

2020/21 Women in Engineering & Geoscience Mentorship Program

Mentor & Protégée Orientation Sessions

September 24, 2020

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Thank-you to our Sponsors



**University
of Manitoba**



And thank-you to the Mentors and Protégées!

Agenda

- Background and Engineers Canada 30 by 30 Goal
- Engineering Changes Lives Update
- Overview of the Mentorship Program
 - Program Goals
 - Roles
 - Schedule
- Questions and Feedback from you
- Goal Setting

Background

- Engineers Canada and Engineers Geoscientists Manitoba 30 by 30 goal: By 2030, 30% of newly licensed engineers will be women and this is a priority.
- <https://engineerscanada.ca/sites/default/files/30by30-en.pdf>



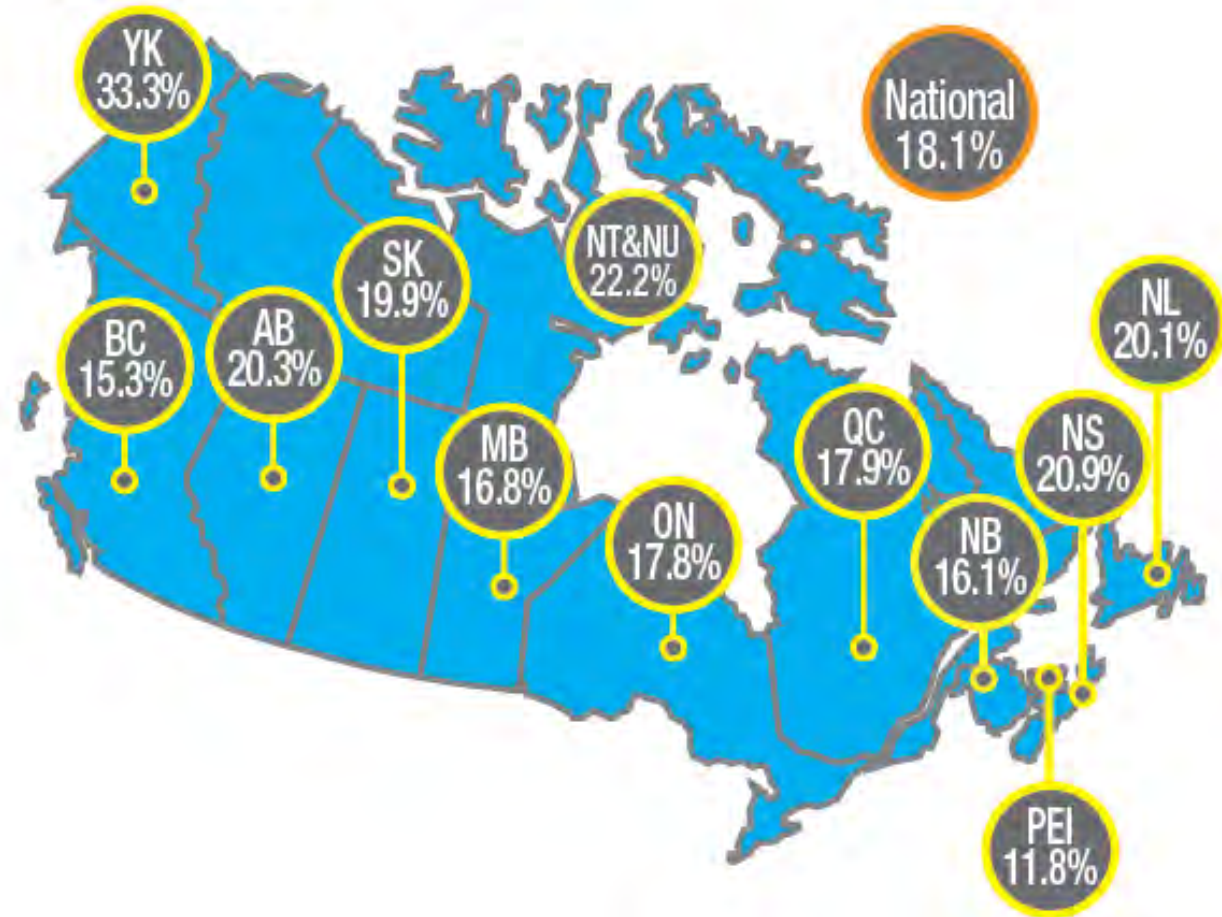
https://www.sfu.ca/wwest/WWEST_blog/engineers-canada-commits-to-reach-30-by-30.html

Current 30 by 30 Stats

- ~**22%** of undergraduate engineering students at UofM are women
- ~**11%** of P. Eng.'s in MB are women (644/5832)
- **17.4%** of newly licensed MB engineers were women in 2019 (28/161)

Percentages of newly licensed engineers who are women

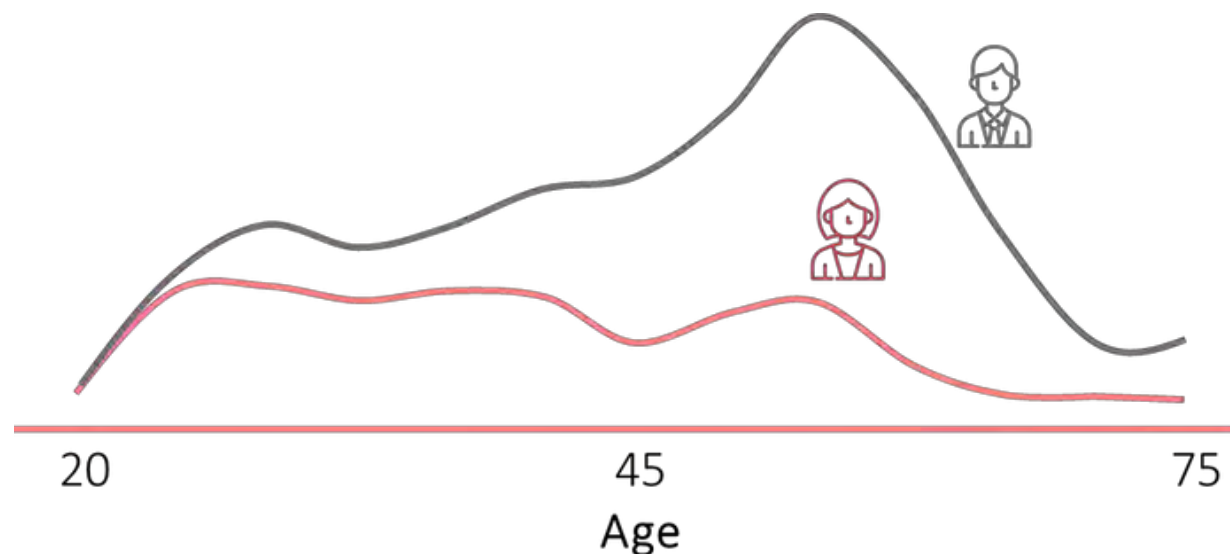
As of December 31, 2018



<https://engineerscanada.ca/diversity/women-in-engineering/30-by-30>

Geoscience Stats

- ~**23%** of students enrolled in geoscience streams at the University of Manitoba are women
- ~**22.5%** of P.Geos. in MB are women (53/236)
- **30%** of newly licensed MB geoscientists were women in 2019 (3/10)



Geoscientists in Canada, by age & gender

Source: <https://www.wgcanada.org/mission>

Engineering Changes Lives Update

Manitoba 2030 Coalition Update



Leadership event
postponed due to COVID19

Best practices review

Manitoba 2030 Coalition Member Organizations



Crosier
Kilgour &
Partners Ltd.
Consulting
Structural
Engineers



MCI. Reliability Driven™

G I R L

F × D

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G I R L

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G I R L

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Groundbreaking women
in engineering and geoscience

As women, we can achieve some pretty amazing things in the world.



READ THEIR COURSES

Girls go the distance in engineering
and geoscience. The time is now to be the
force that drives the world forward.

G I R L

F × D

G I R L

F × D

G I R L

F × D

In Manitoba in 2019, only 17.3% of newly licensed engineers were women, 33% of newly licensed geoscientists were women, and only 1% identified as Indigenous.

That's a problem.

This is where you come in. By taking these courses in high school, you can be a force that drives the world forward.

Grade 9	Grade 10	Grade 11	Grade 12
Mathematics 201 Science 201	Mathematics 202 Science 202	Mathematics 301 Science 301	Mathematics 401 Science 401

Your hard work is your currency.

*Take your math and science skills and put them to work in the future.
Now you imagine what it could get you in the future.

Take the currency to get the shirt.



The Algebra Tee

Education Sub-Committee Update

- Co-chairs
- Lilian Pozzer, Faculty of Education at U of M
- Jamie Evans, Vice-Principal, École Salisbury-Morse Place, River East Transcona School Division





CCWESTT Speaker Series November



Dr. Marcia Anderson



Dr. Gina Cody



Julie Angus



Sherry Holmes

ccwesttconference.org/

Council elections – please vote!

The vote will take place through your **online profile** between Thursday, September 24, 2020 (Today!), 12:00 a.m. and Wednesday, October 7, 2020, at midnight.

Candidate platforms are now available on the Council Elections webpage

Information in email from September 10, 2020

Why a Mentorship Program for Women?

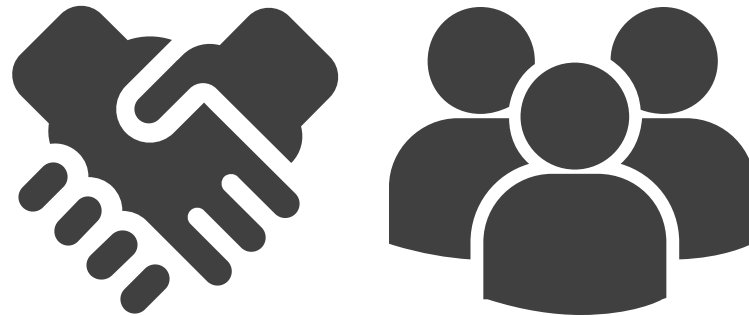
- There was nothing in place to support women who have already chosen the engineering profession
- Retention of women in engineering is key to achieving and maintaining the 30 by 30 goal
- Mentorship has been shown to:
 - Increase job satisfaction and retention
 - Support skill development and learning
 - Foster long term relationships

The Mentorship Program

- Grown from 68 participants in 2015/16 to 168 participants in 2019/20
- Four formal mentorship events held between October and March – to be held on-line using Zoom
- Informal mentorship encouraged between events
- Program follows a Mentorship Team model
 - Student
 - Intern (Protégée)
 - Mentor

Overall Program Goal

- To build a community of women in engineering & geoscience in Manitoba



Student Goals

- For the **Student**, this program is expected to provide:
 - Insight into what it's like to be a working engineer/geoscientist
 - A picture of how they can see themselves in an engineering/geoscience career
 - An understanding of specific engineering/geoscience disciplines
 - An opportunity network with professional engineers and geoscientists

Protégée Goals

- For the **Protégée**, this program is expected to provide:
 - Insight into what it's like to be a working professional engineer or geoscientist;
 - Experience in mentoring, coaching, and developing interpersonal relationships;
 - The opportunity to be a role model;
 - An opportunity to network with professional engineers and geoscientists

The Role of a Protégée

- As an individual, the **Protégée** will strive to:
 - Be flexible in the mentoring relationship and understand its bounds;
 - Listen to what their Mentor has to say;
 - Be honest and realistic;
 - Help build confidence in the Student.

The Role of a Protégée (**con't**)

- As a prospective engineering professional, the **Protégée** will strive to:
 - Formulate and articulate her career goals;
 - Ask questions of their Mentor and take advantage of advice and wisdom provided;
 - Be proactive in pursuing opportunities;
 - Share their experience and knowledge with the Student;
 - Provide the Student and Mentor with honest and constructive information and feedback.

Mentor Goals

- For the **Mentor**, this program is expected to provide:
 - an opportunity to share your passion for engineering/geoscience
 - experience in mentoring, coaching, and developing interpersonal relationships
 - the opportunity to be a role model
 - a medium for influencing the future of the profession
 - an opportunity to network with some of the best and brightest female engineers and geoscientists in the province!

The Role of a Mentor

- As an individual, the **Mentor** will strive to:
 - be supportive and encouraging
 - be honest and realistic
 - be flexible
 - help build confidence in the Student/Protégée
 - be respectful of the Student/Protégée's social and cultural environment

The Role of a Mentor (**con't**)

- As a career coach, the **Mentor** will strive to:
 - advise the Student/Protégée on career paths and development opportunities
 - provide guidance in networking and developing business relationships
 - help the Student/Protégée formulate and articulate her career goals
 - share their experience, knowledge, and wisdom
 - Provide the Student/Protégée with honest and constructive information and feedback

What the Program is NOT about

- Finding your Student or Protégée a job – this is NOT a job placement program!
- Poaching – this is not a recruitment program (sponsorship of the Mentorship Program is limited to non-industrial organizations for this reason)

Schedule

Date	Task	Method
Late August to September 30, 2020	Program Recruitment	EGM e-news, Direct email, Announcements by UMES
Thursday, September 23, 2020	Mentor/Protégée Orientation Session	Online meeting – details to follow
Wednesday, September 23, 2020 OR Thursday, September 24, 2020	Mandatory Student Orientation Sessions	Online meeting – details to follow
Friday, October 9, 2020	Tri-Partnerships set and email with teams sent out	E-mail
Wednesday October 14, 2020 (6:00-8:00pm)	Mentorship Event #1	Online
Thursday November 19, 2020 (6:00-8:00pm)	Mentorship Event #2	Online
Tuesday, January 26, 2021 (6:00-8:00pm)	Mentorship Event #3	Online
Tuesday, March 16, 2021 (5:30-8:30pm)	Mentorship Event #4	In-Person (pending government regulations on gathering size)
March 17 – April 15	Program Assessment	Survey

Online Events – What to Expect

- Events will be hosted on Zoom
- Events will run from 6:00-8:00pm (the meeting will open at 5:30pm for networking)
 - First 45-60 minutes will be a large group format presentation/panel discussion
 - Approx. 45-60 minutes for video breakout sessions with your mentorship teams
 - Structured discussion based on the event topic
 - Open discussion with your team members
 - Last 10-15 minutes to re-group for announcements and closing remarks

Online Meeting Ground Rules

- **Use the mute button** - Even if you're in a quiet location, mute yourself when you know you won't be called on. It's a lot easier to hit "unmute" than being the miscellaneous sounds in the background of a call.
- **Keep your video on** - If you are able to use video, use it! This keeps everyone engaged and will help make everyone feel together as we apart. It is recognized this may not be possible with some technology or internet bandwidth issues.
- **Say your name** - When you start talking, identify yourself, "This is Penelope, and I have a question," or "Hi, it's Sara, I'd like to add to that point."
- **Use your full name** - Please sign in using your full name when joining the meeting. This will allow us to appropriately designate you to your team's during breakout sessions.
- **Use the platform functions!** - Don't be afraid to use the platform function such as raising your hand and the chat functions.

How to get the most out of this Program

- Encourage your team. This is student-lead program (to help build student communication and networking skills), but they may need your help – reach out if you haven't heard from them.
- Dedicate some time each month to get in touch with your team – over the phone, virtual meetings, email or text, in-person (following social distancing protocols) – whatever works for you.
- Determine what YOU want to get out of this program – there's always room to grow!
- Be honest and open in your discussions with your team. Create a 'safe space'.

Safe Space

A set of ground-rules for creating consensual, productive, and collaborative conversations.

- Equalize the Space – give everyone time to talk
- Check Your Assumptions - everyone is an individual, not just a representative of a group
- The Right to be Human - acknowledge emotions appropriately
- Consensual Dialogue – decide what you're willing to discuss

<http://www.sassycooperates.org/sassy pontificates/2016/1/23/safe-space>

Setting Your Goals for the Program

- It's important to consider why you want to be part of the Mentorship Program and what you are hoping to get out of it
- Come up with at least 2-3 personal goals for the Program and try to develop a plan for how to achieve those goals.

Goal Setting - Homework



2020/21 Women in Engineering & Geoscience Mentorship Program

My Mentorship Program Goals

Try to establish 2-3 'SMART' goals that you would like to achieve while being part of the Women in Engineering & Geoscience Mentorship Program.

S – Specific

M – Measureable

A – Attainable

R – Relevant

T – Timely

During my time in the Mentorship Program, I would like to:	I am going to work towards my goal by:
Improve my networking skills	Attending the pre-event networking and trying to meet at least 5 new people

Questions?

**SHE'S
A DREAMER
A DOER,
A THINKER.
SHE SEES
POSSIBILITY**

Everywhere

<http://www.thechambrazunny.com/motivation-monday-the-dreamer/>



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