

STRATEGIES AND GOALS FOR WOMEN IN ENGINEERING ACTIVITIES

Background

At its May 2011 meeting, the Engineers Canada Board accepted the recommendations of the Women in Engineering Task Force. As a result, the Task Force was stood down, an action plan was approved, and the Women in Engineering Committee was created to oversee Engineers Canada's women in engineering activities going forward.

The action plan that was developed provides recommendations on appropriate activities to implement the Board-approved strategies in this area. Women in engineering activities will thus address one of the following seven areas of strategic focus:

STRATEGY	GOAL
1. Continue efforts to ensure that the supply of licensed engineers in Canada meets the needs of the Canadian market.	Achieve a national engineering licensure rate of thirty percent women by the year 2030.
2. Raise the profile and improve the image of the profession.	Increase the visibility of the engineering profession; highlight career opportunities; emphasize the social and environmental components of engineering.
3. Demonstrate the value of diversity in engineering education and in the workplace.	Promote the business value of gender diversity; build awareness and identify common hurdles that need to be overcome.
4. Help better prepare engineers for a diverse workforce.	Develop, publicize, and improve access to training programs for engineers.
5. Work with industry on methods to help improve the retention of female engineers in the workforce and diversity in general.	Build awareness of effective methods; promote organizations that support a diverse workforce.
6. Explore how the engineering curriculum and its delivery could become more attractive to a greater diversity of students and women in particular.	Foster greater flexibility in the delivery of the engineering curriculum; attract a greater diversity of students in engineering programs.
7. Promote information-sharing on mentorship programs and the importance that mentors have in the attraction and retention of women in engineering.	Provide assistance and encourage the use of mentorship programs; encourage public recognition of engineering role models and accomplishments.