

This talk is motivated by:  
The need to retain HQP in our industry.  
Increasing number of recent graduates reporting  
dissatisfaction with their jobs for non technical reasons.



Year of Graduation from Engineering  
1984                      2020

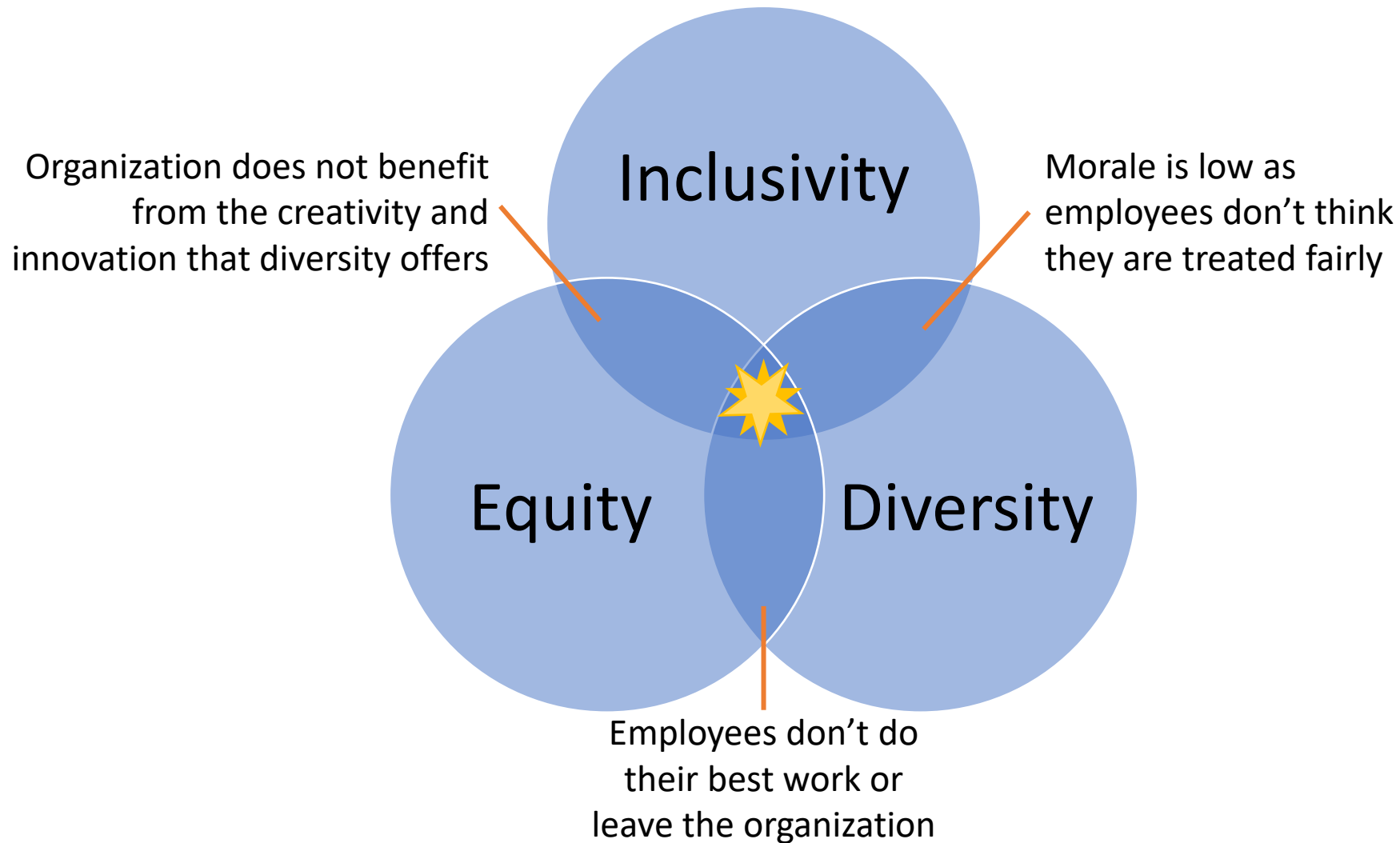


**GeoCalgary**  
2022 October  
2-5  
Reflection on Resources

#GeoCalgary2022



# Equity – Diversity - Inclusivity



After - <https://www.turnerconsultinggroup.ca/blog/winning-at-the-intersection-of-equity-diversity-inclusion>

# The first word:



## Educate. Elevate. Empower.

*Diversity happens.*

*It is a fact of being human and living our lives.*

*Inclusion doesn't just happen.*

*It is a deliberate and conscious effort... ..to ensure everyone feels valued, respected, and able to participate with dignity and contribute to their fullest potential.*

- Queen's University E4E (Engineering for Everyone) 2022.

*“When women feel wholly respected by the men around them, gender never comes to mind for them. They find it harder to imagine why gender is even a problem. So once you have an inclusive environment where people are mindful of these issues and respectful of each other, that’s the key to making these identities less relevant to the workplace.”*

- T. Schmader:  
<https://ourpotential.ca/social-psychology/>

## BIAS (n.)

1. a preconceived feeling, or opinion.
2. unreasonably hostile feelings or opinions about a social group; prejudice.
3. **Statistics.** a systematic, as opposed to a random, distortion of a statistic as a result of sampling procedure.

Biases can be conscious or unconscious...

...but what is important is to recognize the impacts they have on equity, diversity and inclusion...

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...but what is important is to recognize the impacts they have on equity, diversity and inclusion...

...and what we do about it.

# Have you ever...



...interrupted someone to explain what they are already explaining?

...allowed someone to bypass one of your team members to address a technical matter with you directly?

... failed to give formal or informal credit for an idea you got from a colleague?

... changed the subject (in a meeting or in the workplace) after dismissing a new idea or concern from a colleague?

...silently endorsed bad behavior by not intervening?

...gone over the head of your group's designated leader to discuss matters exclusively with a higher supervisor?

... dismissed a colleague's technical suggestion because "it's not how we do things" or "let's not fix what isn't broken"?



# These are examples of micro-aggressions

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and the next – seemingly “small” thing that happens...  
confirms that you don't belong here...  
and you leave...

**Burnout is not just related to workload.**

# Allyship

## ALLYSHIP

How to be an Ally for others



**1 BECOME A SPONSOR**

Be a champion and advocate for someone from an underrepresented community to support their career growth.

**2 CALL OUT BAD BEHAVIOUR**

Call out unacceptable behaviour. People in underrepresented groups may not feel comfortable raising issues.

**3 USE INCLUSIVE LANGUAGE**

Be aware of gendered terms and use language that embraces all people.

**4 FOLLOW AN ARRAY OF VOICES & LISTEN**

Seek out a variety of diverse voices and LISTEN to understand. Learning and growth will not happen without being challenged.

**5 AMPLIFY VOICES OF OTHERS**

Never speak FOR a person or on behalf of that person. You are not the keeper of their stories and experiences. Recognize your privilege and amplify the voices of others.

**BE CAUTIOUS OF THE 'PEDESTAL EFFECT'**

This is when, for example, men are given special treatment & shout outs for even small acts of gender equality - when women have for years done the emotional labour and carried the load for advancing equality. Do not over-focus on men or your dominant identity group as it may ultimately strengthen rather than dismantle the gender hierarchy status quo.

**6 SEEK TRAINING & BEYOND**

Training will help you understand others beyond stereotypes and biases. Examine your own biases and privilege. Learn how intersectionality affects our experiences in life.


[WWW.CANADIANEQUALITY.CA](http://WWW.CANADIANEQUALITY.CA)


# Concrete Actions that you can do now

Include an “advocacy” share along with your “safety” share in team meetings.

Post-field work reporting should include issues related to inclusivity and harassment.

Create field work policies considering diversity and inclusivity.  
Require contractual support by clients / subs.

Create a clear and transparent company policy for reporting, including actions & career impacts / protection.

Create several pathways for reporting issues and communicate these clearly to your employees.

Clearly explain the project setting, when asking a junior to join the team.  
This leads to informed employee consent, or not.