



Camp  Enggies  
**2023 Annual Report**

# ABOUT CAMP ENGIES

**Camp Engies is a not-for-profit, volunteer-led camp, created by women in engineering for our future women in engineering. Our camp provides a unique opportunity for girls ages 10 to 14 to explore the world of engineering through hands-on activities and interactive discussions.**

## OUR VISION

Camp Engies hopes to increase the percentage of women in engineering in Canada by:

- Educating campers in a unique atmosphere for a highly subsidized fee.
- Providing an environment free of gender bias to engage with various engineering role-models and engineering activities.
- Introducing our campers to life-long engineering mentors and allies.

## OUR MISSION

Inspire young women to connect and unleash their potential in Engineering.



**1,400+ Engies educated**

since the inaugural Camp Engies hosted in 2018. We are committed to inspiring the next generation of women engineers!



**16 camps hosted**

in Ontario, Yukon, Nunavut and British Columbia, including overnight, day, and virtual camps.



**46 active volunteers**

We are 100% volunteer-powered. The Camp Engies team solely consists of volunteers with engineering backgrounds, who are currently employed or studying full-time! They are our catalysts for change.



**47 guest speakers**

Camp Engies reaches out to allies who continue to break barriers in the engineering world. We highlight academic and industry leaders to further inspire our campers with real, tangible engineering experience!



# LEADERSHIP

Camp Engies is led by highly skilled, intelligent, multifaceted, sociable, and well-rounded role models on a volunteer-basis. Camp Engies attracts top-tier women engineers as counsellors and volunteers.

## BOARD OF DIRECTORS

Our Board of Directors brings a wealth of knowledge and creativity to Camp Engies. They provide strategic and operational leadership and ensure that our mission and vision are executed effectively.



**Cassandra Fonseca, P.Eng.**  
President & Founder  
Sr. Manager, GRC and Sec Eng, LifeLabs



**Stephanie Tan, P.Eng.**  
Marketing  
Design Engineer, Hydro One



**Mandy Weigensberg, P.Eng., PMP**  
Supply Chain  
Manager, Project Engineering, Hydro One



**Rana Tehrani Yekta, M.A.Sc, P.Eng.**  
Sponsorship  
Construction Manager, Toro Aluminum



**Nour Zourob**  
Technology  
Enterprise Systems Engineer, Cisco



**Bryn Sexton**  
Talent Management and Administration  
Project Manager, City of Toronto



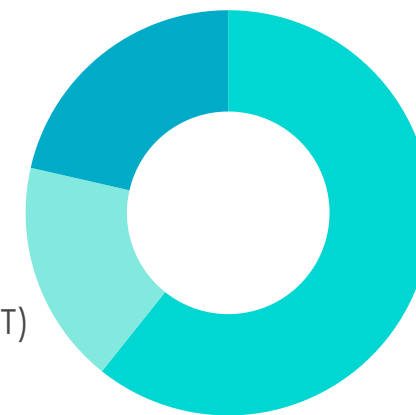
## VOLUNTEERS

Our volunteers take on roles as camp counsellors and program assistants, in addition to full-time employment or education in engineering or engineering-related fields. They also work to support the Camp Engies vision and mission, by serving as role models to our campers and actively engaging to continuously improve the Camp Engies program.

### Overview of Volunteers by Designation or Education

Pursuing or received post-secondary engineering degree  
21.4%

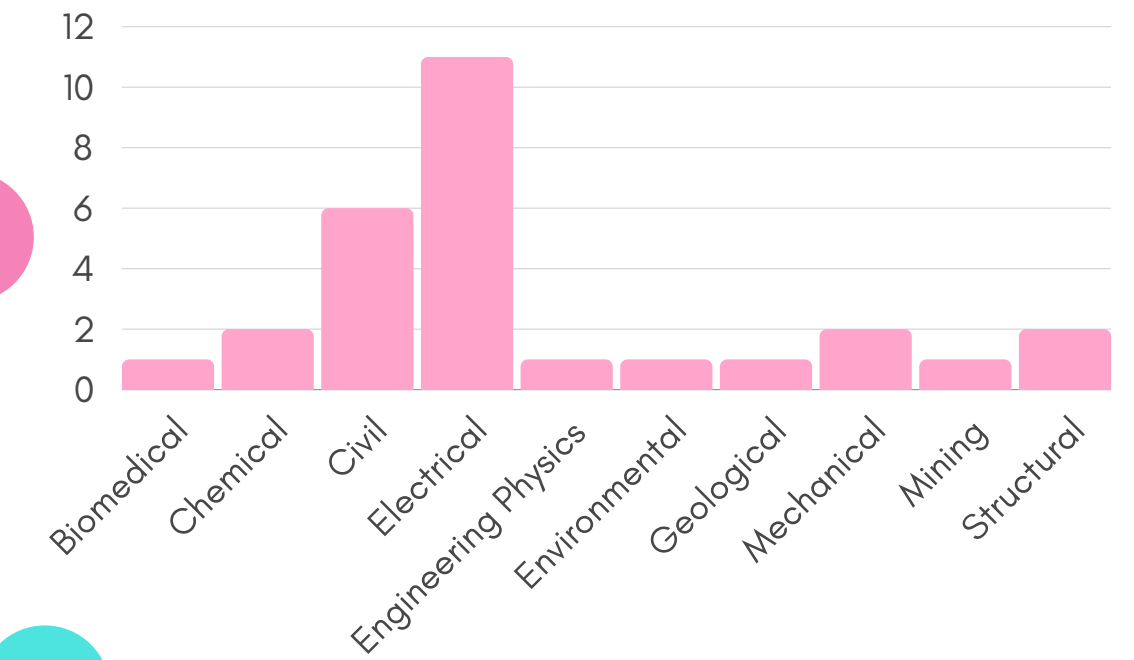
Engineering Intern (EIT)  
17.9%



Professional Engineer (P.Eng.)  
60.7%

### Overview of Volunteers by Engineering Discipline

Our diverse backgrounds in various disciplines of engineering provides an enriching experience for our campers! The educational and professional expertise of our volunteers is communicated through one-on-one interactions as well as the hands-on activities that are an integral part of any camp experience.





# MILESTONES

The Camp Engies team reassessed and elevated our in-person camp experience! We nearly doubled our attendance from the previous year; 145 campers attended the second Camp Engies hosted at Camp Tamarack.

2019



Camp Engies continued to navigate the pandemic and curated another year's worth of unique engineering experiences! Powered by a team of 27 passionate women engineers, we were able to deliver camps across Canada: Camp e-Engies ON, Camp e-Engies NU, and Camp Engies BC.

2021



Camp Engies emerged stronger and more innovative than ever. This year marked a significant expansion of our reach, as Camp Engies extended its impact to Whitehorse, Yukon and virtually through the creation of Camp Engies Cyber Edition. In partnership with local organizations and schools, we are working to focus on regions where access to STEM education is limited, inspiring over 400 young girls to pursue their passions in engineering.

2023



2018



2020



2022

In the previous year, Cassondra Fonseca pitched the idea to Josh Howard and Marc Cooper from Camp Tamarack. Having little knowledge about engineering and the field, they loved the idea and worked with the Camp Engies Team to create an amazing plan! In June 2018, parents entrusted our team of women engineers with their children to attend the inaugural Camp Engies. 78 campers ("Engies") and four phenomenal speakers participated in the first Camp Engies at Camp Tamarack in Bracebridge, Ontario.

The COVID-19 pandemic did not slow us down! We pivoted to Camp e-Engies: a digital experience designed by women in engineering for our future women in engineering. Our campers enjoyed hands-on, interactive activities from the comfort of their own homes, engaging with us online for 25 hours over the course of two days! We also expanded to British Columbia, where we were able to safely host a two-day day camp for 25 girls. Furthermore, Camp Engies was invited to host a special camp for 20 young women from the Jane and Finch community, supported by the SPOT Youth Centre.

Camp Engies begins to expand their outreach within Ontario and host camps. The 'Next Gen Engies' - Leaders in Training Program continues to grow to 25 as our graduate Engies to participate in camp again as volunteers. Camp Engies welcomed 370 enthusiastic campers across Canada: Camp Engies ON, Camp NU, Camp Engies at Queen's, and Camp Engies BC.



# HOW DO WE MEASURE SUCCESS?

As Camp Engies grows, we continuously define goals and objectives required to successfully achieve our mission of inspiring young women to connect and unleash their potential in Engineering. Evaluation of various performance indicators helps us to assess our program's progress, navigate and adapt to achieve our mission, and make informed decisions to propel Camp Engies in a forward direction.

- ✔ Number of camper registrations and general interest in our programs (percent increase, year-over-year)
- ✔ Geographic outreach
  - The first Camp Engies was hosted in Ontario in June 2018, and since then, we have expanded and hosted camps in 4 different provinces and territories (Ontario, British Columbia, and Yukon).
- ✔ Number of past campers who continue to pursue interest in Engineering
  - The first cohort of our campers are set to graduate secondary school in 2023. We are excited to see the influence of Camp Engies in the post-secondary programs they decide to pursue.
  - Many of our graduate Engies also volunteer with Camp Engies!
- ✔ Feedback from campers and parents, including verbal and e-mail communication, and survey results from parents and campers for continuous improvement to programs
- ✔ Continuing and increasing community support (including sponsorships and donations)



Camp Engies Cyber  
**30 Engies**



Camp Engies YT  
**60 Engies**

Camp Engies BC  
**129 Engies**

Camp Engies ON  
**200 Engies**







# 2023 IN REVIEW

**Camp Engies had a busy year in 2023, hosting four camps in Ontario, Yukon, British Columbia and one virtually! Our success is largely attributed to the hard work of our volunteers and the generosity of our corporate sponsors and donors.**



 **March**

## CAMP ENGIES CYBER

As our world becomes digitalized and computer-powered, we require our children, our future workforce, to be educated and trained accordingly. Camp e-Engies Ontario was hosted as a virtual 1-day camp in March using Cisco Webex, with an evening of cybersecurity engineering activities and a cyber-bullying design challenge. The program delivery model served remote campers nation-wide, providing more accessibility to help girls build their cyber security skills, including cyber threat detection, security mechanisms to keep them safe online, and generated interest in this rapidly growing field.

 **June**

## CAMP ENGIES ON

Camp Engies Ontario was hosted as an in-person camp experience at Camp Muskoka in Bracebridge, ON. We reached our capacity of 200 campers for one weekend in June. We welcomed girls aged 10 to 14, along with our Next Gen Engies - campers that have "graduated" our program but returning as leaders-in-training - to learn, collaborate, and explore engineering. We participated in a variety of hands-on engineering activities, and used creative problem-solving minds in a design competition to create climate-resilient structures. A huge shout-out goes out to our amazing team of women volunteers, and our wonderful industry speakers who inspired Engies with their engineering and life stories.

 **September**

## CAMP ENGIES YT

Camp Engies travelled to Whitehorse in September 2023, and despite many obstacles, we successfully brought the Camp Engies experience to a community where there are limited opportunities to participate in programming focused on women and girls and engineering outreach. Our efforts were rewarded as 60 girls showed up to a local school to participate in engineering activities. Camp Engies hopes to take what we have learned from this experience to host future camps in Northern Canada, with the goal of expanding engineering outreach to more Indigenous communities.

## CAMP ENGIES BC

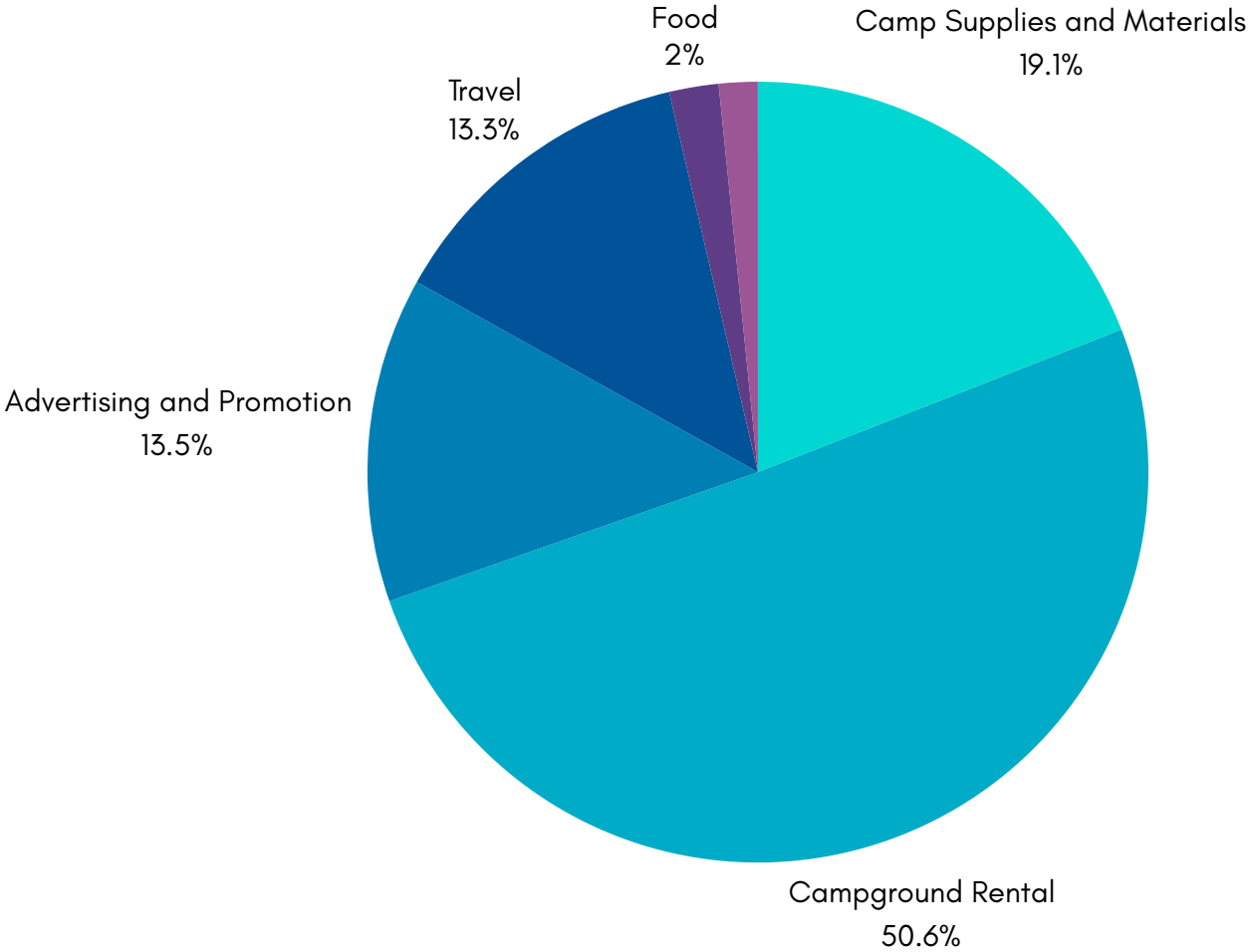
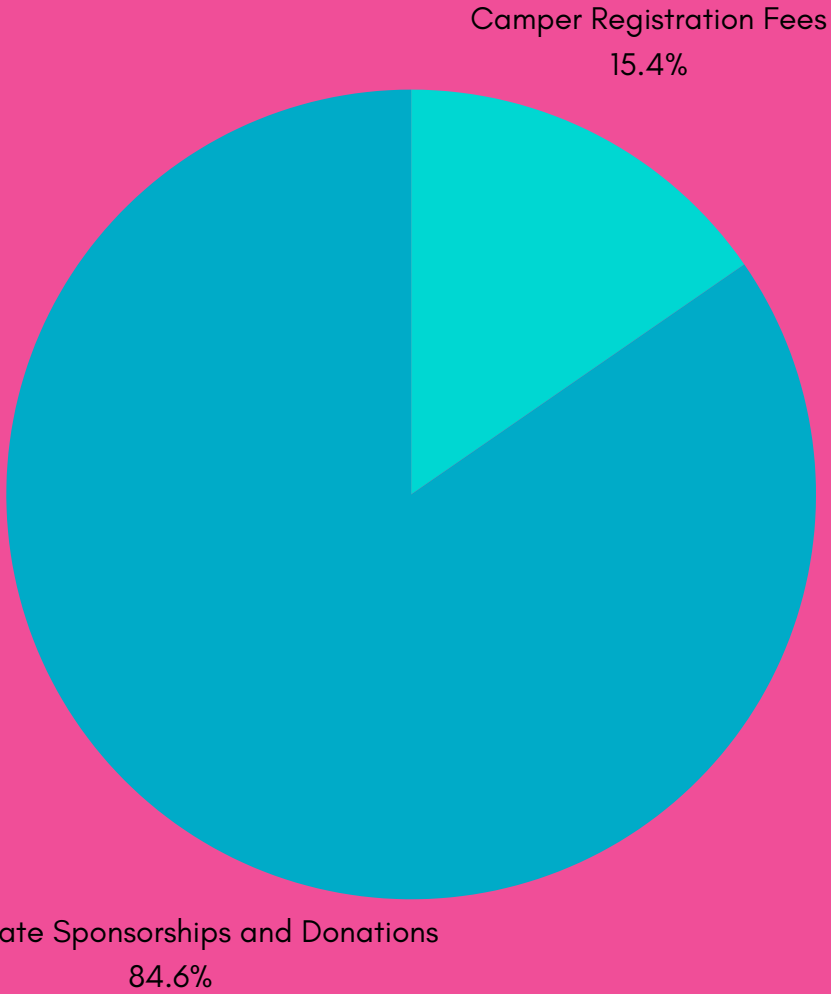
Our team of volunteers travelled to Vancouver, BC to host Camp Engies at Keats Camp, Keats Island in September 2023. We welcomed 129 Engies and Next Gen Engies from various communities and with diverse backgrounds to participate in hands-on activities, allowing them to grow their interest in engineering. Our Engies applied their newly acquired engineering knowledge on the second day in a climate-resilient structure design competition. Our team of women volunteers, local volunteers and industry speakers inspired campers, helping them understand the importance of women in the engineering field and encouraging them to pursue a career in engineering.



# FINANCIAL SUMMARY

## SOURCES OF FUNDING

As a volunteer run organization, the success of Camp Engies is largely attributed to significant funding from sponsorships and donations. Because of the generosity of our corporate sponsors, we are able to provide highly subsidized registration fees for our campers. In addition, we also cover the camp registration fees for campers in-need and from marginalized communities. Camp Engies strives to support our communities and provide equal access to our programs. Thank you to all Camp Engies supporters for helping us in achieving our mission.



## ALLOCATION OF FUNDS

Camp Engies is 100% not-for-profit, and 100% of our funds go towards camp! Our categories of spend include:

- Camp Supplies and Materials: We provide supplies for all our camp activities for every camper.
- Advertising and Promotion: gifts, banners, speakers, web services (including website, software, and social media), and mailing of supplies to campers.
- Travel: Our volunteers are reimbursed for their costs of travel for camp-related activities.
- Campground Rental: Fees relating to use of campground facilities.
- Insurance: Camp insurance coverage.
- Food: We provide healthy snacks and food for our campers and volunteers.
- Administrative: Includes police checks for our volunteers and bank charges.



# COMMUNITY PARTNERSHIP

Camp Engies strives to give back to communities that support our mission and vision! Our past partnerships include the following organizations, providing opportunities for girls from marginalized communities and subsidized registration fees for interested Engies on an as-needed basis:

- Athletics for Kids (A4K)
- Big Brothers Big Sisters
- COSTI Immigrant Services
- Durham Catholic District School Board
- Professional Engineers Ontario - Willowdale/Thornhill Chapter
- Professional Engineers Ontario - York Chapter
- Promise Vancouver
- The SPOT Youth Centre
- Toronto Catholic District School Board
- Girls Who LEAP
- Queen's University - Go Eng Girl
- United Way
- YWCA
- Yukon University - Youth Moving Mountains

## 2023 CAMP ENGIES SPONSORS

### Diamond (\$10k)

Ausenco  
Casino  
Engineers Yukon  
Tetra Tech

### PLATINUM (\$5k)

BC Hydro  
Black & McDonald  
CRH  
Equinix  
Hatch  
Halyard  
Hydro One  
Northwestel  
RJC Engineers  
Society of United Professionals

### GOLD (\$3k+)

Fujitsu  
Microsoft  
Ontario Power Generation  
Engineers and Geoscientists BC  
Yukon Energy

### SILVER (<\$3k)

AECOM  
Air North  
Edison Engineers  
KPC  
Optiv

### ALLIES (<\$1k)

Aimee Lococo-Sarabura  
Alkan Air  
Cisco  
PEO - Willowdale/Thornhill Chapter  
WiCyS - Ontario Affiliate







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