to young women and underrepresented minorities. Scholarships will be provided to the candidates selected by various processes, such as essay contests, conducted annually for individuals aspiring to study in a STEM field at a university. As required, it provides recommendations and guidelines on matters related to the programs.

The INWES ERI Education Committee will engage in organizing media programs aimed at communicating the image of engineering to young students and their parents. In order to carry out these programs in Canada and eventually in other countries, INWES ERI plans to find industry partners who will support such endeavours.
The other goals of the programs would be to encourage more female pre-university level students to discover what engineers do and the variety of undergraduate engineering programs that are available in Canada. Essentially they will show a new, exciting rebranding of engineering through teenage girls' eyes and in a visual (and audio) format that would feel familiar to them.

Finally the Committee will work with the Accreditation Board of Engineers Canada to study new guidelines with specific universities about the structure of their engineering programs to find ways to attract a more diverse group of students in the future.

**Expectations of the impact of the programs:**
- Raise the awareness of female students (and their parents) of potential careers in engineering.
- Provide winners with scholarship awards to support their university studies in relevant fields in engineering.
- Reward the schools or universities that attract and support a higher number of women to participate in the various projects.

**Nominations Committee – Claire Deschênes, Committee Chair, Director**

In 2010, two new director positions were created by the three founding directors. A call for nominations for INWES ERI Board of Directors was prepared on March 31, 2010. It was sent for distribution to INWES members in good standing and persons who have a willingness to devote time and energy to INWES ERI and who can act to achieve main goals and objectives of the Institute. Four nominations were received.

At the 2010 Annual General Meeting, Paula Leventman (USA) and Julita Vassileva (Canada) were elected as Directors for three-year terms (Motion AGM 3#1, 2010-04-09).

At the same meeting, Jennifer Ng Ain Kin (Canada) was appointed ERI Education Committee Chair and Ruby Heap was appointed ERI Research Committee Chair (Motion AGM3#2, 2010-04-09).

**As of December 2010, the INWES ERI Board of Directors has the following members:**

<table>
<thead>
<tr>
<th>DIRECTORS</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monique Frize</td>
<td>President</td>
</tr>
<tr>
<td></td>
<td>Chair, Executive Committee</td>
</tr>
<tr>
<td>Gail Mattson</td>
<td>Secretary General</td>
</tr>
<tr>
<td>Claire Deschênes</td>
<td>Treasurer</td>
</tr>
<tr>
<td></td>
<td>Chair, Nomination Committee</td>
</tr>
<tr>
<td></td>
<td>Chair, Finance Committee</td>
</tr>
<tr>
<td>Julita Vassileva</td>
<td>Chair, Communications Committee</td>
</tr>
<tr>
<td>Paula Leventman</td>
<td>Chair, Programs Committee</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>COMMITTEE CHAIRS</th>
<th>ROLE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ruby Heap</td>
<td>Chair, Research Committee</td>
</tr>
<tr>
<td>Jennifer Ng Ain Kin</td>
<td>Chair, Education Committee</td>
</tr>
</tbody>
</table>
REVIEW ENGAGEMENT REPORT

To the Directors of
INWES Education and Research Institute

We have reviewed the balance sheet of INWES Education and Research Institute as at December 31, 2010 and the statement of expenditures and net liabilities for the year then ended. Our review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussions related to information supplied to us by the Organization.

A review does not constitute an audit and consequently we do not express an audit opinion on these financial statements.

Based on our review, nothing has come to our attention that causes us to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Kelly Huibers McNeely

Authorized to practise public accounting by
The Institute of Chartered Accountants of Ontario

Stittsville, Ontario
June 08, 2011
INWES EDUCATION AND RESEARCH INSTITUTE

BALANCE SHEET
(Prepared without Audit)

As at December 31, 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
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<td></td>
</tr>
<tr>
<td>Cash</td>
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<td>$960</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
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<td></td>
</tr>
<tr>
<td>CURRENT LIABILITIES</td>
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<td></td>
</tr>
<tr>
<td>Accounts payable and accrued liabilities</td>
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<td>$540</td>
</tr>
<tr>
<td>Due to International Network of Women Engineers and Scientists</td>
<td>4,404</td>
<td>3,619</td>
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<tr>
<td><strong>NET LIABILITIES</strong></td>
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<td>(3,199)</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>$901</td>
<td>$960</td>
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</table>

The accompanying notes are an integral part of these financial statements.
INWES EDUCATION AND RESEARCH INSTITUTE

STATEMENT OF EXPENDITURES AND NET LIABILITIES
(Prepared without Audit)

For the year ended December 31, 2010

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXPENDITURES</td>
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<td></td>
</tr>
<tr>
<td>Bank charges and interest</td>
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<td>$81</td>
</tr>
<tr>
<td>Foreign exchange loss</td>
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<td>11</td>
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<tr>
<td>Professional fees</td>
<td>1,342</td>
<td>540</td>
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<tr>
<td><strong>NET EXPENDITURES</strong></td>
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<td>(632)</td>
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<tr>
<td>NET LIABILITIES - BEGINNING OF YEAR</td>
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<td>(2,567)</td>
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<td><strong>NET LIABILITIES - END OF YEAR</strong></td>
<td>$4,541</td>
<td>$3,199</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
1. **NATURE OF ORGANIZATION**

   The INWES Education and Research Institute was incorporated without share capital on November 29, 2007 under the provisions of Part II of the Canada Corporations Act. Effective December 29, 2008 the Organization was granted charitable status under sec 149(1)(f) and is exempt from income taxes. The Organization operates as an international education and research institute specifically focused on advancing education in the science, technology, engineering, and mathematics fields.

2. **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

   **Revenue Recognition**

   Fundraising, grants and sponsorships are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

   **Contributed Services**

   Volunteers contribute many hours per year to assist the Organization in carrying out its activities. These contributed services have not been recognized in the financial statements.

   **Foreign Currency Translation**

   Monetary assets and liabilities in foreign currency are translated at the exchange rate in effect at the balance sheet date, whereas, other assets and liabilities are translated at the exchange rate in effect at the transaction date. Revenue and expenses in foreign currency are translated at the average rate in effect during the year. Gains and losses are included in the earnings for the year.

   **Accounting Estimates**

   The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires Management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the dates of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates.

3. **FINANCIAL INSTRUMENTS**

   **Fair Value**

   The carrying values of cash and accounts payable and accrued liabilities approximate their fair value due to their short-term maturities.
OUR SPONSORS

**Gold Level**
Canadian Academy of Engineers
SNC-Lavalin

**Silver Level**
Canadian Foundation for Innovation

**Bronze Level**
Sponsor name is mentioned on the ERI website, in the program brochure for events, and in the Annual Report.

**Platinum Level**
Sponsor name and logo will be on the ERI website, in the program brochure where relevant, and a quarter-page ad in the Annual Report.

**Gold Level**
Sponsor name and logo will be on the ERI website, in the program brochure where relevant, and a half-page ad in the Annual Report. Workshop participation fee is waived for one person.

**Platinum Level**
Sponsor name and logo will be on the ERI website, in the program brochure where relevant, and a full-page ad in the Annual Report. Workshop fee is waived for two persons. Sponsor will be mentioned in press releases, media information kits, and other publications.

**INWES ERI Sponsorship Program (in CAD $)**

**BRONZE LEVEL ($500 to $1,000)**
Sponsor name is mentioned on the ERI website, in the program brochure for events, and in the Annual Report.

**SILVER LEVEL ($1,001 to $2,500)**
Sponsor name and logo will be on the ERI website, in the program brochure where relevant, and a quarter-page ad in the Annual Report.

**GOLD LEVEL ($2,501 to $5,000)**
Same benefits as Silver, except a half-page ad in the Annual Report. Workshop participation fee is waived for one person.

**PLATINUM LEVEL ($5001 to $10,000)**
Same benefits as Gold, except a full-page ad in the Annual Report. Workshop fee is waived for two persons. Sponsor will be mentioned in press releases, media information kits, and other publications.

“As an undergraduate, I was the only woman in mechanical engineering.”
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