

Issues Policies

WOMEN IN THE ENGINEERING PROFESSION POLICY

Date of Adoption: September 9, 2000 Motion #4401

Date of Latest Amendment: Motion

Level 1: The engineering profession supports principles of fairness and equity in all aspects of engineering culture, practice, and education. Diversity through the incorporation of women in the engineering profession, which is reflective of Canadian society, enhances our profession and society at large.

Representation in Governance

Level 2: Diversity reflective of Canadian society enhances the governance of the profession.

Level 3: Representation on CCPE Boards and Committees strives to achieve the gender balance within Canadian society.

Participation in the Formation of an Engineer

Level 2: Diverse participation in engineering strengthens our profession. Different approaches are required to engage a diverse community.

Level 3: K-12 students are aware of engineering as a career option for women and recognize their contributions to society.

Level 3: Application and enrolment of women in engineering undergraduate studies strengthens the profession.

Level 3: Application and enrolment of women in engineering postgraduate studies strengthens the profession.



Retention

Level 2: A work environment, which allows engineers to achieve a professional and personal balance, enhances the profession, supports the retention of members, and promotes career path choices. A respectful, flexible and satisfying work environment encourages the retention of members.

Level 3: Harassment policies ensure a respectful and secure work environment.

Level 3: Flexible work options contribute to a satisfying workplace and enable women to participate more fully in their profession.

Level 3: Equitable compensation contributes to career satisfaction.

Level 3: Retention of members through their career evolution maintains diversity in the profession.

Awareness

Level 2: Awareness of the requirement to bring women into the profession to add diversity in the profession enriches its value, relevance, and public recognition.

Level 3: CCPE recognizes and publicly celebrates the contribution of women engineers.