## **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.

### WHY INCLUSION **MATTERS**

**31,000** job openings needing to be filled by 2024 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



technical occupations in BC are projected to experience skills shortages

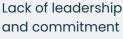


Increasingly clients want to do business with inclusive and diverse organizations. Employees expect a level playing field. Employers need to respond by creating inclusive and diverse workplaces.

**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.

#### NCLUSIC







Lack of a shared understanding with male colleagues



Lack of accountability and transparency



stereotypes,

discrimination

bias and



Lack of impetus for change

Authentic buy in and leadership from senior management

#### CREATING **INCLUSIVE & DIVERSE** WORKPLACES

- 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.





Applied Science Technologists and Technicians of BC (ASTTBC) is committed to increasing the participation of women in engineering and technology through recruitment, retention and career development strategies.

Canada



Funding provided through the Canada-British Columbia Labour Market Development Agreement.