

Workplace Equity for Women in Engineering

A quick guide for Individual engineers

This quick guide provides practical steps for individual engineers to promote workplace equity for women, based on the “Guideline for Engineers and Engineering Firms on Workplace Equity for Women” by Engineers Canada. By fostering an inclusive environment, we empower women in engineering and ensure equal opportunities for all.



EDUCATE YOURSELF

Stay informed about workplace equity issues and challenges faced by women in engineering through relevant reports, articles, and guidelines.



BE AN ALLY

Support and advocate for women in engineering. Acknowledge their achievements, encourage their professional growth, and challenge sexist or discriminatory behaviors or comments.



PROMOTE INCLUSIVITY

Foster a respectful work environment by promoting open dialogue, valuing diverse perspectives, and discouraging discrimination or bias to ensure equal access to resources and opportunities for all team members.



MENTOR AND SPONSORSHIP

Volunteer as a mentor, sharing knowledge and guidance to support women engineers. Advocate for deserving women engineers for promotions and leadership roles.



CONTINUOUS LEARNING AND TRAINING

Engage in professional development focused on workplace equity, diversity, and inclusion, and promote diversity training for yourself and your colleagues.



EQUAL OPPORTUNITIES

Encourage equal career advancement and project assignments. Advocate for fair performance evaluations, salary reviews, pay equity, and transparency.

Individual engineers can influence change by creating an inclusive workplace environment. Implement these strategies to promote workplace equity, champion diversity, and empower women in engineering.

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