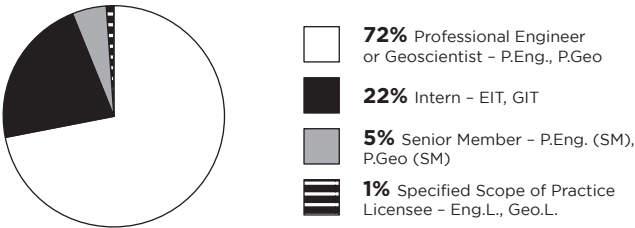


Equity in Professional Regulation Survey Summary

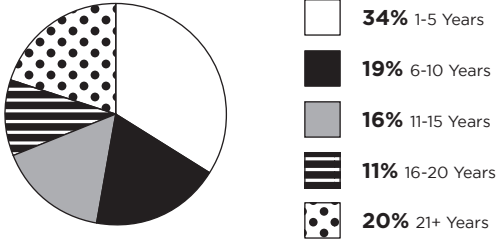
This document summarizes the survey data from June 2023 based on 979 responses, representing 12% of membership and registrants of Engineers Geoscientists Manitoba. Data is presented here in patterns rather than colours for accessibility, in recognition that about 1 in 12 men and 1 in 100 women experience some form of colour blindness.

Survey Respondents

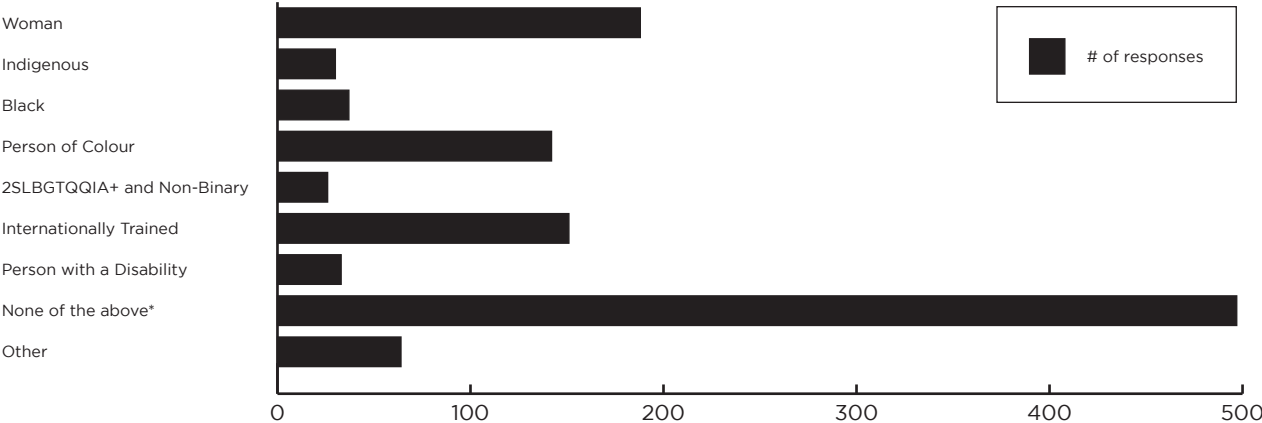
Q1: Current status with Engineers Geoscientists Manitoba:



Q2: Number of years registered/enrolled with Engineers Geoscientists Manitoba:



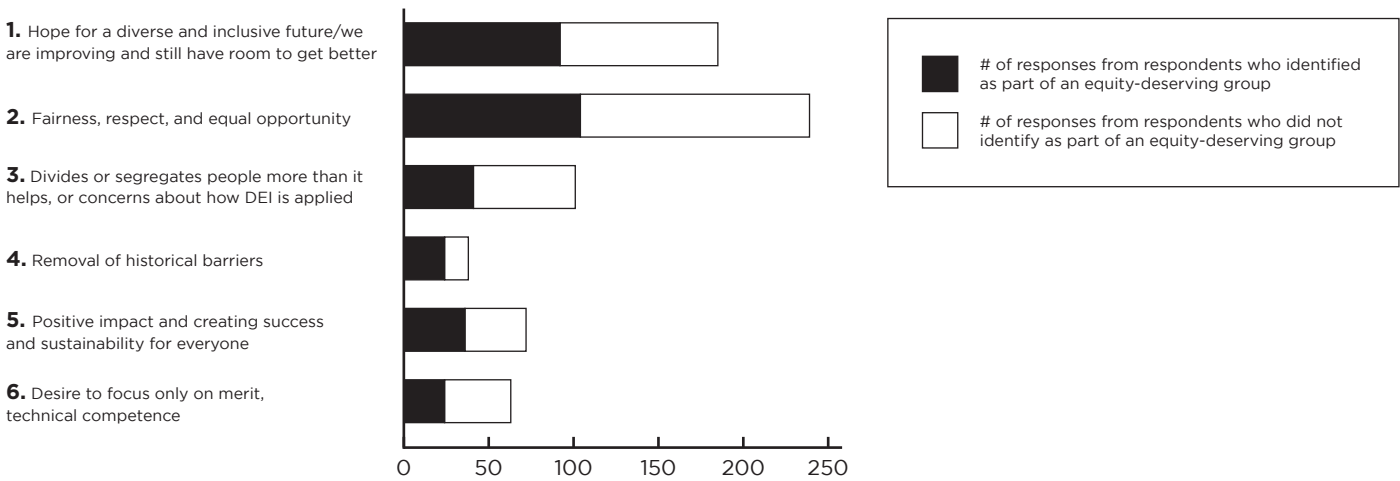
Q3: How do you identify?



*The survey offered options for you to select how you identify. This included a set of identities that are typically equity-deserving, meaning historically legally discriminated against. While heterosexual, cis-gender white men may have not legally been historically discriminated against, the survey data indicates that this group has also been on the receiving end of unwanted conduct or behaviour and unequal or differential treatment. A successful outcome will be one that attends to the needs of all members, which includes both those that identify as equity-deserving and those who do not. Diversity includes everyone.

Sentiments toward diversity, equity and inclusion

What words, ideas, or sentiments come to mind when you think about diversity, equity, and inclusion in the engineering and geoscience professions? What hopes or expectations do you have for the future? (One comment may have been coded to more than one category.)



Respondent comments by category:

1. Hope for a diverse and inclusive future/we are improving and still have room to get better

2. Fairness, respect, and equal opportunity

3. Divides or segregates people more than it helps, or concerns about how DEI is applied

4. Removal of historical barriers

5. Positive impact and creating success and sustainability for everyone

6. Desire to focus only on merit, technical competence

I want to see engineering become welcoming and thoughtful profession instead of the "boy's club", closed minded, "numbers are the only things that are real" image it currently suffers from.

A workplace where people are respected and appreciated for their differences and biases do not come into play when assessing people's merit.

The best way to drive acceptance is education and repetitive positive messages, quotas may drive metrics but they always bring unintended consequences.

Healing our past wrongs. Engineers have a history with Indigenous peoples that is dishonourable. Let's keep working to fix this.

Richer work environments and more complete and comprehensive outcomes. I hope to see more diversity in gender, ethnicity, and culture within my sector (building construction) and I look forward to continuing my personal growth.

DEI is steadily evolving as practitioners retire and a younger cohort enters the profession. It should be a secondary goal of the profession, the primary goal being ensuring skilled and ethical practice.

I feel proud that the professional association I belong to is making diversity, equity, and inclusion goals. The world is diverse, and as engineers, how are we to better the world if we ourselves are not diverse?

Having representations of all walks of life and being treated fair and equal regardless of colour, background, ethnicity, gender or culture.

I hope that we can start treating people as people and stop with all the labels.

Addressing historical imbalances and providing opportunities/removing roadblocks for excluded groups to enter the profession.

**TEAM
T-Together
E-Everyone
A-Achieves
M-More
We can be better through deeper collaborations.**

Treating people equally based on their skill set. I hope that people can acquire the necessary skills to perform their jobs well in the future without any barriers.

It's about time that all people are recognized as equals to belong and be served by the profession.

Less racism and intolerance. A more representative profession.

I appreciate that there are initiatives to enhance these aspects but the creation of these [initiatives] can create a sense of exclusion.

I would hope that there would be significant engagement with underrepresented groups to increase the number of people in these groups who enter the engineering profession. And significant bursaries or scholarships made available to these groups to encourage participation.

I hope that these topics continue to improve to the point that they are non-issues so that we can focus on the technical side of engineering.

Equal voice and consideration of opinions.

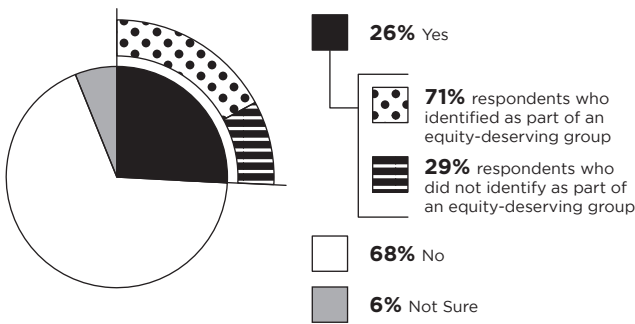
I do not want people to identify me by my unique sexual orientation, cultural background/injustices, religion, etc. but rather by my engineering accomplishments and competencies.

Bold text represents responses from respondents who identified as part of an equity-deserving group

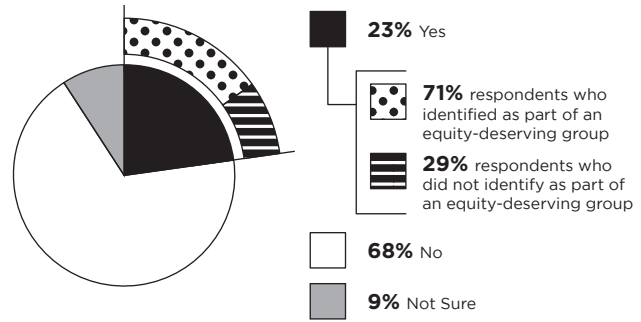
Italic text represents responses from respondents who did not identify as part of an equity-deserving group

Experiences in the professions

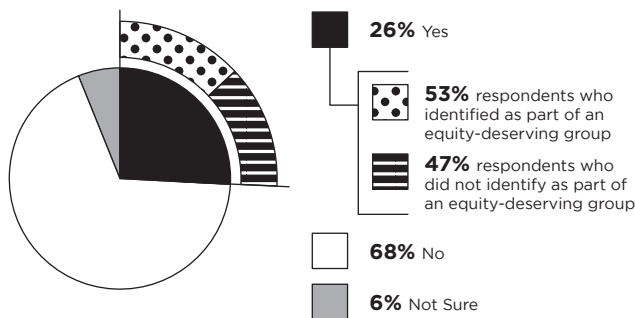
Q16: Have you received unwelcome comments or conduct?



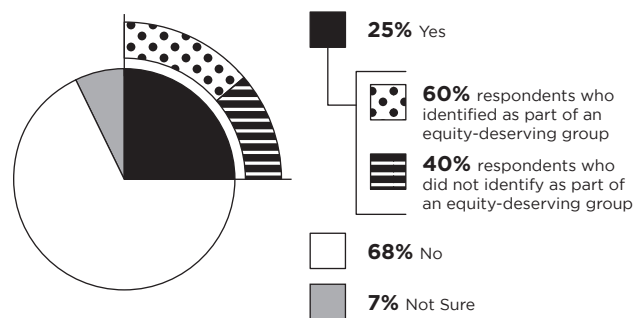
Q19: I have received unequal or differential treatment.



Q17: I witnessed a situation that involved both an engineering or geoscience professional and unwelcome comments or conduct.

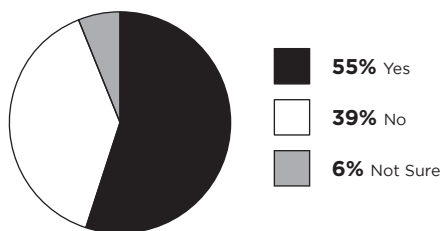


Q20: I witnessed a situation that involved both an engineering or geoscience professional and unequal or differential treatment.

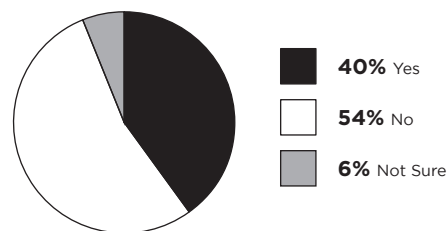


Diversity, equity and inclusion in your workplace

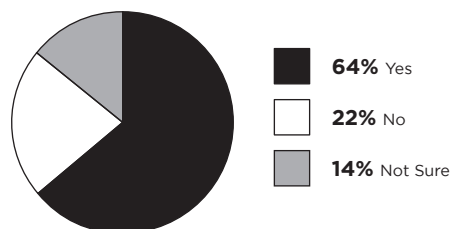
Q12: Has your employer required you to participate in training or orientation about diversity, equity, and inclusion within the last three years?



Q13: Has your employer required you to participate in training or orientation about Indigenous Truth and Reconciliation within the last three years?



Q14: Does your employer presently have a policy or policy language describing expectations for a diverse, equitable, and inclusive work environment?



Q15: Does your employer presently have policy language describing expectations related to Truth and Reconciliation, equitable supports for First Nations Métis, or Inuit Peoples, resources for working with Indigenous Peoples and Communities, or related material?

