

May 4, 2018

Status of Women Canada Grant

APEGA's grant application was in response to a November 2017 call for proposals from the federal government organization Status of Women Canada (SWC). Our application, *Women in the Workplace: A Shift in Industry Work Culture*, addresses the SWC theme of building partnerships to address systemic barriers and promote economic security for women.

Key Activities 2018–2021	Key Outputs
<p><i>Building and Continuing Partnerships</i></p> <ul style="list-style-type: none"> Partner with other organizations that champion diversity and promote science and engineering to girls and women; use available expertise to avoid duplication of previous work. Connect with Alberta engineering and geoscience companies that will help us test our recommendations. 	<ul style="list-style-type: none"> Partnerships with minimum of three engineering or geoscience firms
<p><i>Identify and Measure the Problem</i></p> <ul style="list-style-type: none"> Consult with female engineering and geoscience professionals in Alberta to gather qualitative and quantitative information about their industry experiences and challenges they may have faced. Leverage work done by other organizations to ensure we have a clear picture of any challenges women are facing. Add gender and diversity questions to APEGA's 2018, 2019 and 2020 salary surveys. 	<ul style="list-style-type: none"> Action plan to address key issues faced by women Three-year report on gender-pay equity in the engineering and geoscience professions
<p><i>Create and Test a Workplace Culture Guideline</i></p> <ul style="list-style-type: none"> Create a guideline outlining best practices for creating inclusive workplace cultures that fully engage women. Work with engineering and geoscience companies to test our recommendations and evaluate their feasibility. 	<ul style="list-style-type: none"> Recommendations and guidelines on workplace culture and policies
<p><i>Modify and Launch</i></p> <ul style="list-style-type: none"> Collect feedback from companies that test our guidelines and modify our recommendations, as needed, to address concerns and overcome implementation challenges. Release a comprehensive document with case studies. 	<ul style="list-style-type: none"> Vetted public guideline document available to any Canadian company interested in changing its workplace culture

APEGA membership (by percentage of women)

The percentage of women joining the engineering and geoscience professions is growing, with Generation Z nearing our 30 by 30 target.

• Generation Z (1995-2015) – 26 per cent	• Baby Boomers (1945-1964) – 6 per cent
• Millennials (1980-1994) – 23 per cent	• Silent Generation (1925-1944) – .05 per cent
• Generation X (1965-1979) – 19 per cent	• The GI Generation (1900-1924) – 0 per cent

For more information, please contact:

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