



EDI Lessons by the Women in Engineering Summit

with: Claudia Gomez-Villeneuve, P.Eng M.Eng FEC FGC (Hon.)

** EDI is Equity, Diversity and Inclusion*



Hello!

I am Claudia Gomez-Villeneuve

Professional Engineer, University Professor, Project
Manager, EDI Champion, and Multilingual Toastmaster





HELLO

MY PRONOUNS ARE

She / Her

AGENDA

1. What is the 30 by 30 Initiative by Engineers Canada
2. Background on the Women in Engineering Summit
3. Three (3) EDI lessons from the Women in Engineering Summit
4. Your company's own 30 by 30 Initiative plan moving forward
5. Summary and Q&A Session



1. 30 by 30 Initiative by Engineers Canada

Achieve the key developmental (and sustainable) target of having 30 percent of newly-licensed engineers in Canada identify as women by 2030.

APEGA Results of WAGE Study

The percentage of female professionals in the engineering and geoscience professions has not changed over the last five years.

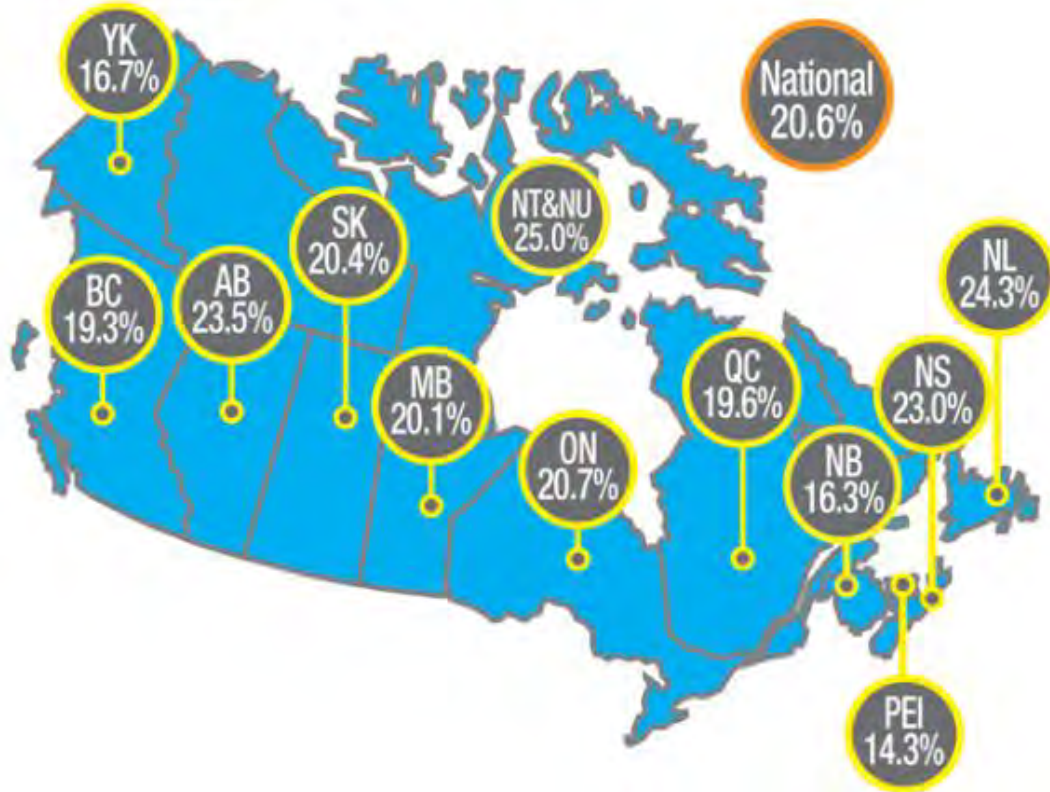


This number has remained steady at

20%

Percentages of newly licensed engineers who are women

As of December 31, 2020



Good news!

The number is moving up.

Be aware of the systemic barriers that women face.

2. *Women in Engineering Summit (WES) Ltd.*

- Idea born in 2016 when Claudia saw the challenges, and the rewards, for a woman engineer to stay in the profession. The collapse of the oil price in 2013-2014 caused women in Alberta to LEAVE engineering.



City of Edmonton Proclamation

September 14, 2018
is the Women in Engineering Day
in Edmonton, Alberta's Capital City

The 1st WES event ever – WES 2018



Are you Attending WES 2024?

WES Essay Contest
Open!

Win \$500

WES 2024

The upcoming Summit will be live from
Toronto and Edmonton, Canada, and
Online

Friday, June 07th, 2024 all day

Register for WES 2024

Early Bird Registration

Visit womeninengg.ca



It needs sponsors and registrants!

Edmonton @ NAIT's PIC Building





WES Testimonials...

When I was pregnant, and I had annual interview with my manager, my manager (male) pre-filled the paperwork for me and in the field "career perspective' he put - maternity leave... Like my career perspective is a **maternity**.

*My husband agrees. He was seen as **more mature and responsible** and a better project manager by clients when we got married. Not me.*



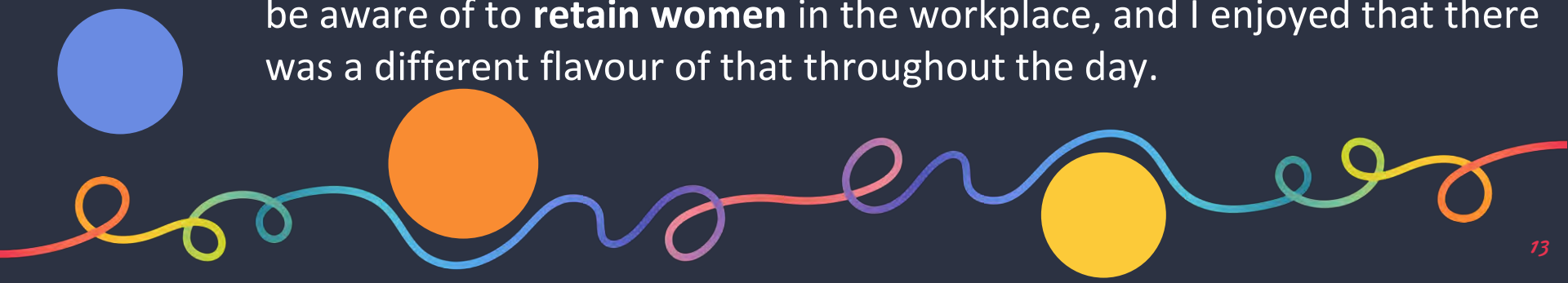
WES Testimonials...

AS A MAN IN THE WORKPLACE, I CAN ATTEST THAT THIS PRESENTATION IS 100 PERCENT CORRECT. EVEN IN 2020, THIS (GENDER) BIAS IS STILL SOMETHING I SEE DAILY. I AM IN DISBELIEF THAT THESE UNCONSCIOUS BIASES ARE STILL SUPPORTED. THESE ISSUES HAVE TO BE ADDRESSED AND OVERCOME.



WES Testimonials...

I loved the keynote and Laura's talk (session speaker). I love that the conversation is shifting away from "how can women engineers FIT IN" to...
..."how can women engineers **change** the whole darn game."



I really enjoyed the variety of topics. Not only did we have discussions on EDI in the workplace, but we also had discussions on happiness in our career and reduction of stress. There are many topics for companies to be aware of to **retain women** in the workplace, and I enjoyed that there was a different flavour of that throughout the day.

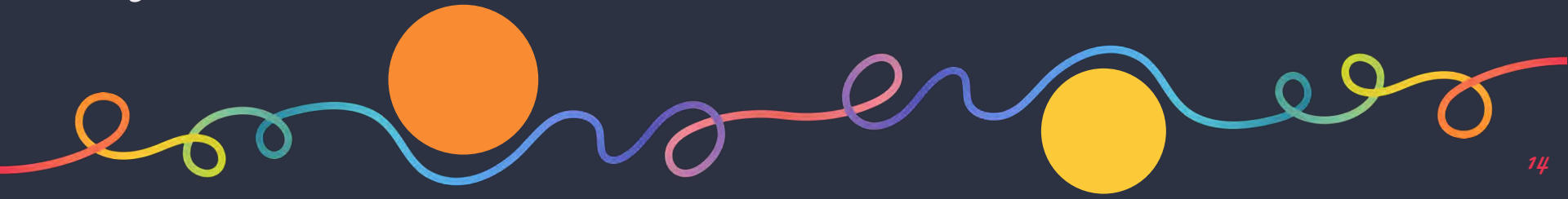


WES Testimonials...

I was starting to stray away from engineering...I thank you from the bottom of my heart for helping me attend WES today. It provided me with the reassurance that engineering and leadership in the profession is something I want to be a part of.

Men as Allies

"I felt outnumbered as a male and that's how all the females would feel in the field of engineering. We need to change that now to achieve 30 by 30".





WES Testimonials...

Considered leaving engineering forever...but that feeling lasted 3 seconds. I love engineering...just need to find another reason to stay...even if I make less money.

I really enjoyed the networking sessions as [during the pandemic] it is really hard to find, and network with people with similar interests. Continue sponsoring students to attend the future summits!

3. EDI Lessons from hosting WES

After 6 years of hosting WES, Women in Engineering Summit, supporting the 30 by 30 Initiative, we have identified 3 COMMON THEMES: flexible work, reinforce HR policies, fair pay and promotions.




Refreshen on the LEAKY PIPELINE





WES Lesson 1.
Flexible Work

Anything different from
the typical, this is not
the 1960s anymore



“WORKPLACE FLEXIBILITY
is a bridge to takes
us to fundamentally
better ways of
working.

Laurel Farrer (Founder and
CEO of Distribute Consulting)

Potential Causes of Inflexible Jobs

- ❑ **Full time work** hours, a remnant of the industrial revolution
- ❑ **No support** for typical gender roles (parenting, for example)
- ❑ **Managers untrained** on 'work output or gigs', only facetime



Lessons from World COVID Shutdown

- **Not all jobs need** your physical presence
- Sometimes a meeting is **just an email**
- Success = **tasks completed**, or business value added



Commuting can be a Waste



Working women are worried

JUNE 15, 2022 • THE PROSPERITY PROJECT • NEWS RELEASES

Poll shows Canadian women concerned that pandemic workplace accommodations won't last

TORONTO, June 15, 2022 – Fewer Canadian women are working full-time – 62 per cent, compared to 70 per cent before the COVID-19 pandemic – and nearly half say they are likely to quit their jobs if asked to return to the office full-time.

The Prosperity Project's 5th Canadian Household Perspectives survey found the vast majority of women (91 per cent) would prefer most or at least part of their work to be done remotely moving forward.

How Flexible Work Helps all Engineers

- **Balance** - more time for life's other jobs
- **Safety** - being judged by their work, not their looks
- **Stability** - staying in engineering **for life**



How to fix it

Update 'Flexible Working' Policy and have a company-wide perspective.

Look for under-utilization of "Flexible" policy per department.

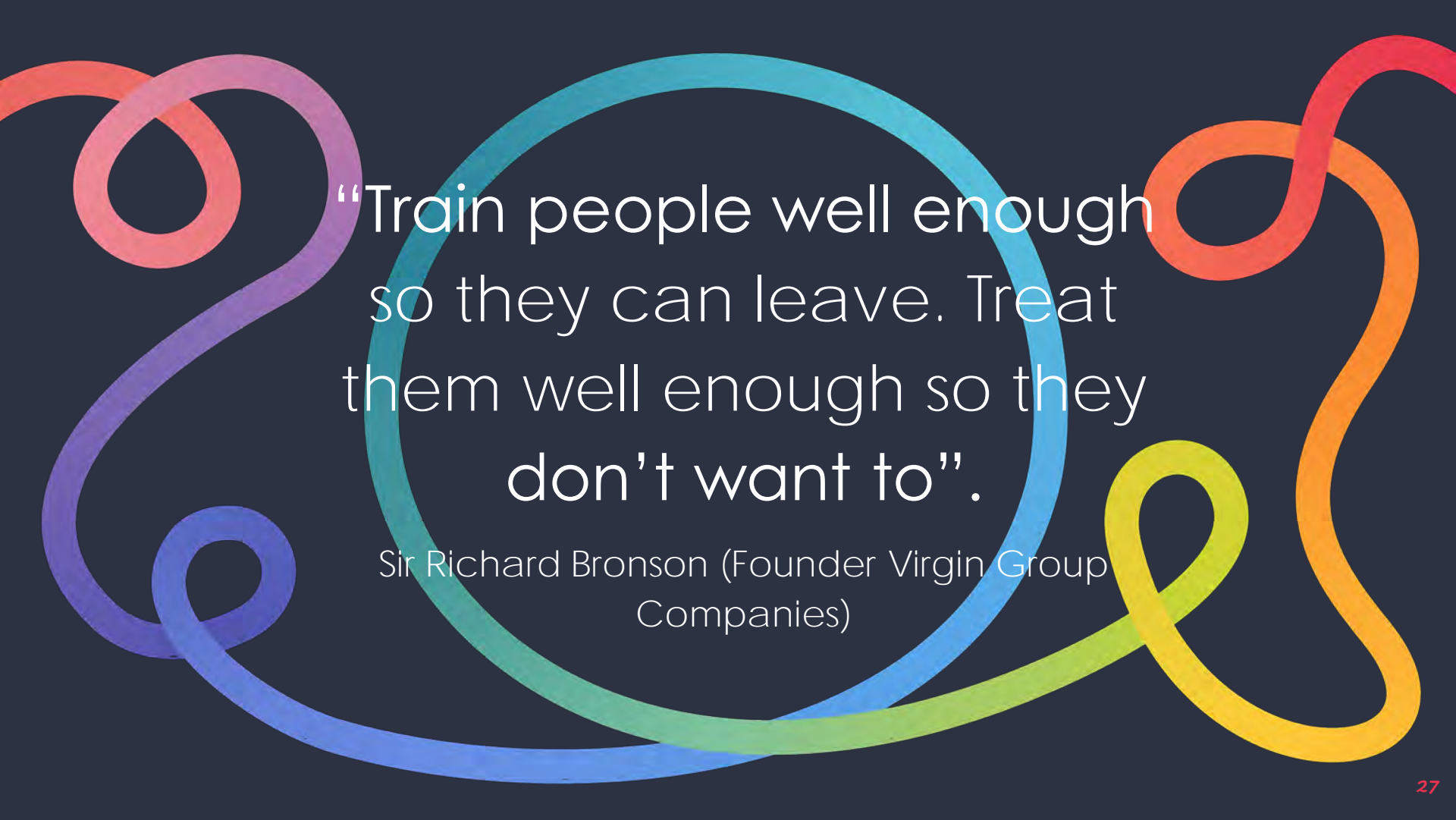
Fully advertise the newly-redesigned 'flexible' jobs (internally first).





WES Lesson 2.
Re-Enforce EDI's
HR Policies

We have them, let's
fully use them



“Train people well enough
so they can leave. Treat
them well enough so they
don't want to”.

Sir Richard Branson (Founder Virgin Group
Companies)

Potential Causes of Under-Used EDI's HR Policies

- ❑ Too much freedom given to individual managers and directors
- ❑ No reward system exists to control gender discrimination
- ❑ Often, the abusers have powerful connections



Typical HR Policies Supporting Diversity and More

- **Dignity at Work** – Bullying, Harassment and Discrimination policy
- Mental Health, Wellbeing and **Menopause policy**
- Disability and **Reasonable Adjustments** policy



Smart Employees Will Leave



ewgroup

1. [Diversity & Inclusion Policy](#)
2. [Recruitment & Selection Policy](#)
3. [Flexible Working Policy](#)
4. [Work-Life Policy](#)
5. [Code of Conduct](#)
6. [Dignity at Work / Bullying, Harassment & Discrimination Policy](#)
7. [Disability & Reasonable Adjustments Policy](#)
8. [Trans-inclusion Policy](#)
9. [Whistleblowing Policy](#)
10. [Mental Health, Wellbeing & Menopause Policy](#)

<https://theewgroup.com/blog/10-diversity-policies-you-need/>

How HR Policies Help Women (and Men) Engineers

- **Clear Rules**, every employee knows what is expected
- **Peace of Mind**, for the parents of young engineers and others
- **Stability**, high chance of staying in engineering for life



How to fix it

Update HR Policies, and review complaints

Look for under-reported policy violations

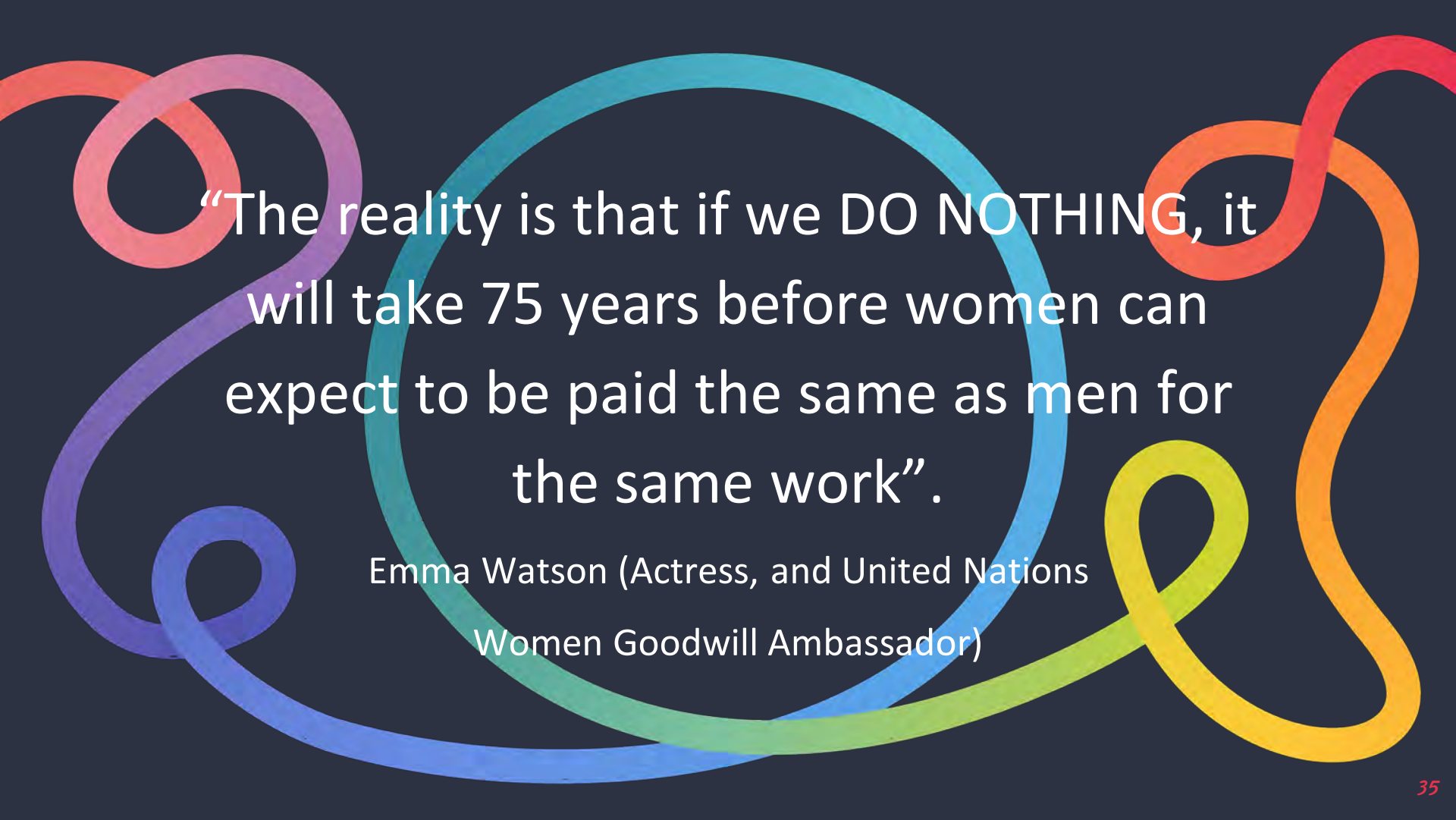
Do fire the 'bad apples' and ask 'where are the victims'





WES Lesson 3.
Fair Pay and
Promotions

The current ways are
outdated.



“The reality is that if we DO NOTHING, it will take 75 years before women can expect to be paid the same as men for the same work”.

Emma Watson (Actress, and United Nations Women Goodwill Ambassador)

Potential Causes of Pay/Promotion Disparity

- ❑ **Acting on our bias**, creates unfair job structures
- ❑ **Games we play:** 'she has not proven herself', 'she is going away on maternity leave soon anyway', and 'she never asked'



Fair Pay and Promotions Expected by All Genders

- Pay raises and promotions often require negotiation
 - **Negotiating is an outdated activity, so unfair**
- **Also, maternity leave has become a pay GULLEY**
 - Not being seen, is a huge disadvantage



Compensation, Fair is Fair



Pick one: which of your children should grow up to be under-paid or be over-paid?

Benefits of Fair Pay and Promotions on All Genders

- **Peace of Mind:** Employees will know it is ONE company
- **Value:** Drives reputation, innovation, and engagement
- **Stability:** High chance of staying in engineering **for life**



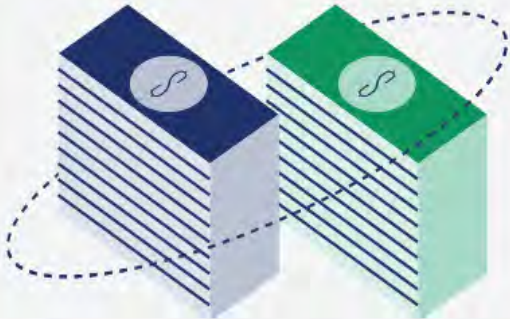
APEGA Results of WAGE Study

PAY IS PART OF THE STORY



Pay differences by gender are found across industries, disciplines, and organization sizes.

Early on in their careers, men and women are essentially paid the same.



After five years' experience, the pay gap begins to widen significantly.



In 2018, female executives earned 88.4% of what men earned.



How to Fix it

Review Pay Differences by gender by job

Forgive “leaves” in pay assessments

Adjust salaries to fix the GAPS





Extra Resources

Come to WES 2024 on June
7 at NAIT, learn how to
recruit and retain more
women engineers.

APEGA Results of WAGE Study

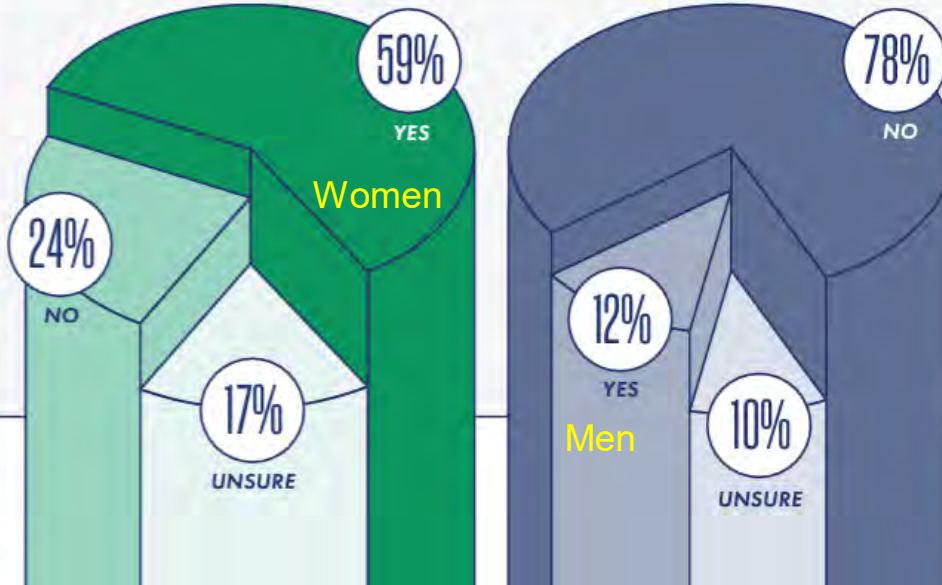


Nearly 60% of women say they've faced gender-based discrimination in their careers. Only 12% of men say the same.

RESPONSES TO WHETHER EMPLOYEES HAVE FACED GENDER-BASED DISCRIMINATION

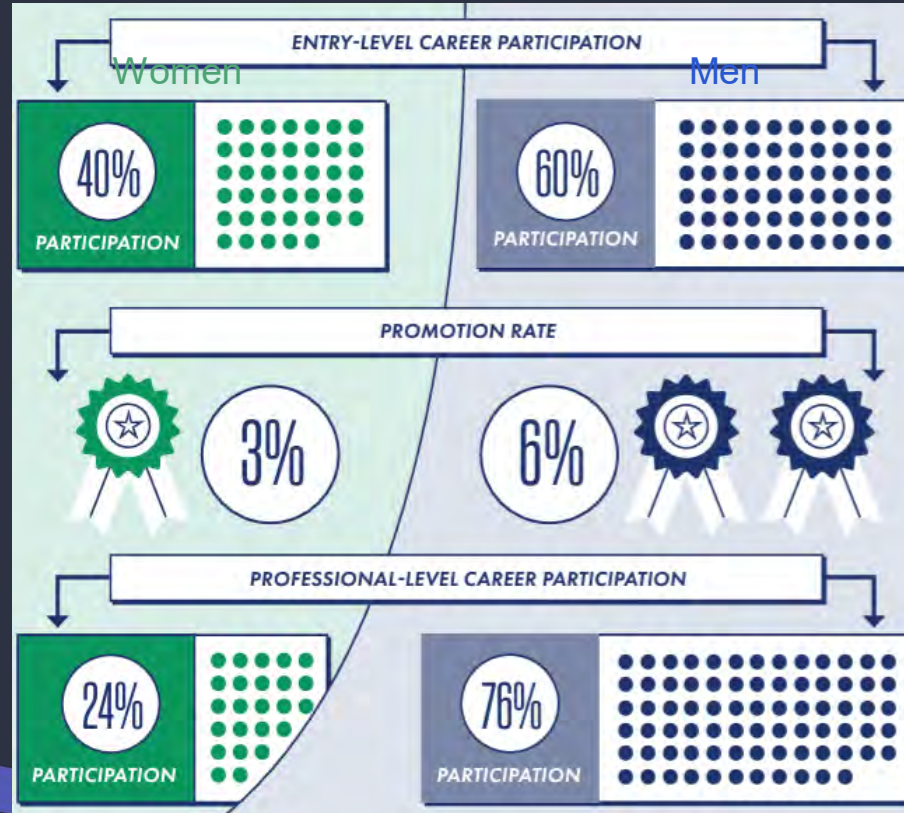
WOMEN

MEN



These gaps in workplace realities need to be met head-on.

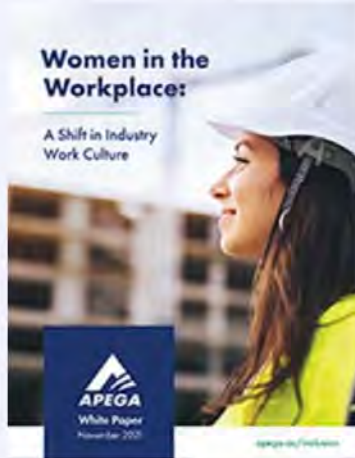
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More RESOURCES

Women in the Workplace: A Shift in Industry Work Culture

APEGA's *Women in the Workplace: A Shift in Industry Work Culture* report sheds a light on the top barriers women in engineering and geoscience face and provides actionable advice that can be implemented to break down the barriers.



Read the *Women in the Workplace* report (PDF, 4MB)

<https://www.apega.ca/members/equity-diversity-inclusion/research-projects>

4. *Your Company's Plan for 30 by 30*

Time has flown by since the *30 by 30 Initiative* went

NATIONAL in 2014. Huge temptation to maintain a

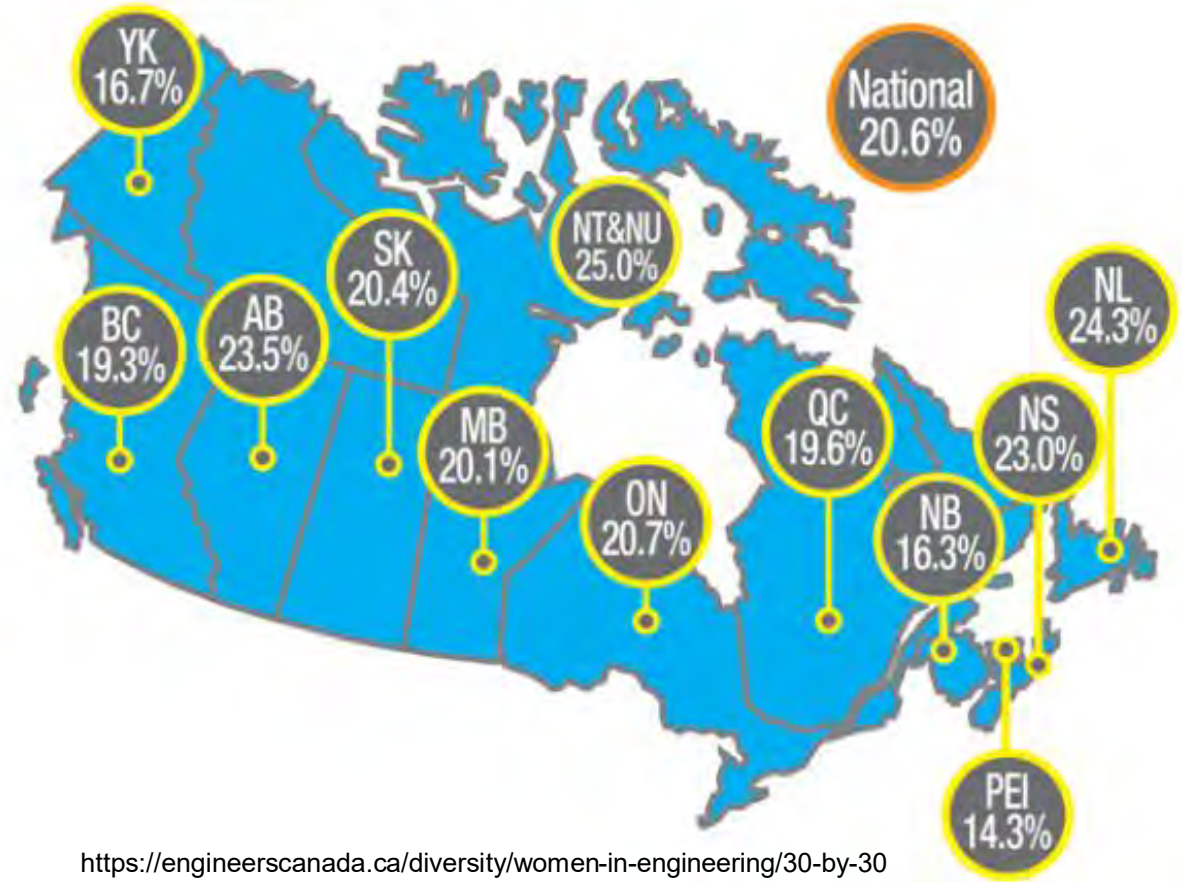
'business-as-usual' perspective. At least you know the

3 lessons from WES: flexible work, reinforce HR policies, fair pay and promotions.

Engineers
Canada's
tracking
continues
...let's help
them.

Percentages of newly licensed engineers who are women

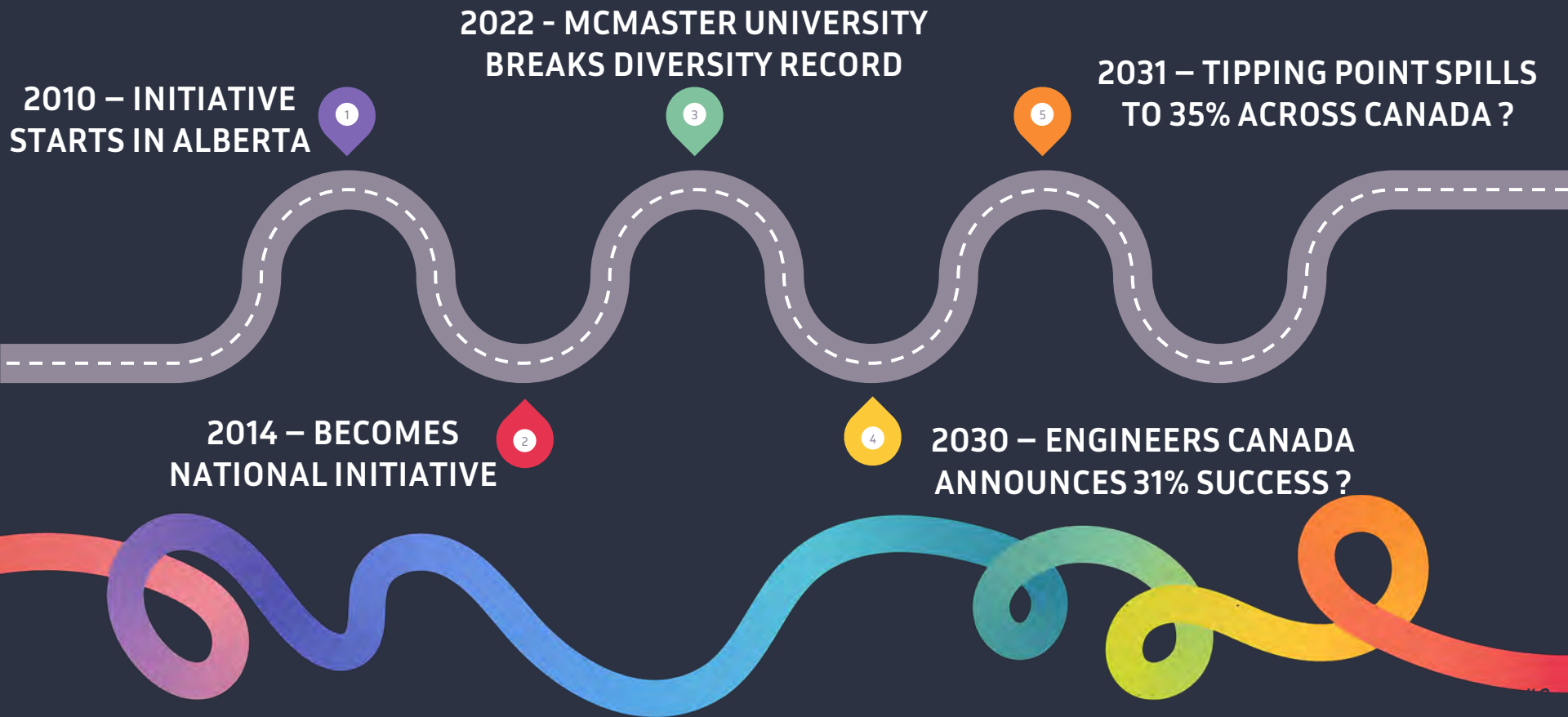
As of December 31, 2020



<https://engineerscanada.ca/diversity/women-in-engineering/30-by-30>



Plan for Achieving the 30 by 30 Initiative



Claudia's Dream 30 by 30 LIST

Look at Pay Gaps

Don't wait to be asked,
please

L

Include Part Time

Perhaps 2 engineers = 1 full
time role

I

Male champions are humble,
and action-driven

T

Thank the Allies

Find overdue female
candidates

S

Solve Promotions



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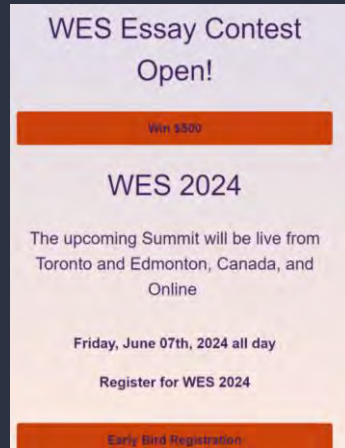
Edmonton @ NAIT's PIC Building



Gift Basket and Essay Contest

You can win a gift basket with eight (8) swag items from sponsors

Email: info@womeninengg.ca by March 19, 2024, and **answer the question: What is one EDI lesson from WES?** The winner will be notified March 20 via email.



You also can win the essay contest. Check if you qualify.

visit: womeninengg.ca to find the **ESSAY CONTEST** rules.

Canadian proofs of payment for the P.Eng/P.Geo application since 2018 are welcome. Even if you did not get it. Deadline May 25, 2024.

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5. Q & A Session

We have time for some Questions & Answers about
any part of today's presentation.

Clues? Ask me for solutions to reach 30 by 30, please.
Engineers like to discuss solutions.

Thanks!



Any questions?

You can find me on LinkedIn

Claudia Gomez-Villeneuve P.Eng, M.Eng FEC FGC (Hon.)

[linkedin.com/in/claudia-gomez-villeneuve](https://www.linkedin.com/in/claudia-gomez-villeneuve)

To sponsor WES 2024 email: info@womeninengg.ca

