

Welcoming Workplaces: Diversity in the Engineering Profession

Diversity in the workplace is an approach that sees all human differences as potential contributors to success. A more diverse workforce includes the best talent from all parts of society and adds greater value to an organization. Successful businesses tend to have a workforce that reflects the diversity of both its customers and society.

For engineering organizations looking to improve their record of attraction and retention of licensed engineers, it makes sense to create a workplace culture that better matches the needs and realities of today's labour market.

Our vision for diversity in the engineering profession sees workplaces as welcoming to a diverse group of people, including women and other underrepresented groups, giving everyone the opportunity to excel in an engineering environment that is **FLEXIBLE, RESPECTFUL, and EQUITABLE**.

A FLEXIBLE ENGINEERING WORKPLACE...provides flexible employment arrangements to all employees.

- An increase in the number of dual-income families and an aging population means many people are caring for older family members as well as young children.
- Family-friendly benefits help employees balance both work and family commitments.
- Staff members can work flexible hours or from home, and use banked overtime hours or sick leave to care for sick family members.
- Flexibility related to childcare or family care (including care for aging family members) helps create balance.
- An accommodating employer clearly communicates flexible work opportunities to staff.

A RESPECTFUL ENGINEERING EMPLOYER...demonstrates concern for employee and community well-being.

- Respectful organizations operate in a consistently ethical manner.
- Respectful practices include cross-cultural awareness, harassment prevention, and diversity training for all employees.
- Human resource development training that teaches managers respect for the range of aspirations, career goals, and differing levels of work-life balance encountered in a typical workforce encourages respect.
- Respectful work environments have a clear and enforceable harassment policy, and an established formal grievance process.

AN EQUITABLE ENGINEERING ORGANIZATION...values diversity in the workplace.

- An equitable organization demonstrates clear and enforceable equal employment opportunity and pay equity policies, and displays no apparent bias in relation to advancement.
- The use of mentorship programs and/or employee resource groups enhances fair practices in equitable organizations.
- Equitable organizations put mechanisms in place to identify and remove systemic barriers or built-in assumptions that might disadvantage underrepresented groups.
- Parental top-up benefits equal to, or above, the industry average encourage both men and women to participate in the parental leave program.

Welcoming workplaces offer an inclusive and encouraging work environment to all parts of their workforce. They reward efficiency and they value expertise and the quality of work rather than simply the number of hours spent on the job. These practices, combined with an "open-door policy" where every senior staff member's door is open to every employee for honest communication, feedback, and discussion, will create a welcoming work environment and allow engineering organizations to benefit from a diverse workforce, including greater attraction, retention, and satisfaction of their licensed engineers.