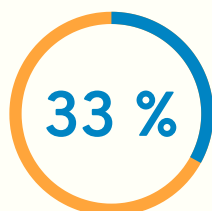


The International Association for Hydro-Environment Engineering and Research (IAHR) is strongly committed to advancing gender equity and achieving gender-balanced representation and participation within the association. With that aim in mind, in 2019 the association created a task force on Strengthening Diversity and Gender Equity which seeks to raise the profile and visibility of women who are active within the association, encourage women's engagement and a balanced membership, identify and implement actions to improve equal opportunity and related representation within IAHR's structures and activities, and engage with international and national processes promoting women in hydro-environment engineering at all levels.

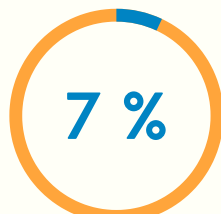
Data show that women have traditionally been and continue to be underrepresented in engineering disciplines and this is the case at IAHR as well. Currently, only **25 per cent** of IAHR members are women.

### Gender distribution is more balanced in younger generations



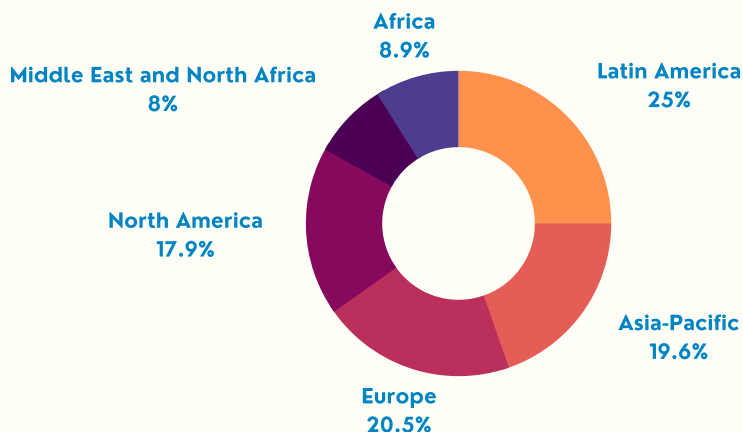
33 out of 100 IAHR members below age 35 are women

### ... and less balanced in senior generations



Only 7 out of 100 IAHR members above age 65 are women

### IAHR WOMEN MEMBERS AROUND THE WORLD



- 0 out of 19 IAHR Presidents in 85 years of history
- 5 out of 21 IAHR Council members

### IAHR WOMEN IN TECHNICAL COMMITTEES TODAY

10 out of 19 IAHR technical committees have women in their leadership teams today.



### IAHR WOMEN IN PUBLICATIONS EDITORIAL BOARDS



# BRIDGING THE GENDER GAP AT IAHR



Within the next five years, the **IAHR task force on Strengthening Diversity and Gender Equity** aims to increase the number of women members **from 25 to 33 per cent** as well as their representation and participation in leadership positions, technical committees, publications, and activities in the association.

— “ —

**Gender shouldn't be a factor in whether or not a person can develop their research and technical skills. Women's natural inclination toward a holistic self-reflective approach can add a diverse vision to topics traditionally led by men, and this will enrich the final results. We do hope and work towards changing these ratios at IAHR.**

Amparo López, member of the IAHR task force on Strengthening Diversity and Gender Equity

— ” —

## TASK FORCE MEMBERS



The task force is organising a series of activities intended to make change happen. These include keynote sessions about gender diversity in IAHR webinars, special meetings during conferences and congresses, making the IAHR World Congresses more family friendly, and encouraging the presence of women in leadership teams, committees, and boards. The task force is raising visibility by carrying specific campaigns in social media, connecting with other networks as well as dedicating articles, interviews, and issues of IAHR publications to specific gender-related topics. Activities like the IAHR Coffee Chat series and the IAHR Women's Voices video series give women a voice and a profile.

## IAHR COFFEE CHAT SERIES

[#IAHRCoffeetchats](#)

The IAHR Coffee Chat series brings together women young professionals with senior researchers in an informal setting to discuss various career-related topics. The coffee chats are inclusive events not restricted only to women: men are also welcome to join the discussions!

## IAHR WOMEN'S VOICES VIDEO SERIES

[#IAHRWomenVoices](#)

The IAHR Women's Voices video series provides the opportunity to IAHR women members to introduce themselves and their backgrounds, explain why it is important to them to work in the hydro-environmental field and the challenges they are confronted with, and reflect on specific research topics or current events.

**We invite you, women engineers, to participate and get involved!**  
**Be part of the change, be part of IAHR!**

[#BePartOfAHR](#)