



# What Now? Achieving Gender Diversity in Engineering & Technology

## Nov 16, 2018

We acknowledge that Diversity Circles takes place on unceded Indigenous land belonging to Coast Salish peoples, including the territories of the xʷməθkwəy̓əm (Musqueam), Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) and Skwxwú7mesh (Squamish) Nations.

# Diversity Circles



<https://www.youtube.com/watch?v=4Kvi4jsnCCE>

# What's happening today?

- Introductions
- Speakers
- Q&A
- Action Planning Exercise





# Roundtable / Introductions

1. Name
2. Affiliation (e.g. where you work, what you study, or something else you want to share)
3. Why did you decide to attend today's event?

## **Roundtable Guidelines:**

- Avoid acronyms
- Share time
- Listening: Respect one another
- Curiosity: Seek to understand

# Moderator

- Miranda Pattyn
- BCIT Student
- 4th Term, Computer Systems Technology





# Speakers

## → Fariba Pacheleh

- ◆ Advisory Council & Former President, Society for Canadian Women In Science and Technology, (SCWIST); BCIT Program Advisory Committee (PAC), Computing

## → Kathy Tarnai-Lokhorst

- ◆ President, Engineers and Geoscientists BC; Mechanical Engineering Instructor at Camosun College; Adjunct Professor at UBC

## → Stephanie Redivo

- ◆ Global Diversity & Inclusion Program Manager, SAP

# STEM, Diversity and Solutions...

Make **DIVERSITY** Possible

**Fariba Pacheleh**

Society for Canadian Women in Science and Technology



**We know:**

**Diversity is good  
for business and for  
the economy**





# SCWIST initiatives encompasses:

## Individual Level

**Mentorship for Women in STEM**

## Organizational Level

**Change the system (not the women)**

## Government Level

**Gender Equality Network Canada**

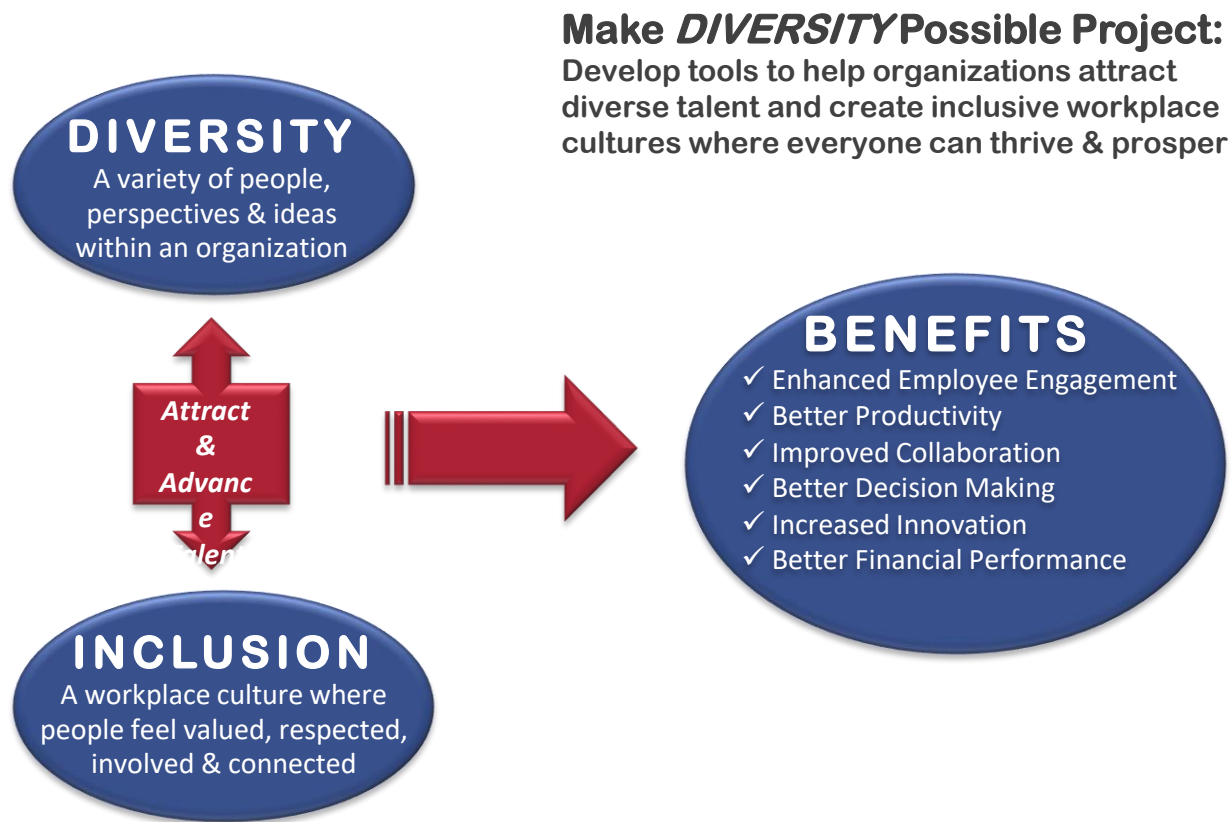


# Mentorship for women in STEM!



<http://www.makepossible.ca/about>

- **Vision**  
A world where aspiration, opportunity and diversity intersect
- **Mission**  
Help women connect, collaborate and lead through a dedicated mentoring network in STEM



## Make *DIVERSITY* Possible

### DIVERSITY BY DESIGN WORKSHOP

- Examine business case for diversity
- Understand unconscious bias & gendered language
- Explore best practices for advancing women
- Brainstorm solutions to address diversity challenges

***Diversity is a competitive advantage***

### CREATE A ROADMAP FOR SUCCESS

- **Opportunity analysis**
  - Recruitment & retention
  - Development & promotion
  - Mentoring & sponsorship
  - Workplace culture
  - Family friendly policies
- Identify key focus areas
- Develop action plan

### ENHANCING AND SUSTAINING DIVERSITY

- Ways to minimize bias
- Gendered language analysis
- GBA of hiring process
- 360 degree mentoring & skill exchange through MakePossible platform
- Events to enhance & sustain culture of diversity and inclusion

# Changing Corporate Culture

Job ads

Hiring processes

Promotions/rewards/pay

Internal communications



**makepossible**

Together we create opportunity



**SCWIST**

# SCWIST National Project Involvement:

## GENC: Gender Equality Network Canada

- **Federal Government initiative**
- 140+ women leaders from community organizations across Canada

**Goal:** to build a national *Action Plan* for diversity and intersectionality!

**i.e. :Should government mandate 40:40:20 (SCWIST)?**



# Take action – to promote diversity



*Think outside the box...*

Be aware of own biases! And  
know how to mitigate.

Make **DIVERSITY** Possible





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ENGINEERS &  
GEOSCIENTISTS  
BRITISH COLUMBIA

# Inclusion & Belonging

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Dr. Katherina Tarnai-Lokhorst, President

16 November 2018

# TWO STRATEGIES

## ONE VISION

Fostering inclusion and belonging

RECRUITMENT

RETENTION



# RECRUITMENT

Inclusivity & belonging



participate

explore

create

ideate

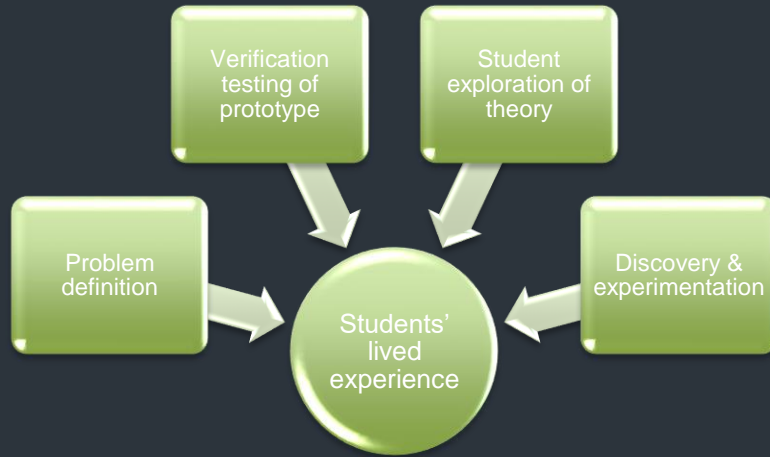
learn

belong



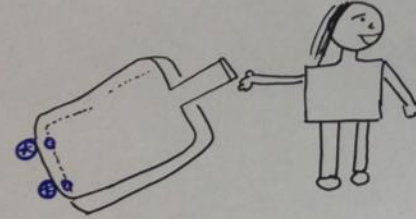
# RECRUITMENT

## Engineering Design in Physics 11



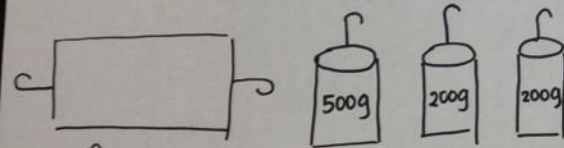
Problem Statement:

Scenario = pulling a suitcase.  
[wheels not working]



Question:

How can we reduce the force



total: 900g.

On the board:

$900\text{g} = 3.4\text{N}$  (smooth)

$6.0\text{N}$  (rough)



# RETENTION

30 BY 30



newly licensed  
engineers



30% women  
by 2030



# 30 BY 30 CHAMPIONS

Creating a forum to share best practices  
and support diversity

Join the 30 by 30 Champion network!

- Resources & ideas
- Be a 30 by 30 champion in your workplace
- Advocate for inclusion



# For more information: [egbc.ca/30-by-30](https://egbc.ca/30-by-30)

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Email: [30by30@egbc.ca](mailto:30by30@egbc.ca)

or [klokhorst@egbc.ca](mailto:klokhorst@egbc.ca)



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→ **Stephanie Redivo**

*Sends regrets / Shannon to provide some content on Stephanie's behalf.*

- ◆ Global Diversity & Inclusion Program Manager, SAP



# SAP's Approach to Diversity and Inclusion



Gender  
Intelligence



Cross-Generational  
Intelligence



Culture &  
Identity



Differently Abled  
People



Cross Topics & Enablement

**Technology is the catalyst for change**

Melinda Gates

# What gender do you think of ?

Relational	Passive
Aggressive	Leader
Risk taker	Provider
Fragile	Collaborative

**Recruitment:** Messages, images, and words and phrases used in the recruiting process can deter certain groups of people from applying.

**Job analyzer:** conduct a gender bias scan to identify and recommend language replacements to remove unconscious bias

Industry: Utilities  
Function: Designer  
Country: United Kingdom  
City: London  
Recruiter: Meg Wilson  
Hiring Manager: Brenda Davis  
Internal Job Description: ...  
Gender Bias Scan: 32.0% Masculine Score, 68.0% Feminine Score  
Test Analysis: ...

Analyzed Section ?

Header

Gender Bias Scan ?

32.0%

68.0%

Masculine Score Feminine Score Neutral Score

The tone of your job description is rather masculine.

1 outstanding masculine word:

challenging → ambitious

Skills ?

10 of the top recurring skills on the market were not found in your job description. ?

Risk

Risk management

Finance

Audit

Business reporting

Law

Analytical chemistry

Bank

Public finance

Design

# Video

<https://videos.cdn.sap.com/vod/2017/sap-diversity-business-beyond-bias.mp4>



# Practical Solutions for Complex Problems



- Activity Purpose: Capture actions and identify who is accountable to move ahead.
- Use post-it notes
- Indicate if the action is for specifically for:
  - (a) BCIT Students
  - (b) BCIT Employees
- If you submit an action that is already being implemented please consider adding your name to the post-it so we can follow up with you after.

	Faculty	Staff	Leadership	Other
<b>Recruitment</b> For dealing for underrepresentation				
<b>Retention</b> Support for diversity				
<b>Success</b> Opportunities to thrive				
<b>Other</b>				

**Want to add your input later?**

<https://goo.gl/igMc9m>

# THANK YOU!



- ◆ Thank you for your time - we know how valuable it is.
- ◆ Thank you for your contributions.
- ◆ Visit us online:

[www.diversitycircles.com](http://www.diversitycircles.com)