



Where we came from, where we're going

Engineers Canada AGM – Open Forum
Presentation & Panel Discussion
May 26, 2016



From a series of firsts....

- Where did we start?
- The long way we have come
- 30 by 30 – Why, where, what, who, how
- Panel Discussion
- ...to a vision for the Future

Where did we start?



Things that have kept women out of engineering for the past 100 years:

- Conscious, deliberate efforts to exclude them
- Wrongful belief that females lacked the skills needed to become an engineer
- Unwelcoming or hostile culture
- Various forms of harassment
- Unstated, implicit biases
- (Unrecognized) gendered processes

Low representation of women in engineering

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Better representation of women in engineering



We have come a long way

Percentage of Women in the Membership of the Canadian Engineering Profession:

12.8 %

(2015 Data, excluding students)

Fact – the above figure in 1978 was:

1 %

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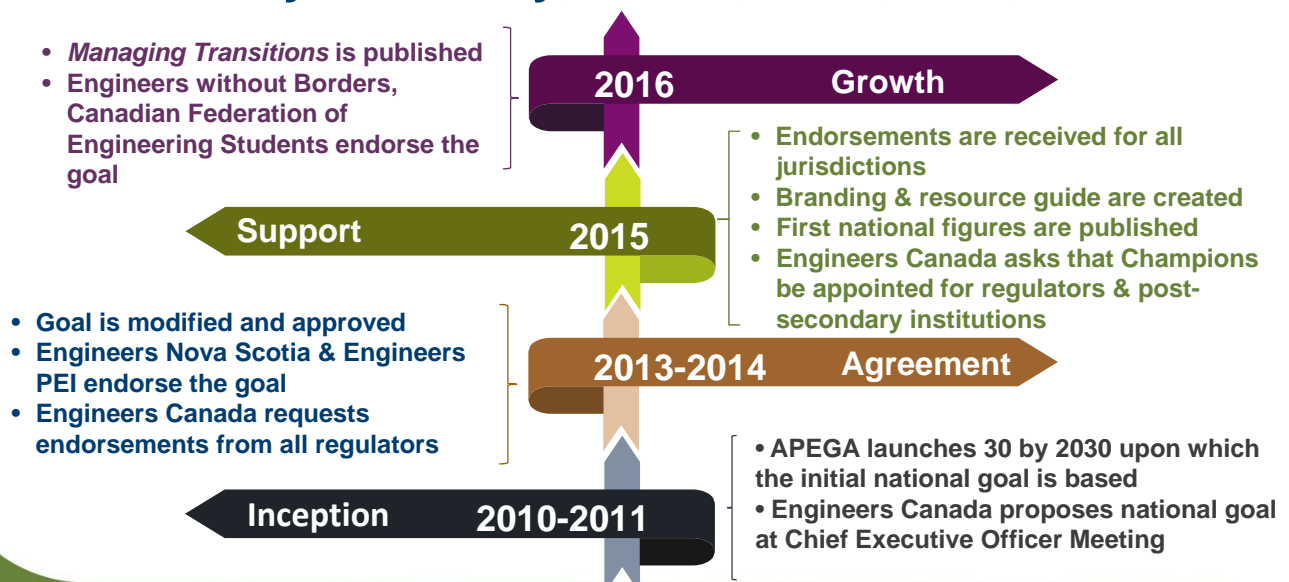
30 by 30 – Why, where, what, who, how

- Sustainability of the profession depends on a highly diversified pool of members
- Engineering education alone is not enough
- 30 % is the critical mass needed for meaningful change



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30 by 30 – Why, where, what, who, how



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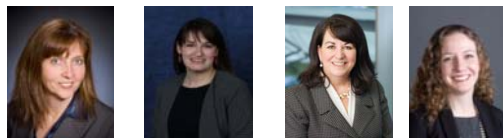
30 by 30 – Why, where, what, who, how

- Working together can deliver the best progress: we are at 17% now
- Objective of the 30 by 30 Champion:
 - be a change agent
 - look critically at opportunities for permanent change
 - be in a role that easily enables influencing decisions for internal & external benefit
 - bring up challenges & raise issues
- Does the above describe your Champion?



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Panel Discussion: 30 by 30



- **Sarah Devereaux, M.Eng., FEC, P.Eng.**, Chair, Engineers Canada's Sustainable Profession Committee and Engineers Canada Board Nominee
- **Annie Dietrich, P.Eng, P.Geo**, President, APEGNB
- **Ann English P.Eng.**, CEO & Registrar, APEGBC
- **Lindsay Melvin, M.Sc., MBA, P.Eng., FEC**, Vice-President, Engineers Geoscientists Manitoba

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Panel Discussion: 30 by 30

Tell us about your rationale for supporting 30 by 30?

Dites-nous ce qui vous incite à appuyer l'initiative 30 en 30.

Why would you say this is a topic for regulators?

Pourquoi diriez-vous qu'il s'agit d'un sujet qui concerne les organismes de réglementation?

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...to a vision for the Future

“The future depends on what you do today.” Ghandi.



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Thank you

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