

Workplace Equity for Women in Engineering

A quick guide for HR and Senior leaders

This quick guide aims to provide HR professionals and senior leaders with actionable strategies to foster workplace equity for women in engineering, based on the “Guideline for Engineers and Engineering Firms on Workplace Equity for Women” by Engineers Canada.



ANALYZE WORKFORCE DATA

Collect and analyze data to identify gender disparities within the organization and inform targeted interventions.



UNDERSTAND THE IMPORTANCE OF WORKPLACE EQUITY

Recognize the value of workplace equity in promoting diversity, innovation, and organizational success.



ESTABLISH EMPLOYEE RESOURCE GROUPS (ERGS)

Encourage the formation of women in engineering networks to provide support and networking opportunities.



PROVIDE PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Invest in leadership skills, technical training, mentorship, and networking opportunities for women engineers.



ESTABLISH GENDER EQUITY POLICIES AND PROMOTE WORK-LIFE BALANCE

Develop policies on equal pay, recruitment, promotion, and gender-based discrimination prevention, and provide flexible hours, remote work, and parental leave.



ELIMINATE BIAS FROM HIRING AND PROMOTIONS PROCESSES

Use blind resumé screening, diverse interview panels, and standardized evaluation criteria to mitigate biases. Encourage women to apply for leadership roles.



CONDUCT REGULAR DIVERSITY AND INCLUSION TRAINING ORGANIZATION-WIDE

To promote active support and mentorship of women engineers, provide mandatory training for employees of all levels, including leadership, on unconscious bias, harassment prevention, inclusive language, and allyship.

Creating workplace equity for women in engineering requires ongoing commitment. By implementing these strategies, organizations can attract, retain, and advance women engineers, thereby fostering innovation and a diverse engineering profession.

To read the full guideline, visit: engineerscanada.ca/WorkplaceEquity