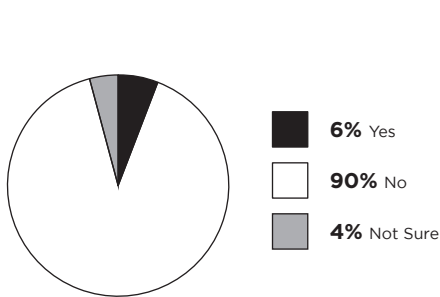


Equity in Professional Regulation Survey Summary

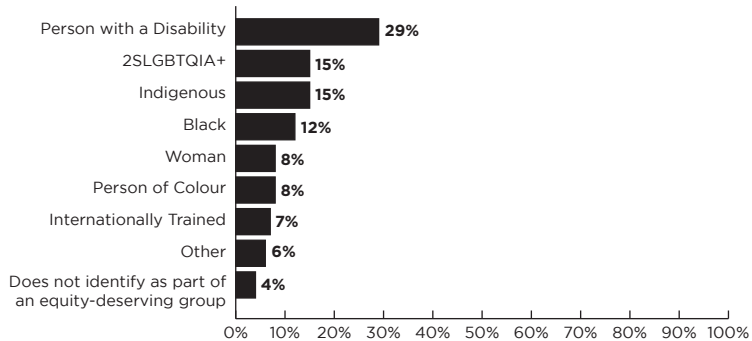
This document summarizes the survey data based on 1029 responses, representing 10% of registrants of Engineers Geoscientists Manitoba from the spring 2024 survey to the membership.

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.

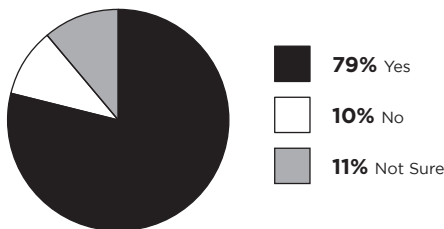
Q23: In 2023 did you consider leaving the profession as a result of unwelcome comments or conduct or differential treatment?



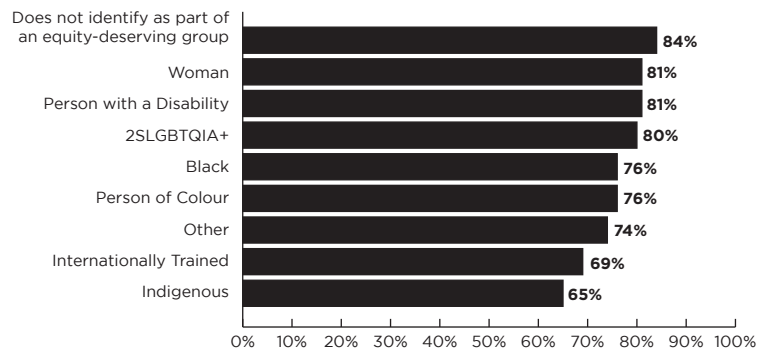
% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"



Q26: In 2023, did you feel a sense of belonging in your workplace?



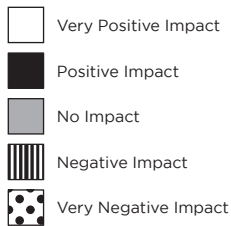
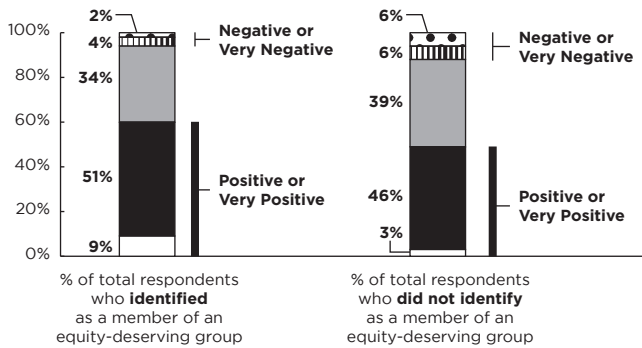
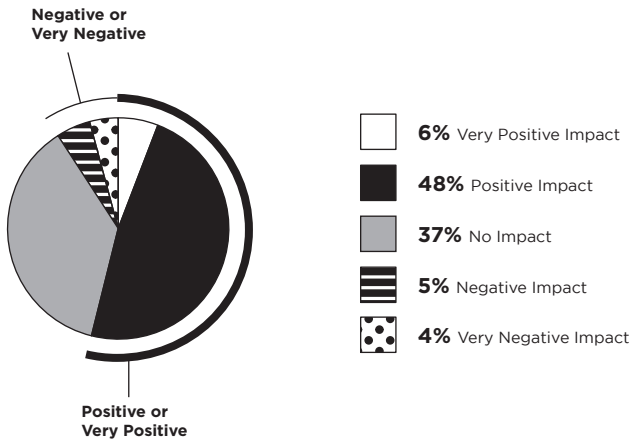
% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"



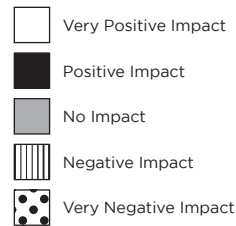
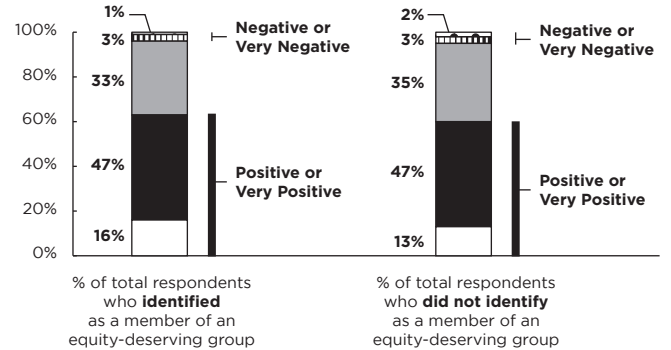
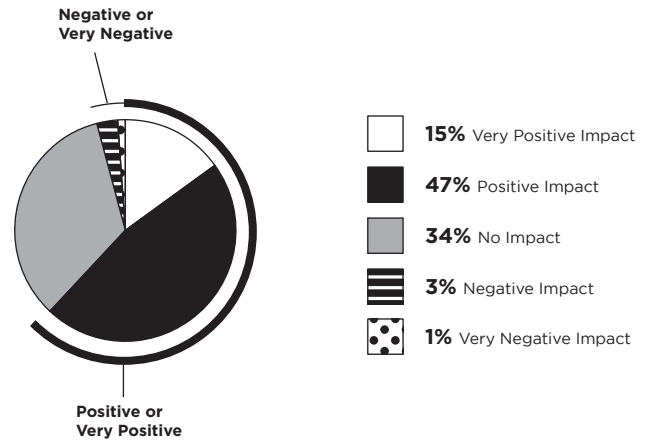
*The survey offered options for you to select how you identify. This included a set of identities that are typically equity-deserving, meaning historically legally discriminated against.

Improvement to Diversity, Equity, and Inclusion

Q24: How would you describe the impact of the **Association's efforts** over the past five (5) years (2019 to 2023) to improve diversity, equity, and inclusion in engineering and geoscience?



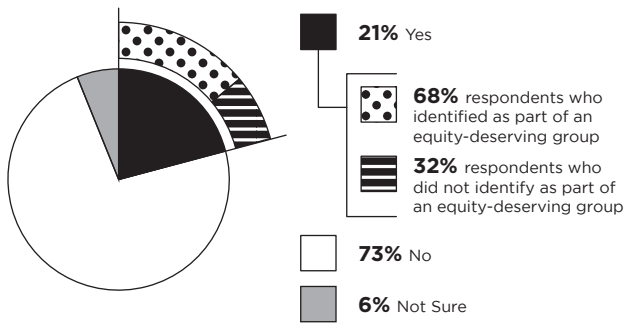
Q25: How would you describe your **employer's efforts** over the past five (5) years (2019 to 2023) to improve diversity, equity, and inclusion in engineering and geoscience?



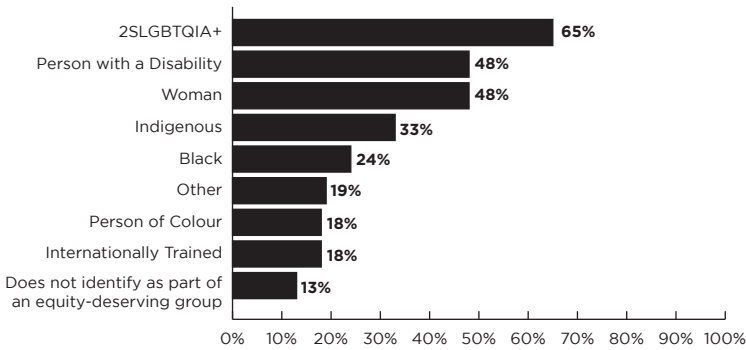
Experiences in the Professions

At any time in the last 10 years (between 2014 and 2023), at work, or in your profession, have you faced or witnessed any **unwelcome comments or conduct** related to race, nationality or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability or physical size?

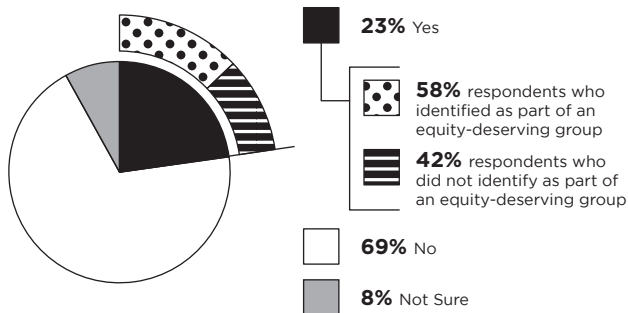
Q19: I have received unwelcome comments or conduct.



% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"

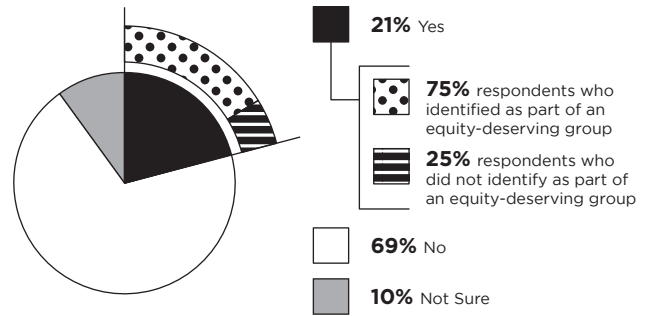


Q20: I witnessed a situation that involved both an engineering or geoscience professional and unwelcome comments or conduct.

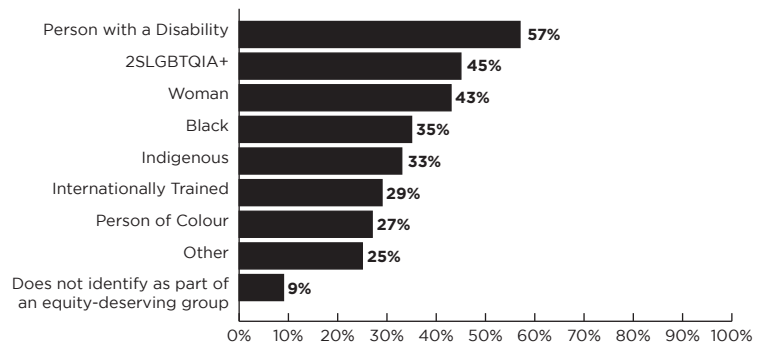


At any time in that last 10 years (between 2014 and 2023), at work, or in your profession, have you faced or witnessed any **unequal or differential treatment** related to race, nationality or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability or physical size?

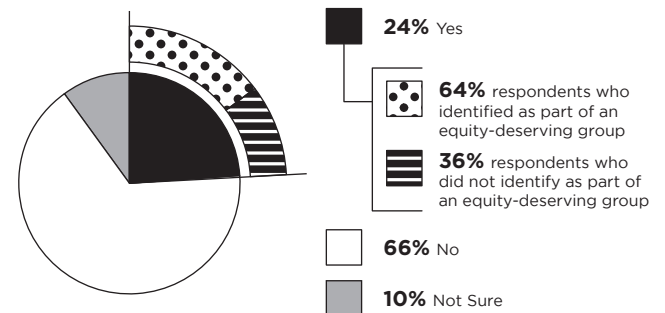
Q21: I have received unequal or differential treatment.



% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"

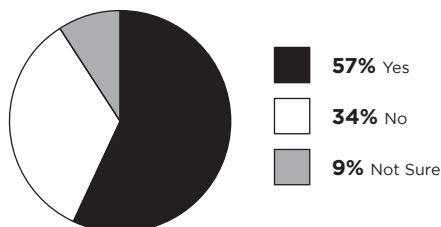


Q22: I witnessed a situation that involved both an engineering or geoscience professional and unequal or differential treatment.

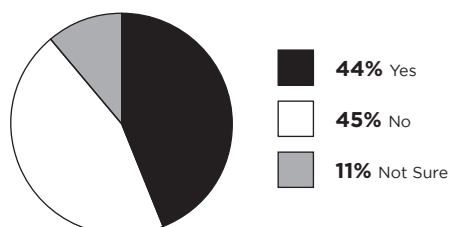


Diversity, Equity, and Inclusion in Your Workplace

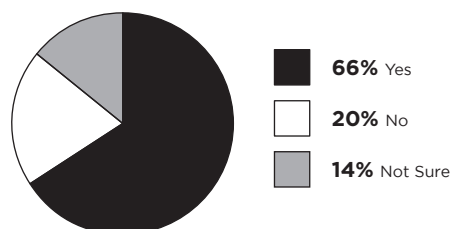
Q15: Has your employer required you to participate in training or orientation about diversity, equity, and inclusion within the last three years?



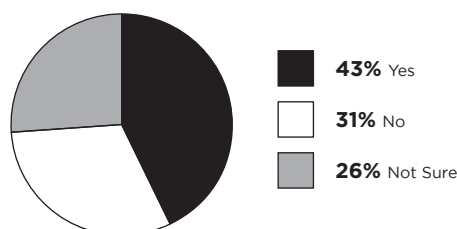
Q16: Has your employer required you to participate in training or orientation about Indigenous Truth and Reconciliation within the last three years?



Q17: Does your employer presently have a policy or policy language describing expectations for a diverse, equitable, and inclusive work environment?

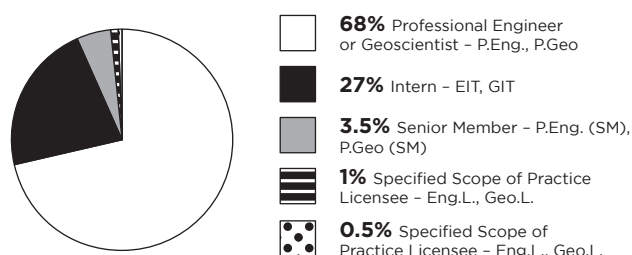


Q18: Does your employer presently have policy language describing expectations related to Truth and Reconciliation, equitable supports for First Nations Métis, or Inuit Peoples, resources for working with Indigenous Peoples and Communities, or related material?

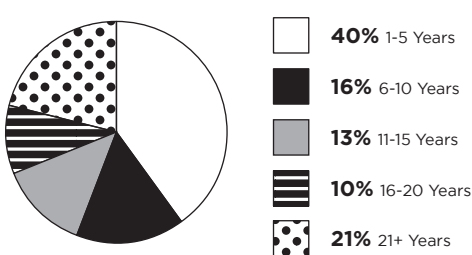


Survey Respondent Demographics

Q1: Current status with Engineers Geoscientists Manitoba:



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



Q3: We invite you, optionally, to share how you identify.*

