



## UPDATE ON WOMEN IN ENGINEERING AND GEOSCIENCE TASK FORCE RECOMMENDATIONS

Revised January 25, 2018

### Recruitment

1.	Create or revise marketing materials / branding of professions to better recognize what is important to women when choosing a career	<p>A survey was conducted in early 2014 to determine the most effective ways to that empower girls to embrace science, technology, engineering, and math (STEM). Using this research, materials were developed to support outreach to elementary school kids including a sticker, postcard and Duddlebook. These materials continue to be used as part of the association’s career awareness outreach activities.</p> <p>Engineers and Geoscientists BC’s re-brand launched in August 2017. Putting a modern and progressive face on Engineers and Geoscientists BC was considered important by members in promoting the association to the public and potential members, as well as, representing the professions and the association as diverse and inclusive. Newly branded career awareness materials were also produced.</p>	Ongoing
2.	Increase the number of women who do outreach visits to schools	<p>This current fiscal year, there have been 8 presentations to all girl groups in which 235 students participated; all of these presentations included at least one female volunteer. In addition, there has been one presentation to Indigenous youth where 30 students participated.</p> <p>Three presentations are scheduled for Girl Guide groups between January 2018 and the end of February 2018; four other groups have inquired about presentations and are still to be scheduled.</p>	Ongoing

		<p>When Engineers and Geoscientists BC receives presentation requests from all girl group (e.g. Girl Guide presentation), we ensure that a female volunteer visits those groups.</p> <p>The 7<sup>th</sup> Annual Science Games is scheduled for March 10, 2018 and the event continues to be very popular with all girl groups. At this year's event 62.5% of participating teams registered are all girl teams. In support of Engineers and Geoscientists BC's commitment to the 30 by 30 goal, the Science Games Steering Committee also made the decision to ensure that at each event, a minimum of 30% of registered groups are all girl groups. Engineers and Geoscientists BC continues to be an active sponsor of a number of engineering camps and events.</p> <p>Branches continue to play an active role in career outreach activities, including hosting presentations for Girl Guides groups, school presentations, Math Challengers and Science Fairs. Last fiscal year, 5,057 students in elementary and high school interacted with the association branches across 56 events that promoted the professions of engineering and geoscience. In addition, branches hosted 16 events geared towards undergraduate students, and engaged with 196 students. In support of the 30 by 30 initiative, the branches have established the goal to have female speakers present at 50% of branch events and have at least 40% of the presenters at career awareness events be female.</p>	
3.	Provide training to all engineers / geoscientists who visit schools to deliver activities and messages that empower girls to embrace science, technology, engineering and the tools used in these areas	A new online resource for Career Awareness volunteers was launched in January 2017. This online resource centre includes messaging for volunteers and highlights themes that are more appealing to girls. All career awareness volunteers are continued to be encouraged to use the new resources. A new career awareness video was introduced in 2014.	Ongoing
4.	Train the teachers to be more aware of careers in engineering and geoscience	UBC holds an annual event targeted to teachers. Opportunities to sponsor this event are being explored. UBC's Women in Engineering Initiative is also looking to significantly scale up engagement with K-	In process

	and how to communicate the careers in a way that is attractive to girls	12, guidance councillors, teachers and parents. The association is exploring partnership opportunities for this initiative.	
5.	Support universities in recruitment efforts	<p>Engineers and Geoscientists BC continues to support camps and events organized by universities to engage girls in STEM. Further collaborations are being explored.</p> <p>Engineers and Geoscientists BC is actively involved in supporting females wanting to enter a career in STEM. This year to date, 44% of the applicants that applied for Engineers and Geoscientists BC scholarships were female with 54% of those scholarships available distributed to female students. In total 28 scholarships were distributed in the 2017/2018 fiscal year.</p>	Ongoing

### Retention

1.	Encourage Engineers Canada, Geoscientists Canada, and ACEC to coordinate efforts and lobby the federal government to improve employment insurance provisions so benefits are not clawed back due to part time work while on parental leave.	<p>Engineers and Geoscientists BC previously connected with Engineers Canada, Geoscientists Canada, ACEC-Canada on this issue. Engineers Canada did discuss the issue with the previous federal Conservative government; however, this initiative at the time was not a top priority for the federal government. With the change in government, Engineers and Geoscientists BC asked Engineers Canada to re-visit the topic.</p> <p>Engineers Canada is engaging with the federal government on this issue. The federal government proposed a national conversation on maternity and parental leave be a public consultation with relevant stakeholders to properly understand the realities facing professionals who take employment leaves. This would better inform the government on how best to structure and administer the employment leave benefit programs and will allow the federal government to make a well-informed decision on whether maternity and parental leave actually belong within the Employment Insurance program.</p>	Ongoing
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		Engineers Canada submitted briefs for both the Maternity & Parental Benefits as well as the Economic Security of Women in Canada consultations where Engineers Canada expressed the engineering profession's views on this topic. Engineers Canada has reiterated its position in many ministerial meetings as well as in meetings with MP's.	
2.	Assess Engineers and Geoscientists BC policies to ensure they do not create unnecessary barriers to retaining women in the professions (e.g. Return to practice policy).	Policies were reviewed to ensure they do not create unnecessary barriers. Policies are gender neutral. New policies are to be reviewed through this lens as they are developed. In 2016, a diversity consultant was contracted to review the language in the Engineers and Geoscientists BC Human Rights & Diversity Guidelines. The guideline was developed, shared with our members, and posted on the Engineers and Geoscientists BC website with a webinar and recording produced.	Ongoing
3.	Support employers in building a gender diverse workforce by providing access to existing guidelines and workshops (e.g. post on Engineers and Geoscientists BC website, promote at Engineers and Geoscientists BC events, host events as appropriate). In the longer term, create Engineers and Geoscientists BC gender diversity training programs and certify organizations that undergo training and adopt practices that support gender diversity.	Resources on gender diverse workplaces are posted on a dedicated page on the Engineers and Geoscientists BC website. This includes a link to workshops hosted by WWEST. Since 2014, Engineers and Geoscientists BC has hosted numerous professional development sessions related to gender diversity including integrating diversity related programming into the Engineers and Geoscientists BC Annual Conference. In 2016, Engineers Canada & Geoscientists Canada released a Managing Transitions document for national use which is a guide designed to assist employers and engineers and geoscientists who are considering a maternity or parental leave. The document is available on the Engineers and Geoscientists BC website and a seminar on the guide was offered. The Human Rights and Diversity Practice Guideline is available on the Engineers and Geoscientists BC website.	Ongoing
4.	Enhance mentoring programs by increasing the number of female mentors and providing non-traditional mentoring structures (e.g. virtual	Currently 83 female mentors are registered in the program (17%). The application process allows mentees to specify if they wish to have a female mentor.	Ongoing

	mentoring, speed mentoring, social networking, etc.).		
5.	Develop professional standards of practice/ guidelines for APEGBC members similar to those of APEGA and PEO.	The Human Rights and Diversity Professional Practice Guidelines were released in January 2017 and an overview of the guidelines was provided at the 2016 Annual Conference. A webinar was offered and a recording of the session is available as an online resource for members and employers.	Complete
6.	Create a gender diversity award to recognize companies that promote and support gender diversity in their organization.	<p>Generic funding for new awards was proposed as part of the 2014/15 budget, however was removed by the Executive Committee.</p> <p>The Standing Awards Committee is currently considering ways in which the association could respond to the AGM motion brought forward regarding the creation of a diversity award that would recognize organizations for retaining and supporting women in the professions, as well as supporting the 30 by 30 initiative.</p> <p>Engineers and Geoscientists BC strives to seek a diverse pool of candidates for the annual President's Awards and this year sought to broaden the candidate pool to include a more diverse group of applicants. Engineers and Geoscientists BC succeeded with 50% of the 2017 President's Awards recipients being female. There was an overall increase in the diversity of those members nominated in relation to their geographical location, industry and discipline. The Standing Awards Committee incorporates diversity considerations into their review of award nominations and targets outreach to ensure groups who are typically underrepresented are made aware of the awards.</p> <p>In addition, Engineers and Geoscientists BC made a winning nomination to the YWCA Women of Distinction Awards, nominating a female engineer, who went on to win in the Public Service Category.</p>	In process

## Recruitment and Retention

1.	Support and promote leadership and diversity workshops such as those developed by WINSETT, and WWEST.	<p>Through the professional development program and the Engineers and Geoscientists BC Annual Conference, leadership and diversity workshops are offered regularly; information regarding program offerings is also distributed to interested external groups and partner organizations. Gender diversity events are posted on Engineers and Geoscientists BC calendar of events as we become aware of them. The WWEST and WINSETT workshops are listed on the Engineers and Geoscientists BC website. WWEST papers related to diversity have been co-branded and posted on the Engineers and Geoscientists BC website. In-kind sponsorship was provided to WWEST to assist in promoting the 2017 Creating Connections 5.0 conference. In Summer 2017, Engineers and Geoscientists BC met with WinSETT to discuss programming strategies and potential collaborations and partnerships.</p> <p>Branches continue to support the 30 by 30 goal. In support of diversity and inclusiveness, the branches hosted or participated in three events that focussed on women in engineering.</p>	Ongoing
2.	Recommend to the Canadian Engineering Accreditation Board (CEAB) the adoption of a competency based approach for engineering undergraduate programs (e.g. <i>Graduate Attributes</i> )	Graduate attributes included in the CEAB process.	Completed
3.	Continue the Engineers and Geoscientists BC compensation survey, report the results based on gender, and assess how results can be utilized more strategically.	The compensation report includes a section on salary and gender. The last survey was completed in 2016. When requested, data tables are shared with UBC to help with their ongoing research.	Ongoing

4.	Utilize volunteers to seek sponsorships to financially support gender diversity activities.	Engineers and Geoscientists BC continually sponsors career awareness and diversity activities. In 2015, over \$81K was donated to the Sheri Plewes Scholarship Fund. Members of Council also raised and provided funds to support the 2014 Celebration of Women Event. Employer sponsorships were sought by Branch volunteers for the Sea to Sky Branch Women in Engineering event.	Ongoing
5.	Measure and report success by developing key performance indicators (e.g. number of women entering/ staying in the professions, compensation equity, career advancement, etc.) and reporting on outcomes in the Engineers and Geoscientists BC annual report.	KPI's for the number of women in the profession, and the number of newly registered professionals that are female are tracked and reported yearly. Compensation is tracked through the compensation survey. Engineers and Geoscientists BC has retention data (the number of female members vs. male members who resign/ revoked membership) available for the 2010 – 2014 period and can determine this data going forward on a yearly basis.	Ongoing
6.	Form partnerships with other organizations to coordinate efforts and maximize each organization's unique role in supporting gender diversity.	Council and staff continue to support the Women in Engineering and Geoscience Division and the Branches on their diversity initiatives. There is continued engagement with Engineers Canada and sister associations on matters related to women in engineering including the sharing of data and best practices.  A discussion on potential partnerships between Engineers and Geoscientists BC, the Women in Engineering and Geoscience Division and SCWIST are currently taking place for programming late 2017/2018 fiscal year and into 2018/2019.	Ongoing
7.	Continue to research how gender diversity in the professions can be improved	Engineers and Geoscientists BC is providing support to a 7 year research project being conducted by UBC and 3 other Canadian Universities to identify evidenced-based best practices for increasing girls' and women's participation and success in STEM throughout the pipeline of education, training, and professionalization. The project received funding approval the Social Sciences & Humanities Research Council of Canada in 2017. The findings from this project can be utilized for career awareness efforts and retention of women in the professions.	Ongoing