

INCLUSION & DIVERSITY

MAKING IT HAPPEN IN ENGINEERING AND TECHNOLOGY

TOO FEW

Women and **people from equity seeking groups** are underrepresented in the sector.




The pipeline approach places efforts on recruitment but the pipeline leaks as **engineers and technologists from equity seeking groups leave the sector.**

Attention must shift to **retention** and **creating a welcoming workplace** for all to thrive.

30% by 2030

the national goal of raising the percentage of newly licensed engineers who are women

THE PERCENTAGE OF BC ENGINEERS & TECHNOLOGISTS WHO ARE WOMEN

 **14%** Technologists
13.7%* Engineers

inclusion is the environment where people feel involved, respected, valued, connected and where individuals bring their authentic selves to work. Without inclusion people from diverse backgrounds will not stay and thrive.

diversity is the variety of people and ideas within an organization and includes visible and/or invisible differences, such as: age, culture, gender, race, mental/physical status, religion, sexual orientation, language, education, socioeconomic status, life experiences, family status, perspectives, etc.

WHY INCLUSION MATTERS

31,000 job openings needing to be filled by 2024

11,500 new jobs in 31 key occupations will be created



Engineers & technologists from equity seeking groups are leaving sector

31 of the **45**

technical occupations in BC are projected to experience skills shortages



Expectations are changing

Increasingly clients want to do business with inclusive and diverse organizations. Employees expect a level playing field. Employers need to respond by creating inclusive and diverse workplaces.

BARRIERS TO INCLUSION AND DIVERSITY



Lack of leadership and commitment



Lack of a shared understanding with male colleagues



Lack of accountability and transparency



Negative stereotypes, bias and discrimination



Lack of impetus for change

CREATING INCLUSIVE & DIVERSE WORKPLACES

Authentic buy in and leadership from senior management

Set clear expectations, and have consistent messaging

Provide training of all employees including scenario based implicit bias training

Set realistic but ambitious targets

Monitor, review and update all employees

To be the best, employers need the best staff, they need the competitive edge that comes from a diverse workforce. Once they say yes, it becomes a conversation of how.

For resources and guides visit the AWET website: www.womeninengtech.ca

*Source: Engineers Canada. 2021 National Membership Information.

research was conducted by

