

Workplace Equity for Women in Engineering

A quick guide for EDI champions and leaders

This quick guide provides guidance for equity, diversity, and inclusion (EDI) champions and leaders in promoting a diverse and inclusive workplace, based on the “Guideline for Engineers and Engineering Firms on Workplace Equity for Women” by Engineers Canada. These strategies can be implemented to create an environment that fosters equity, empowers underrepresented groups, and supports professional growth.



STAY INFORMED

Continue educating yourself on workplace equity and diversity issues, explore resources for best practices, invest in training, and foster a culture of learning and improvement.



LEAD BY EXAMPLE

Demonstrate inclusive behaviors such as active listening, valuing diverse perspectives, and addressing bias to provide a safe space for employees to express their experiences and concerns.



SET GOALS AND METRICS

Establish measurable goals to track progress in achieving workplace equity and diversity. Monitor representation, retention, and advancement of underrepresented groups, adjust strategies as needed.



MENTORSHIP AND SPONSORSHIP

Create programs to support the professional development of underrepresented employees. Encourage senior leaders to engage as mentors and sponsors.



FOSTER INCLUSIVE RECRUITMENT

Implement inclusive recruitment practices. Establish partnerships with organizations representing underrepresented groups. Remove bias and barriers from job descriptions and requirements.



DEVELOP DIVERSITY TRAINING PROGRAMS

Provide mandatory diversity and inclusion training for all employees. Offer unconscious bias training to increase awareness and mitigate bias.



ESTABLISH POLICIES AND PRACTICES

Develop clear policies that promote equity and inclusion. Regularly review and update policies.



EMPLOYEE RESOURCE GROUPS (ERGS)

Establish ERGs to provide a platform for employees from underrepresented groups. Support ERGs with resources and opportunities for collaboration.



TRANSPARENT COMMUNICATION

Share updates and progress with employees about equity and inclusion initiatives. Solicit feedback and suggestions.

As an EDI champion and leader, you play a crucial role in creating an inclusive workplace. You can implement strategies such as the ones listed above to drive positive change, cultivate an inclusive culture, and foster a more equitable future.

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