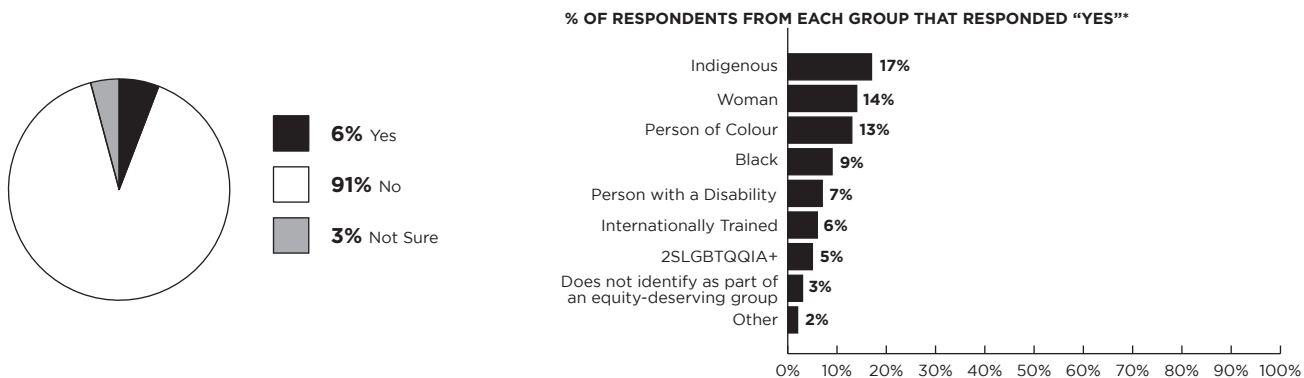


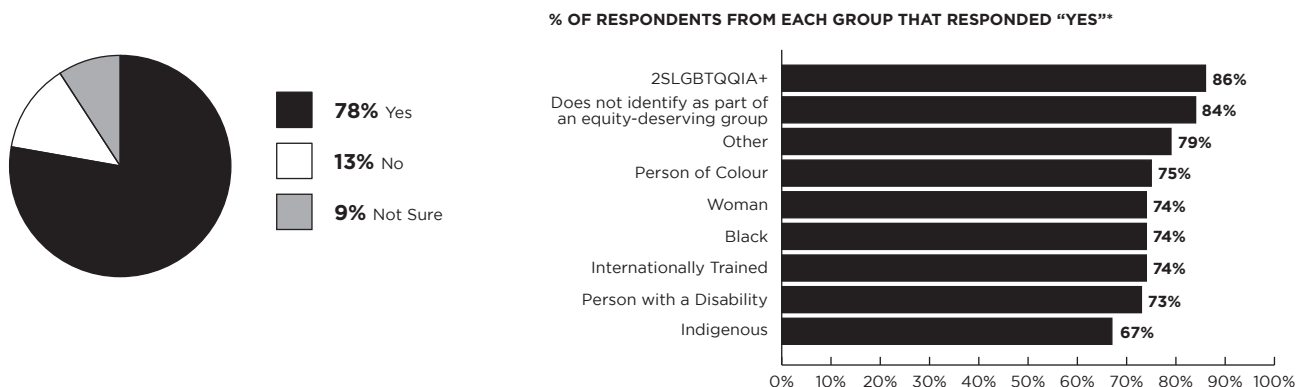
# Equity in Professional Regulation Survey Summary

This document summarizes the survey data based on 836 responses, representing 8% of registrants of Engineers Geoscientists Manitoba from the spring 2025 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.

**Q29:** In 2024 did you consider leaving the profession as a result of unwelcome comments or conduct or differential treatment?



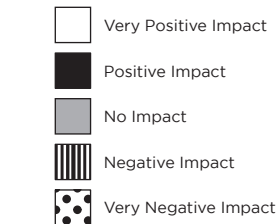
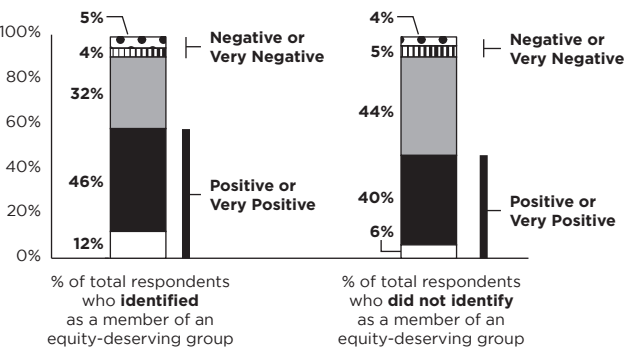
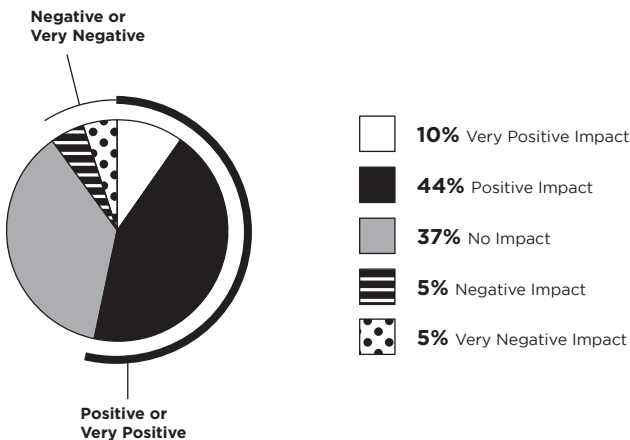
**Q32:** In 2024, did you feel a sense of belonging in your workplace?



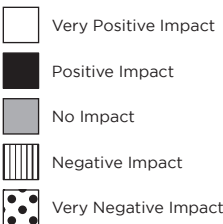
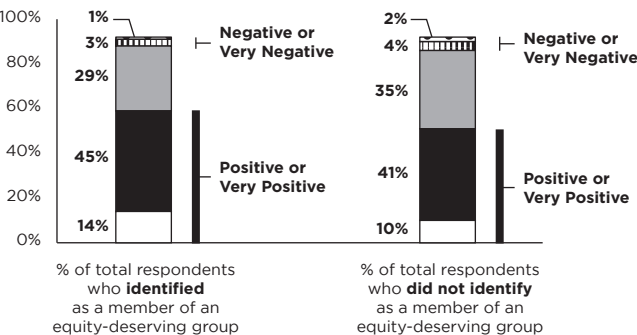
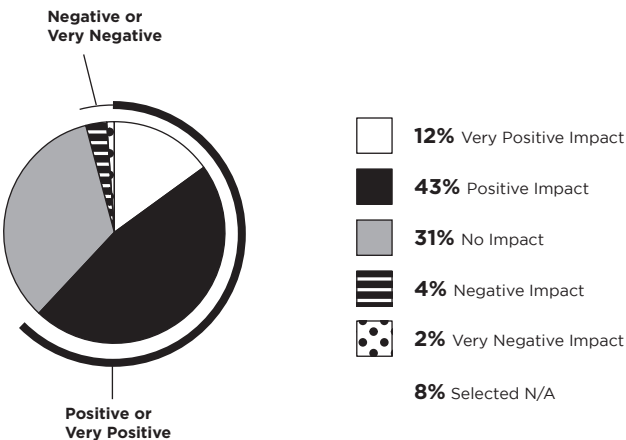
\*The survey offered options for you to select how you identify. This included a set of identities that are typically equity-deserving, meaning historically legally discriminated against. While heterosexual, cis-gender white men may have not legally been historically discriminated against, the survey 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.

# Improvement to Diversity, Equity, and Inclusion

**Q30:** How would you describe the impact of the **Association's efforts** over the past five (5) years (2020 to 2024) to improve diversity, equity, and inclusion in engineering and geoscience?



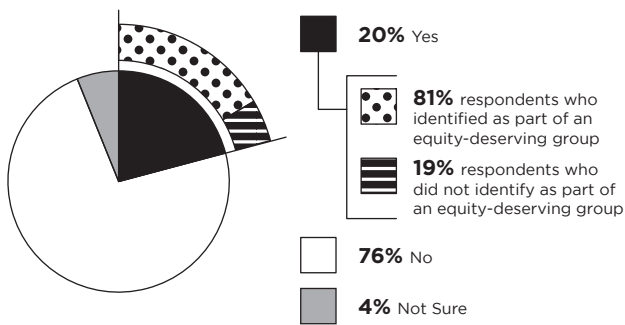
**Q31:** How would you describe your **employer's efforts** over the past five (5) years (2020 to 2024) to improve diversity, equity, and inclusion in engineering and geoscience?



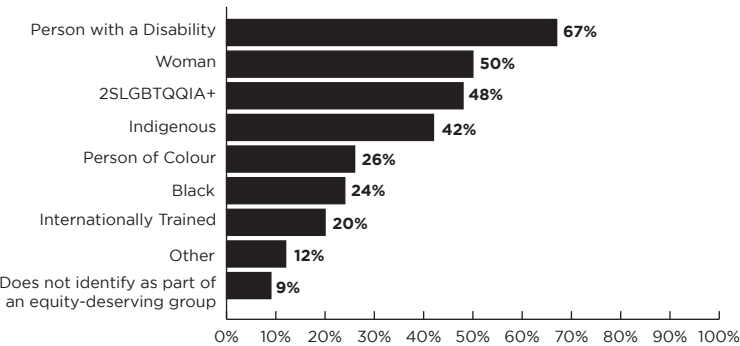
# Experiences in the Professions

At any time in the last 10 years (between 2015 and 2024), 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?

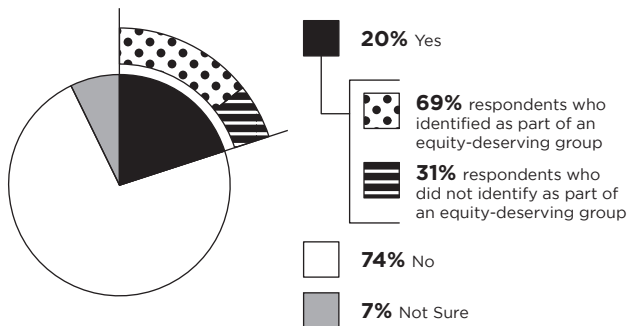
**Q25:** I have received unwelcome comments or conduct.



% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"

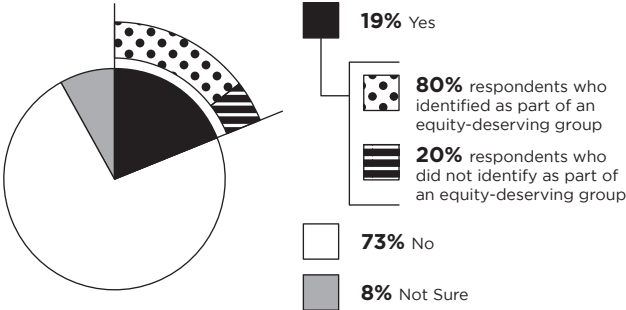


**Q26:** I witnessed a situation that involved both an engineering or geoscience professional and unwelcome comments or conduct.

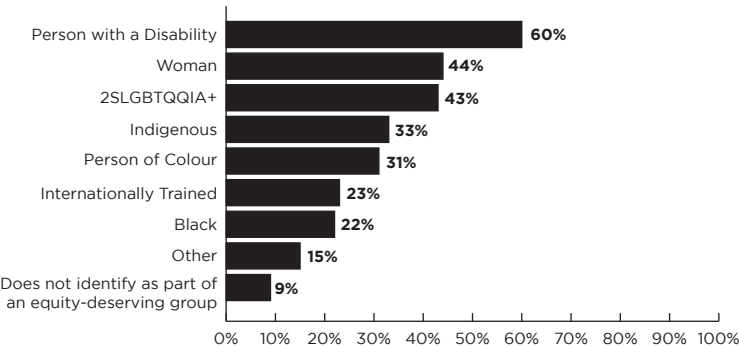


At any time in that last 10 years (between 2015 and 2024), at work, or in your profession, have you faced or witnessed any **unequal or differential treatment** related to race, nationality or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability or physical size?

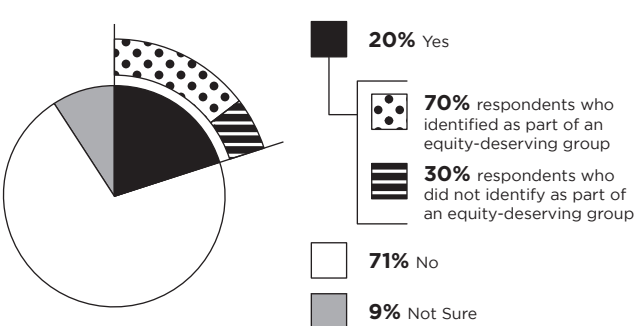
**Q27:** I have received unequal or differential treatment.



% OF RESPONDENTS FROM EACH GROUP THAT RESPONDED "YES"

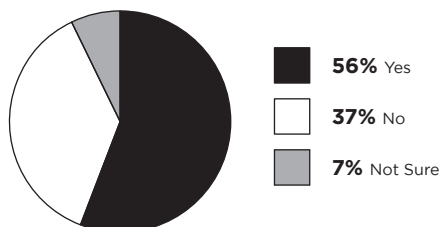


**Q28:** I witnessed a situation that involved both an engineering or geoscience professional and unequal or differential treatment.

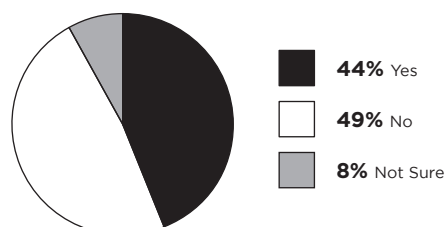


# Diversity, Equity, and Inclusion in Your Workplace

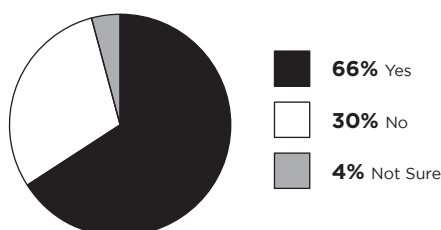
**Q19:** Has your employer required you to participate in training or orientation about diversity, equity, and inclusion within the last three years?



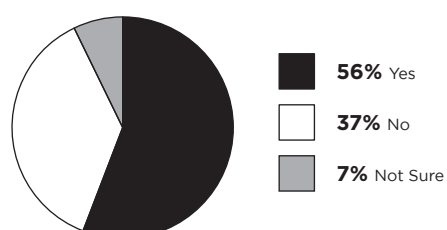
**Q20:** Has your employer required you to participate in training or orientation about Indigenous Truth and Reconciliation within the last three years?



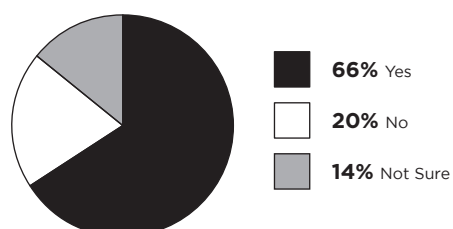
**Q21:** Have you taken training or orientation about diversity, equity and inclusion, within the last three years, whether required or voluntary?



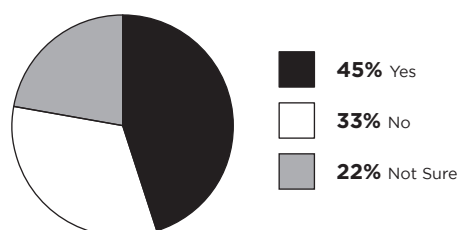
**Q22:** Have you taken training or orientation about Indigenous Truth and Reconciliation within the last three years, whether required or voluntary?



**Q23:** Does your employer presently have a policy or policy language describing expectations for a diverse, equitable, and inclusive work environment?

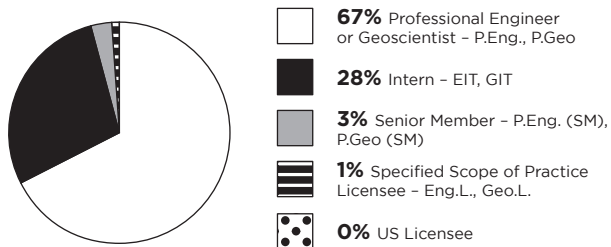


**Q24:** Does your employer presently have policy language describing expectations related to Truth and Reconciliation, equitable supports for First Nations Métis, or Inuit Peoples, resources for working with Indigenous Peoples and Communities, or related material?

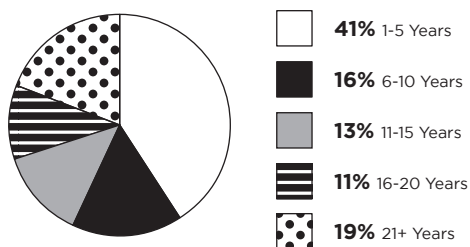


# Survey Respondent Demographics

**Q1: Current status with Engineers Geoscientists Manitoba:**



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



**Q4: We invite you, optionally, to share how you identify.\***

