



Professional Engineers
Ontario



30 by 30 Metrics 2019 PEO Report

PEO's 30 by 30 Task Force



We are not just a regulator of the practice of professional engineering, we are a self-governing regulator. We have been granted that privilege by the people of the province because of the trust they have placed in us to regulate the profession on their behalf. Self-regulation is a privilege, and obligation, which we must take the utmost care to respect. There are many recent examples of where, when that trust breaks down, society, through its elected officials, alters the governance framework and imposes more direct control over the affairs of the regulator.

The 30 by 30 initiative speaks directly to this trust between society and regulator. If we, as a self-governing profession, are not reflective of the society on whose behalf we serve, society has every right to question our ability to equitably regulate. Society recognizes that gender equity is a goal that a just society should strive towards. The evidence is irrefutable that a more equitable society is a healthier society. Most other major professions have either achieved gender parity or made great strides towards it. With a current gender ratio of less than one female in five, engineering is an anomaly.

The 30 by 30 initiative is, admittedly, a stop-gap measure towards gender parity. But it allows us the opportunity for critical self-reflection, to examine the underlying reasons why our profession is not attracting “the best of the best” women in the same number as men. Society would expect no less.



30 by 30 PEO Metrics

- Data is based on year-end results for 2018
- It is anticipated that this will be a yearly reporting to Council on the previous year's results



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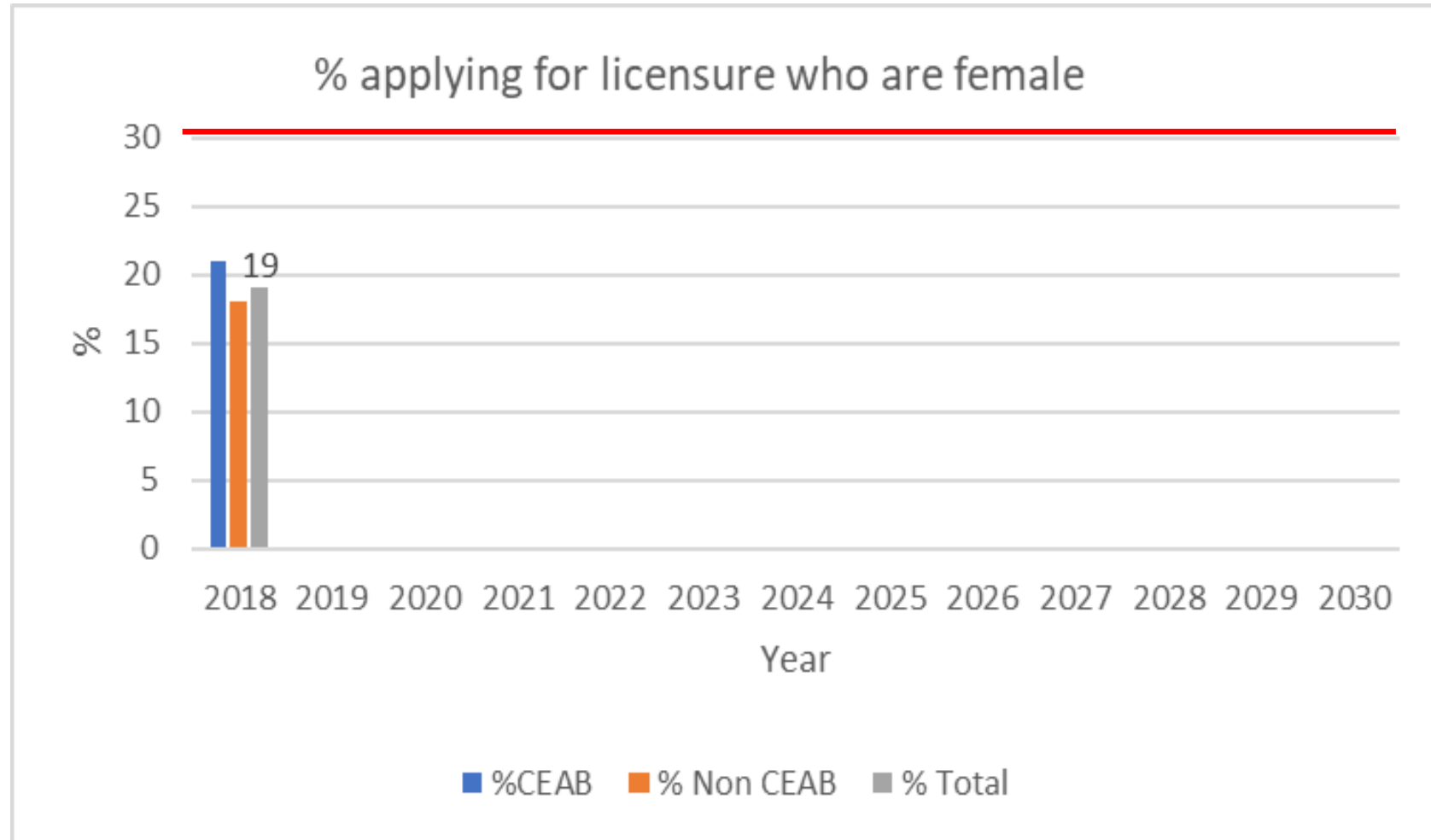
LICENSING METRICS





Licensing Metrics

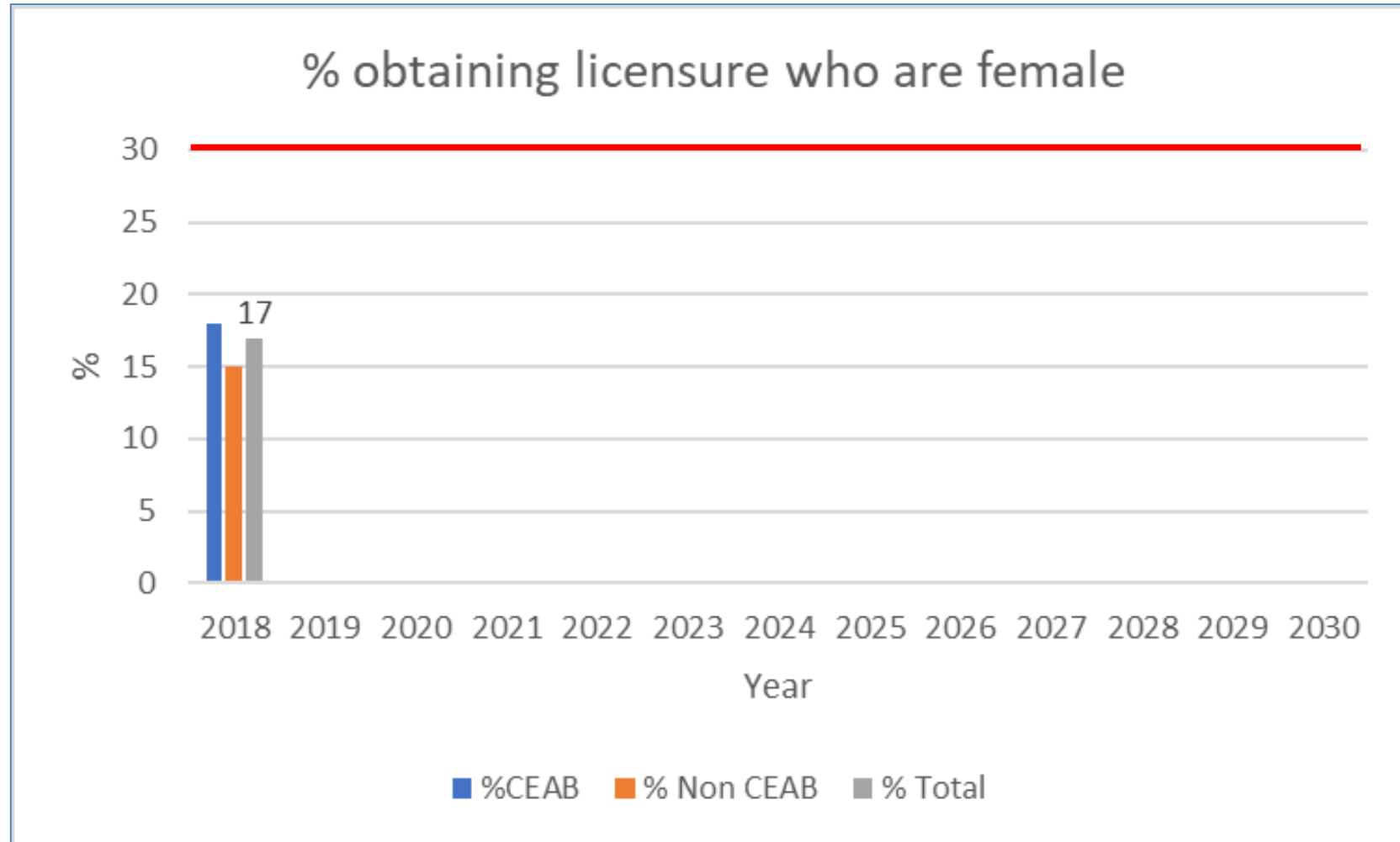
Percentage
applying
for licensure who
are female





Licensing Metrics

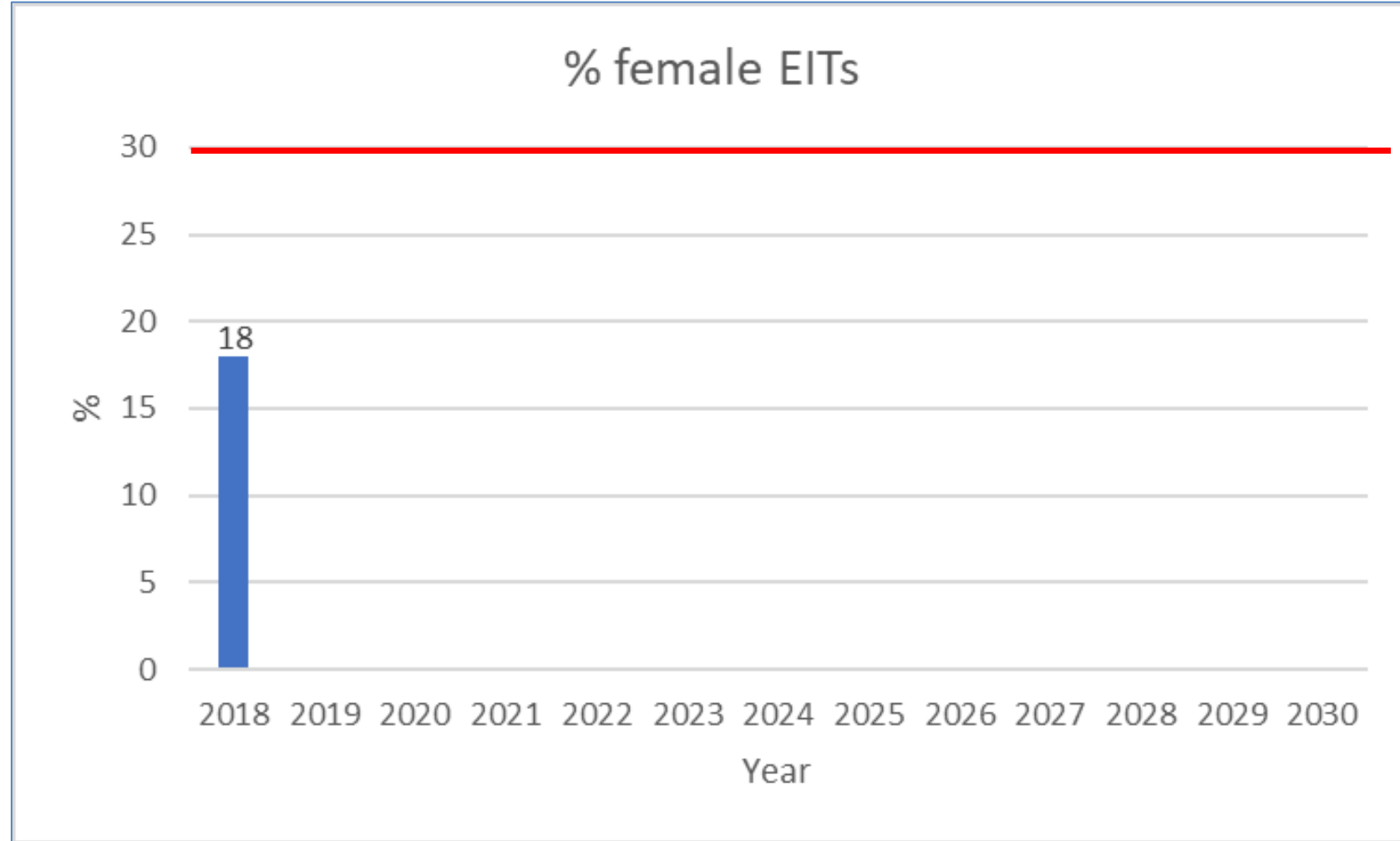
Percentage
obtaining
licensure who are
female





EIT Metrics

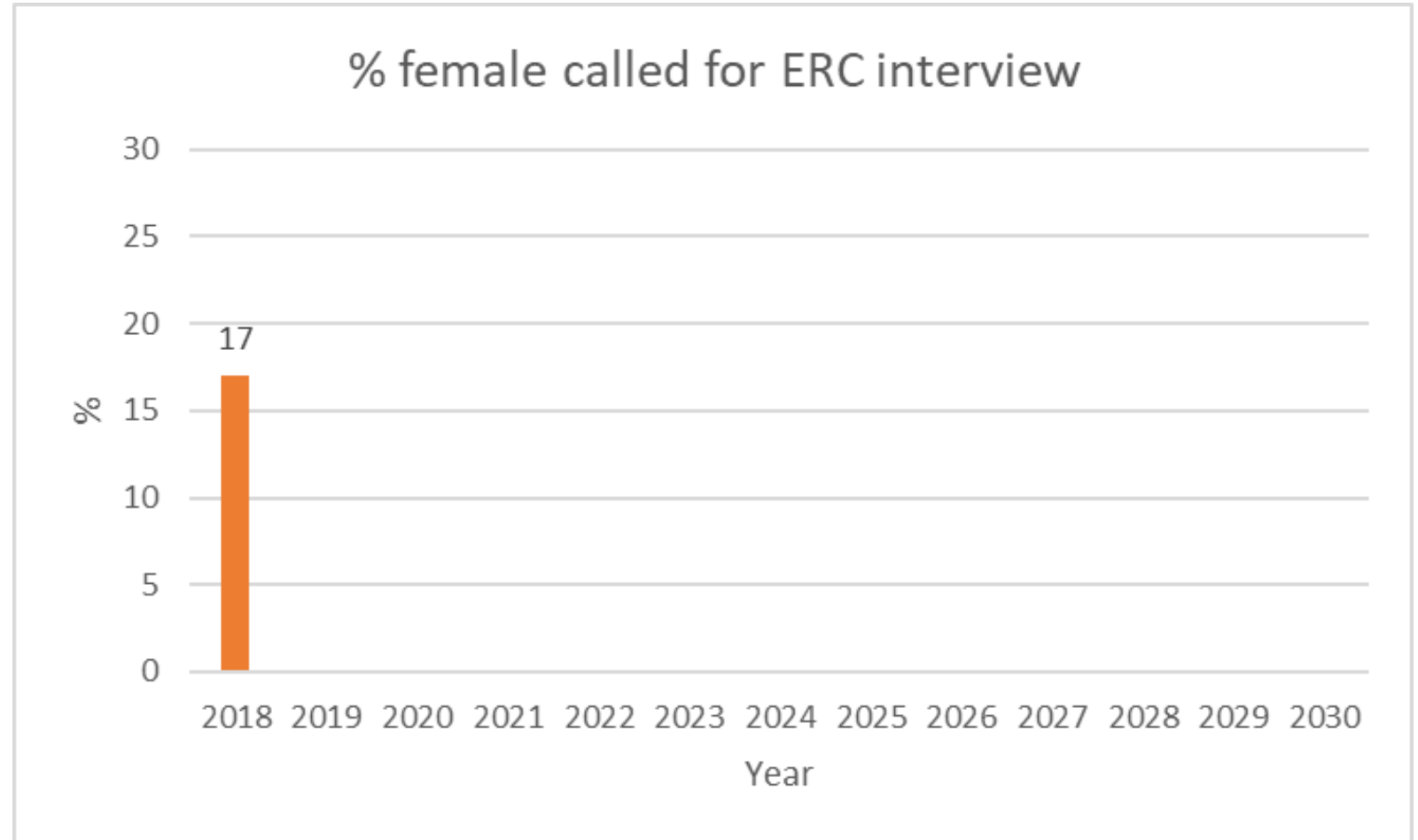
Percentage
EITs
who are female





ERC Interview Metrics

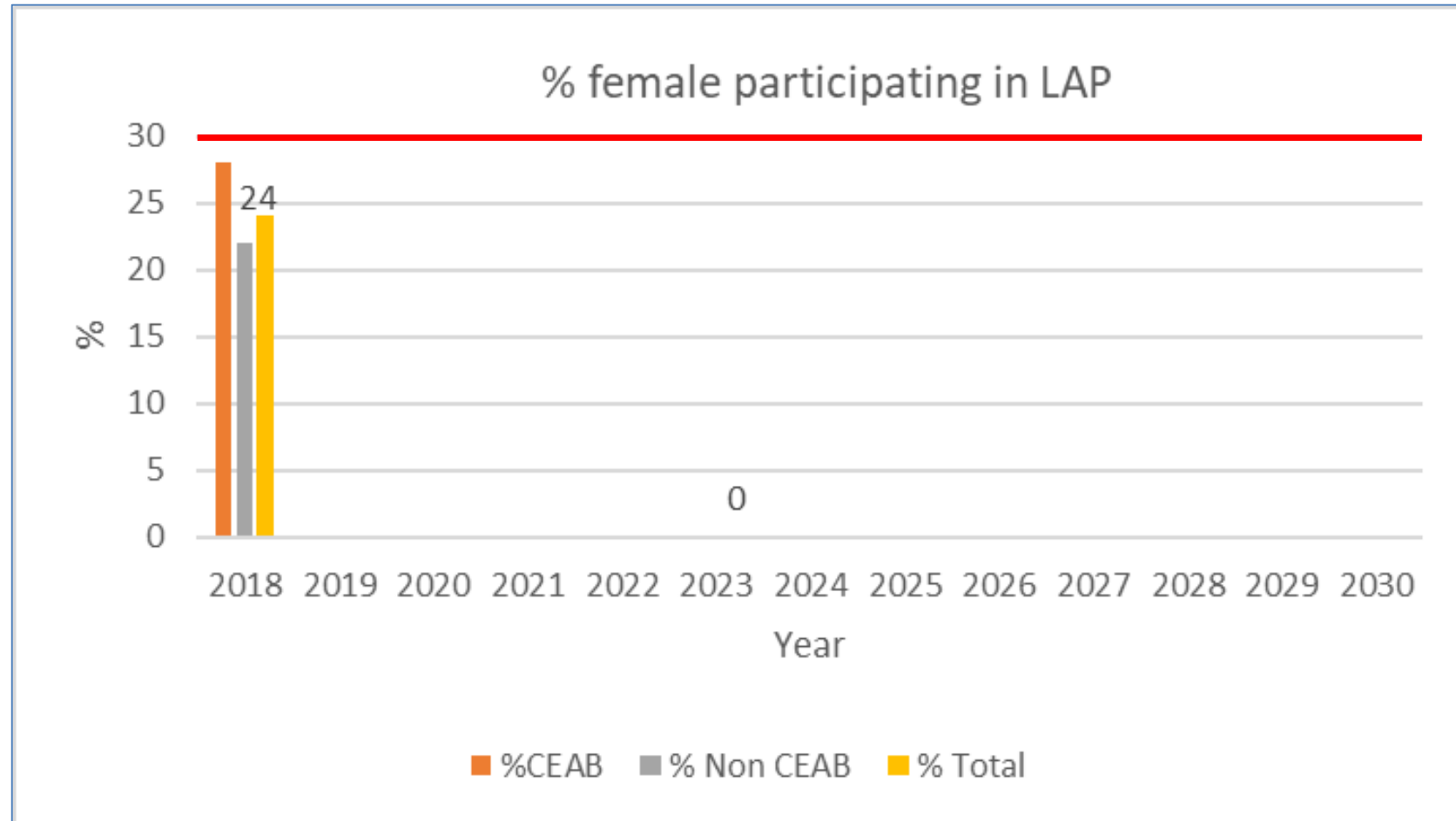
Percentage
being called for
ERC interviews
who are female





LAP Metrics

Percentage
EITs
participating in
Licensure
Assurance
Program (LAP)
who are female





LAP Metrics

Percentage

EITs

participating in LAP
and obtaining licence
who are female

FUTURE NUMBERS
BASED ON
CURRENT 2018 COHORT
AS THEY OBTAIN THEIR LICENSURE
IN FUTURE YEARS



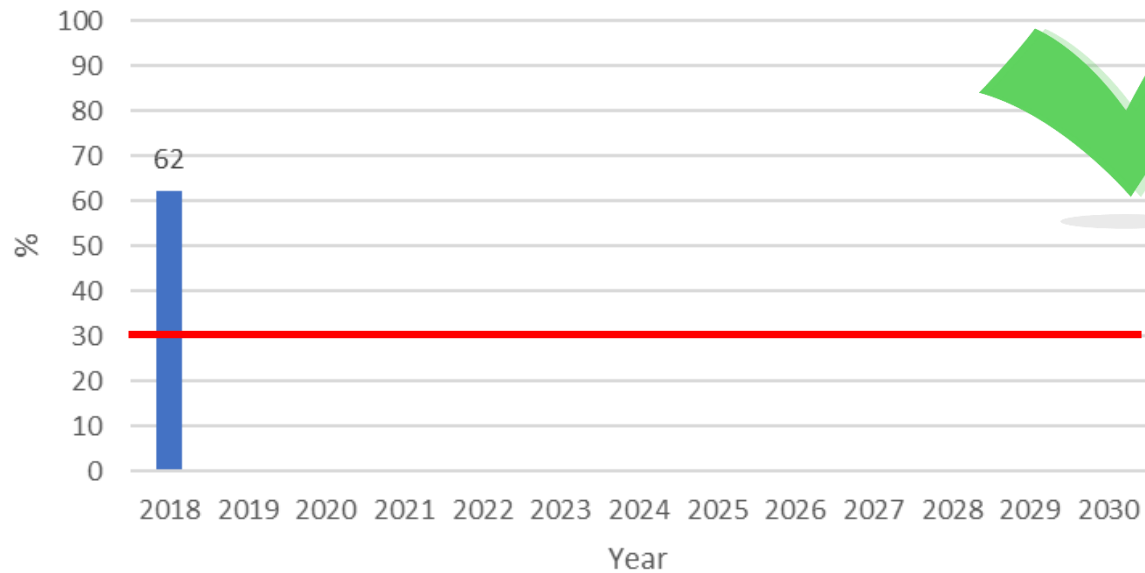
PEO INTERNAL METRICS



PEO Staff Metrics

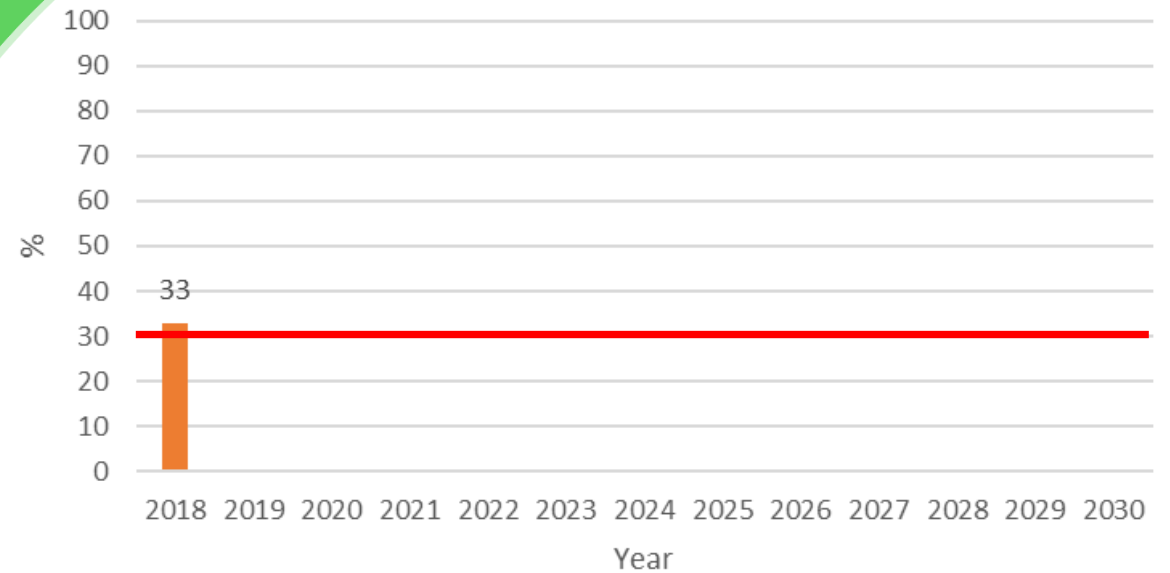
62% of total staff are female

% female on staff



33% of P.Eng. staff are female

% female engineers on staff



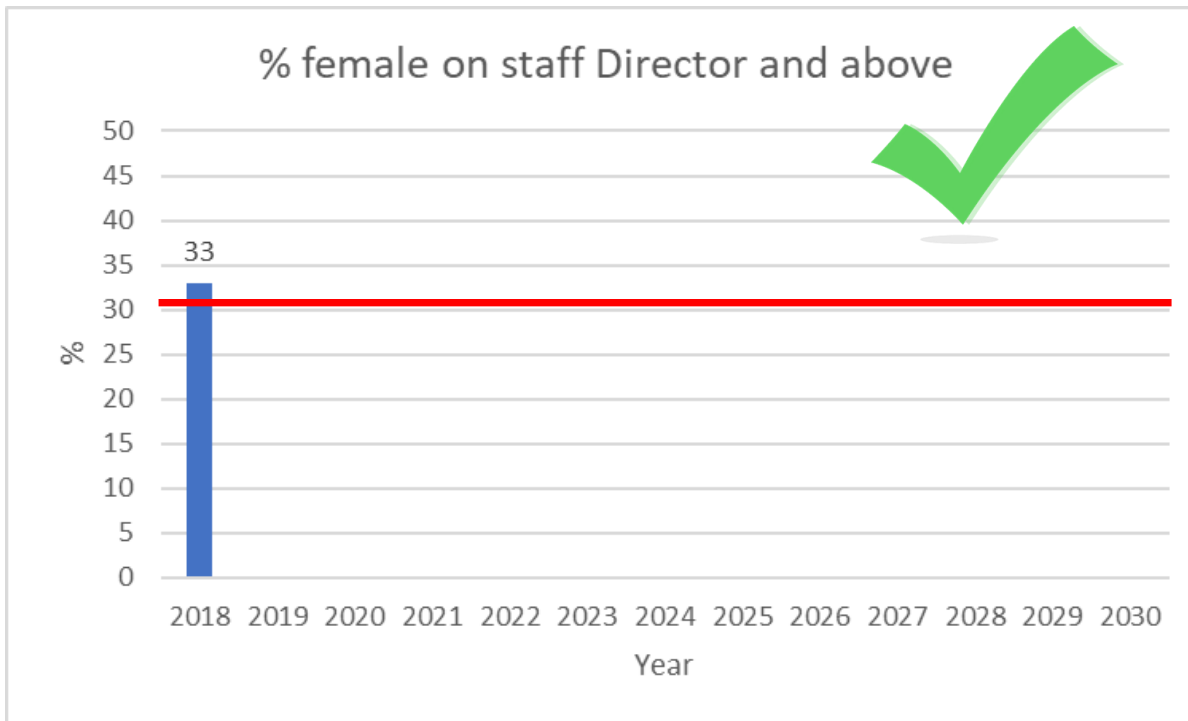


PEO LEADERSHIP METRICS

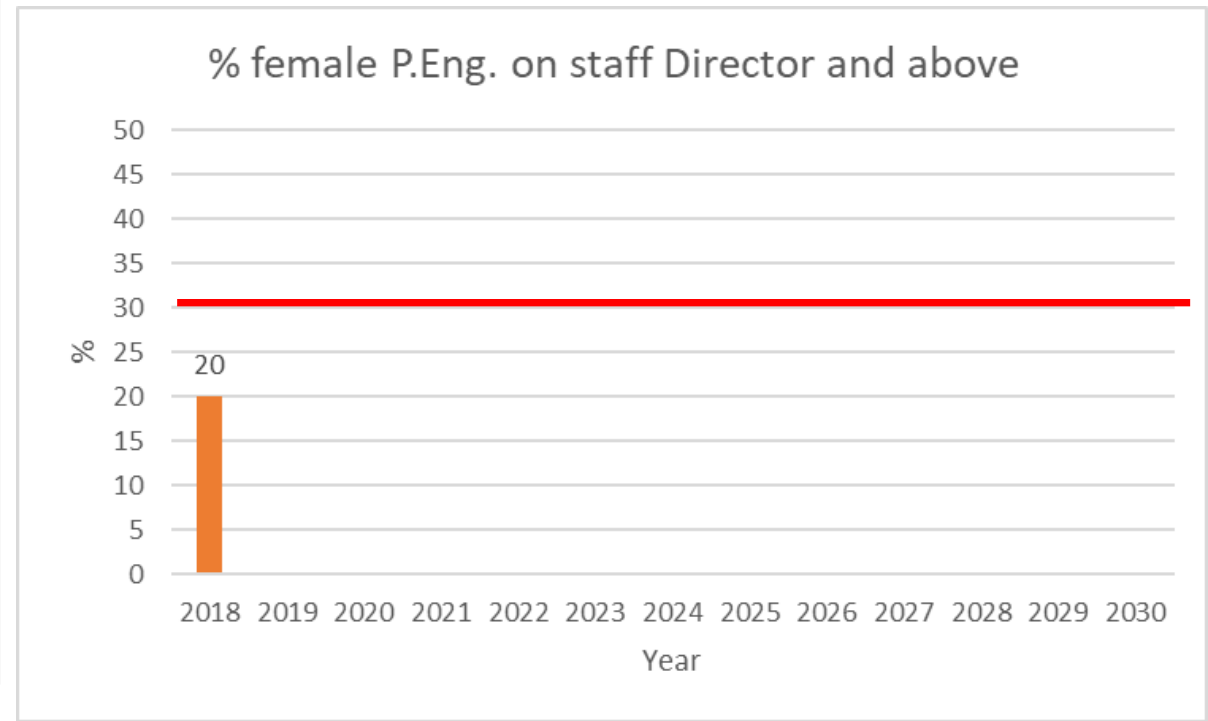


PEO Staff Leadership

33% female staff Director and above
(note: this represents 3 female out of 9 total. Incl. P.Eng.)

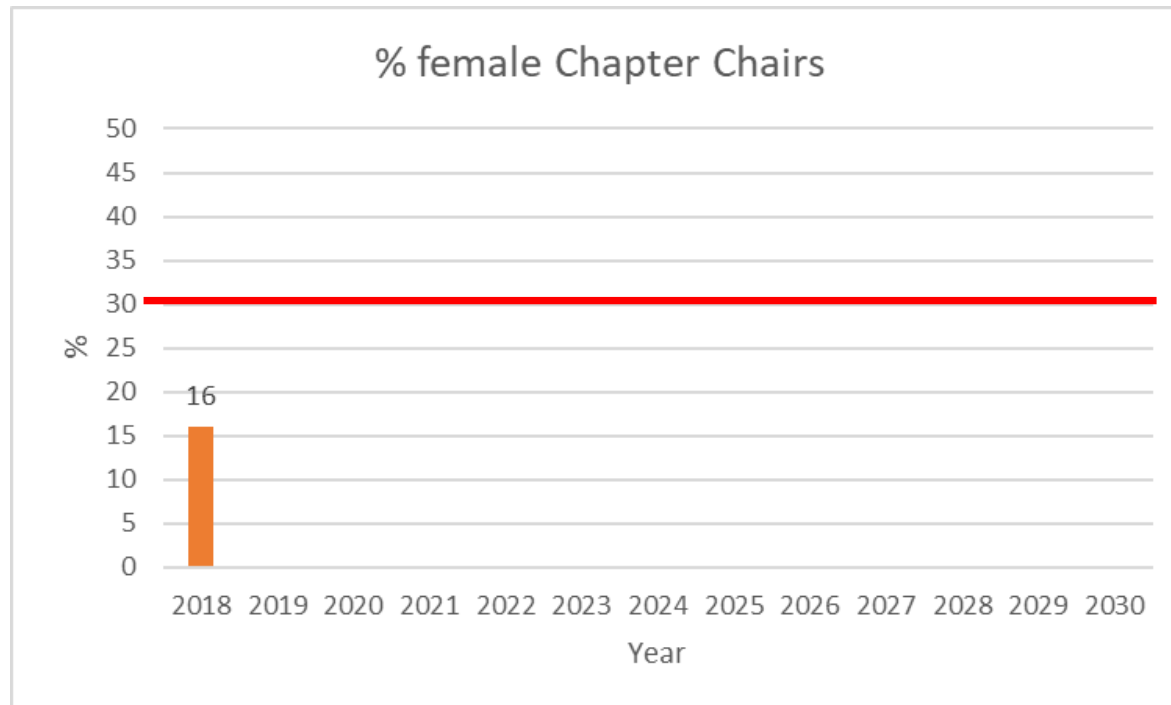


20% female P.Eng. Director and above
(note: this represents 1 female P.Eng. out of 5 total)

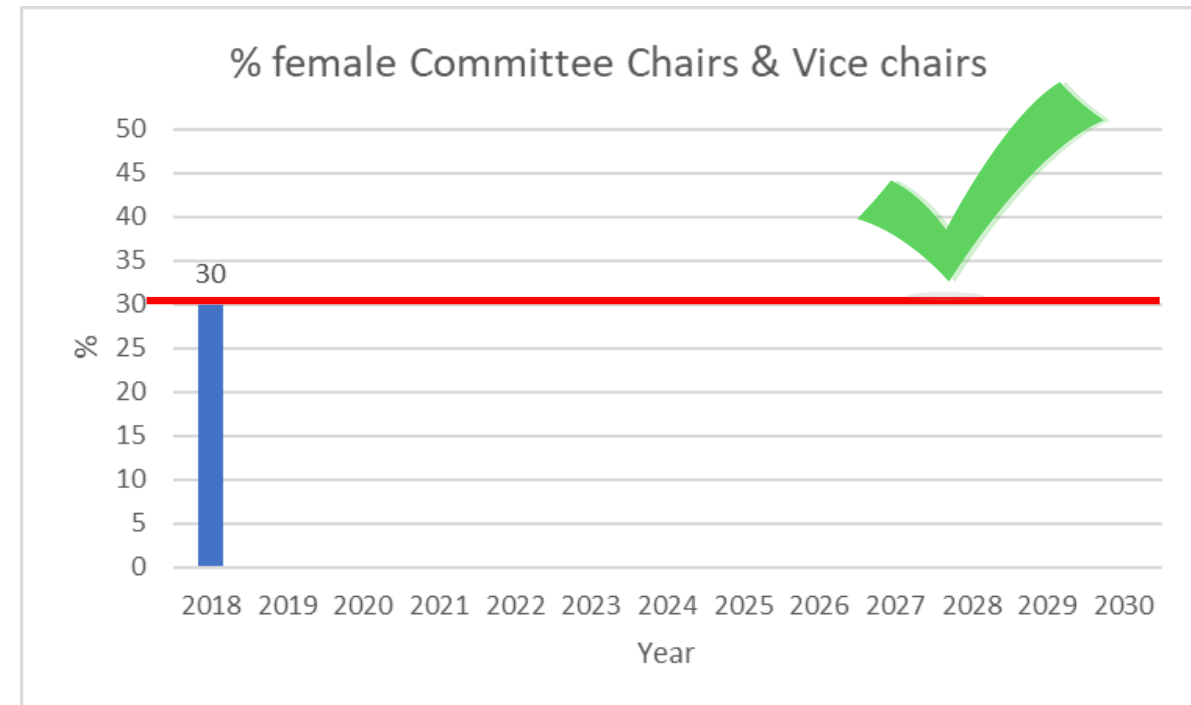


PEO Volunteer Leadership

16% female Chapter Chairs

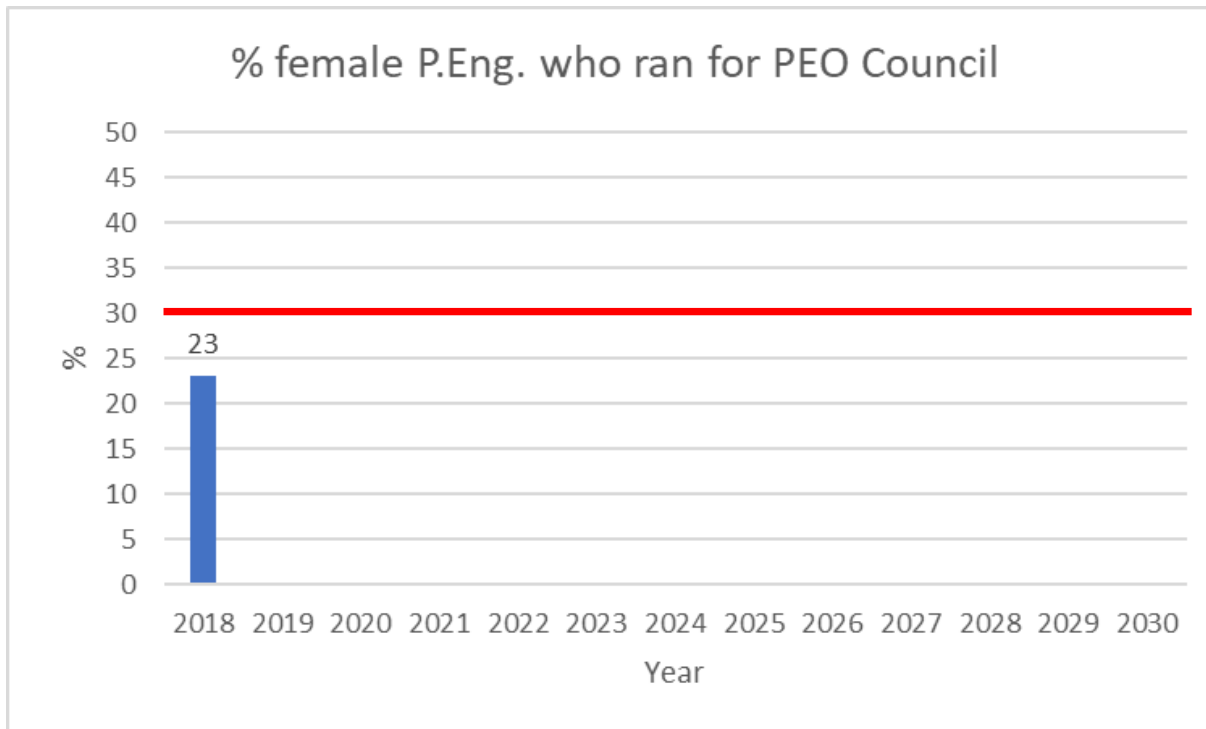


30% female Committee Chairs & Vice chairs

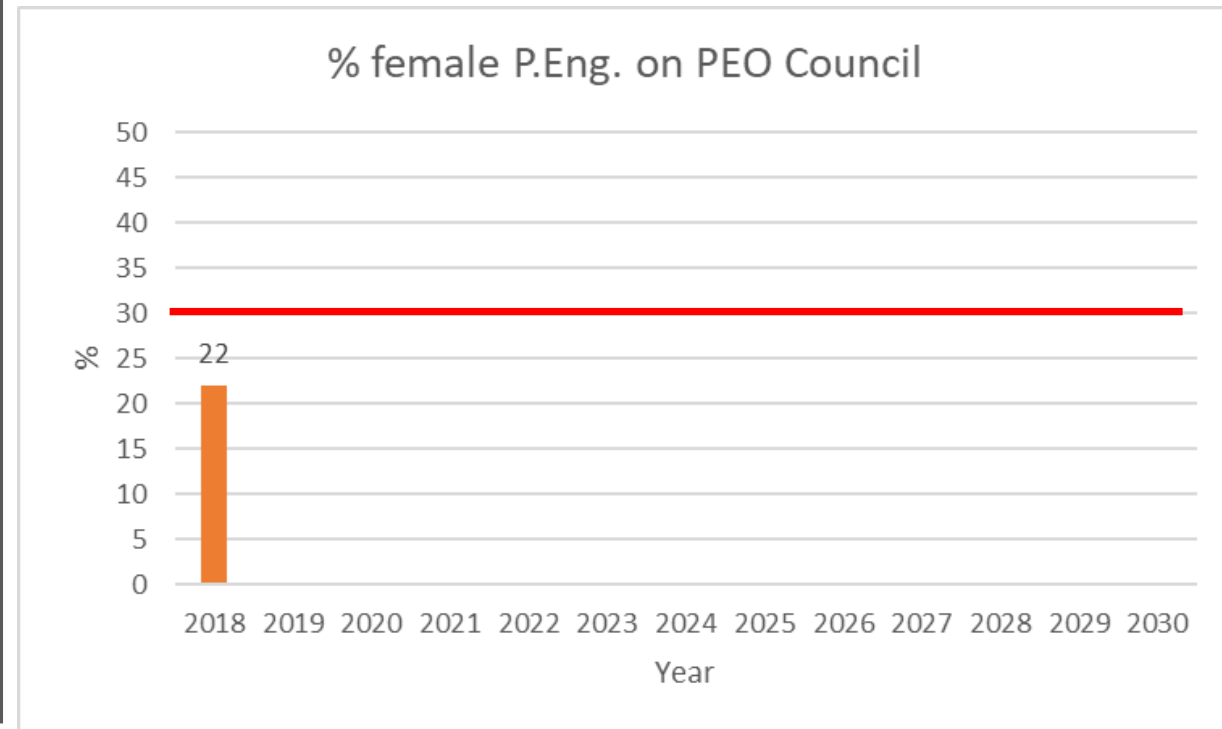


PEO Council

23% female P.Eng. who ran for Council



22% female P.Eng. on PEO Council





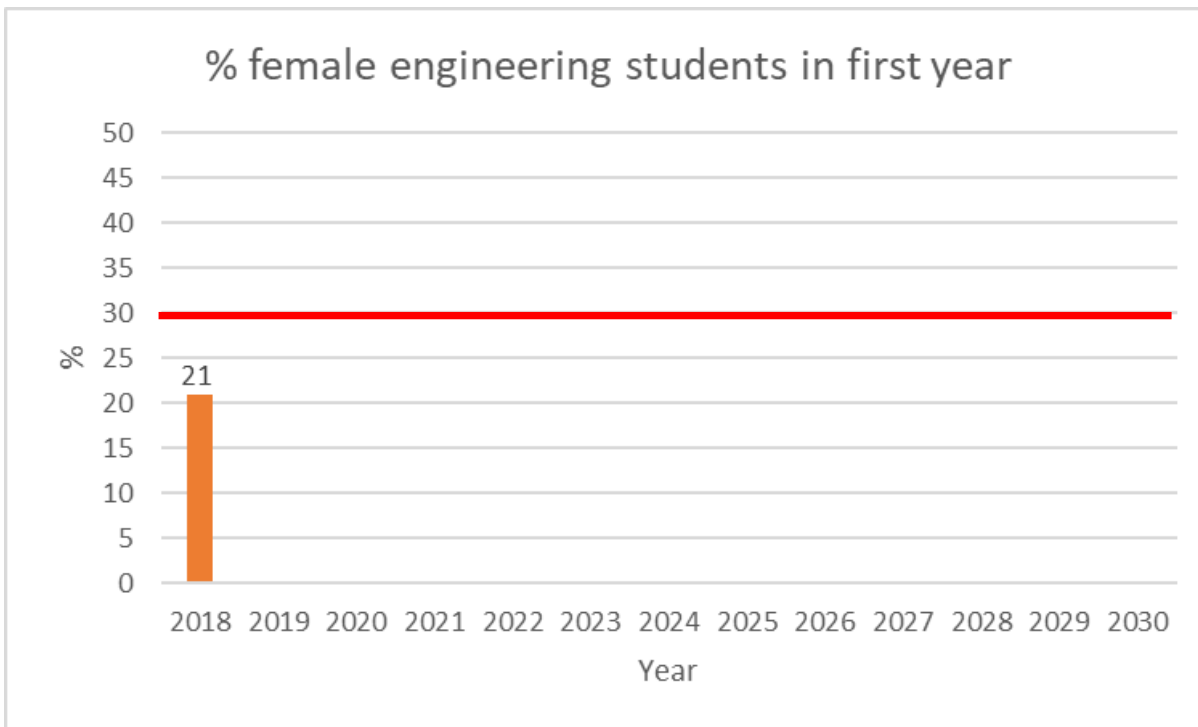
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UNIVERSITY METRICS

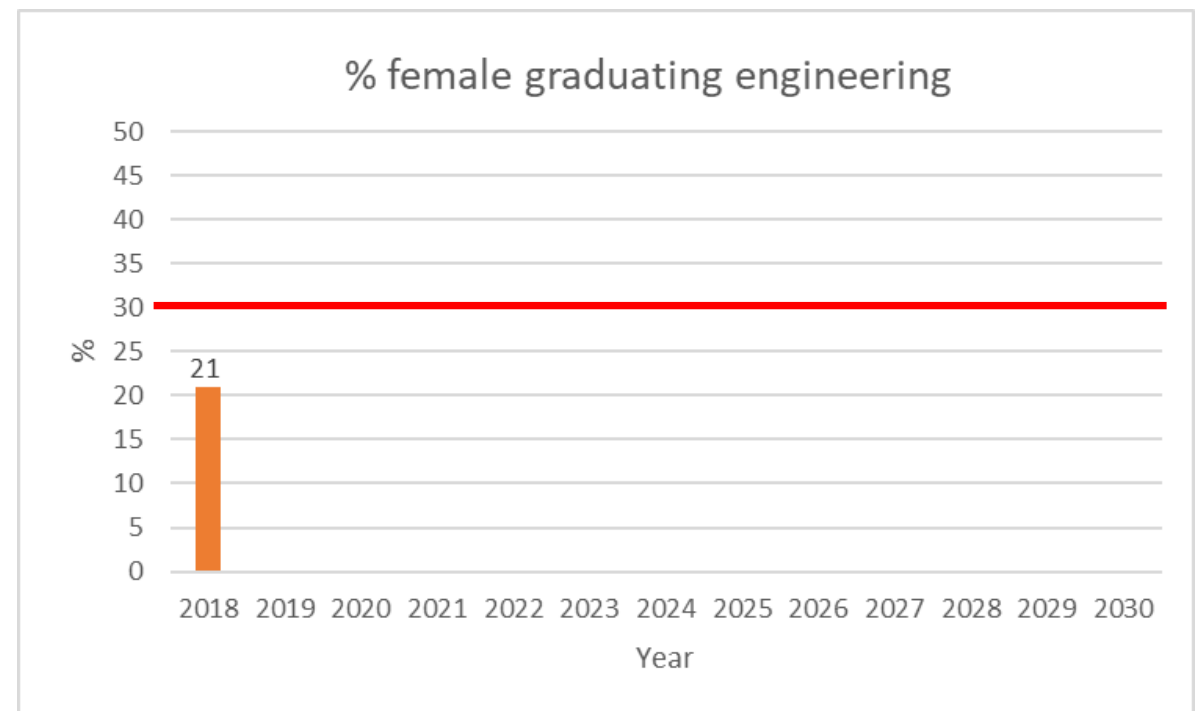


Engineering students

21% female engineering students in first year

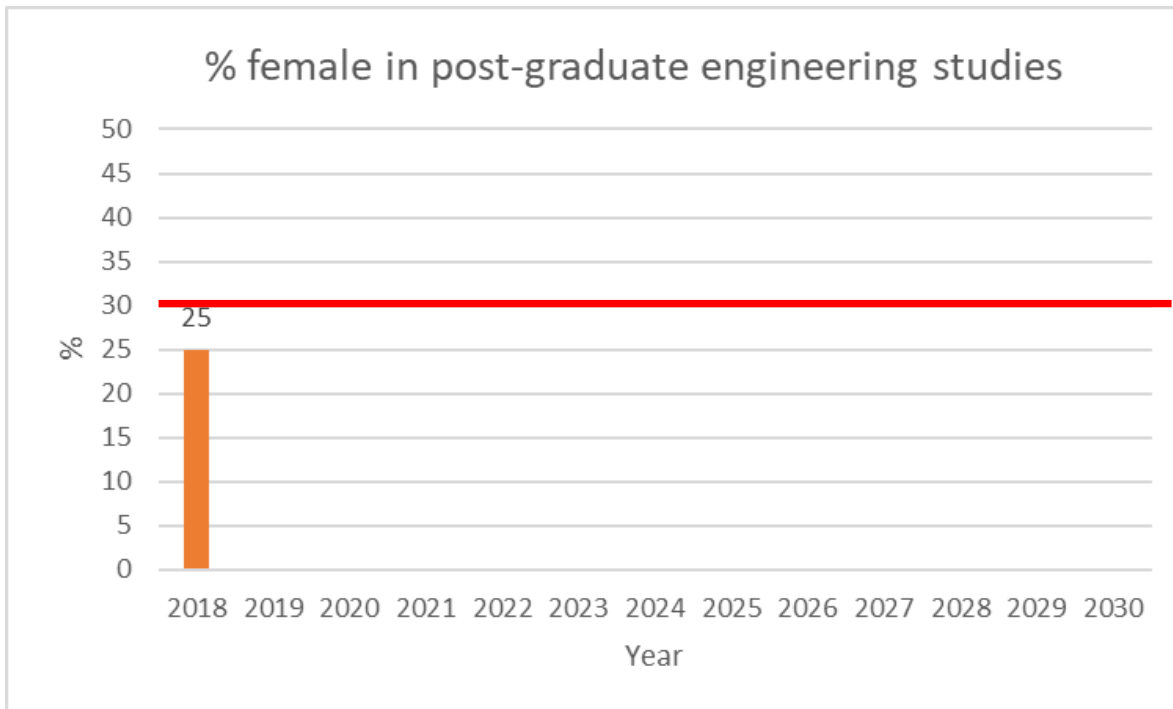


21% female engineering students graduating

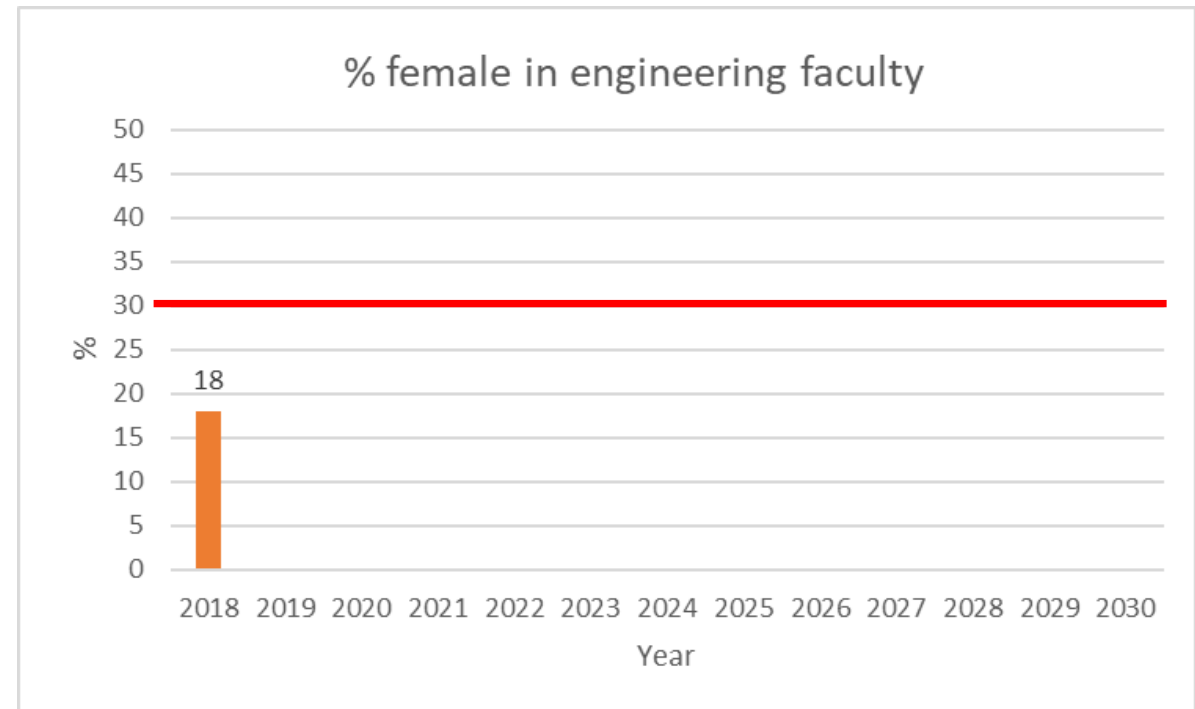


Post-grad & Faculty

25% female in post-grad studies



18% female in engineering faculty





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EMPLOYER METRICS





Employer Metrics

METRICS TO BE OBTAINED FROM EMPLOYERS WHO AGREE TO TRACK

- % new engineering recruits who are female
- % of female engineering recruits who obtain their licence
- % female engineers in leadership positions (C-suite; management)



PEO 30 by 30 Task Force

ACTIVITIES SINCE PEO FEBRUARY 7, 2019 PLENARY

- ✓ Hosted 30 by 30 Awareness Sessions with women engineers (domestic and internationally educated), PEO chapters, employers, universities, CODE
- ✓ Held 30 by 30 Awareness Sessions with Licencing Committee, Academic Requirements Committee and Experience Requirements Committee
- ✓ Guest speaker engagements with SWE Toronto, Engineering Student events, PEO Chapter events
- ✓ As PEO 30 by 30 Champion, PEO 30 by 30 Task Force Chair attended Engineers Canada 30 by 30 teleconference meetings



PEO 30 by 30 Task Force

FUTURE ACTIVITIES FOR 2020 Q4 TO 2021 Q1/Q2

- Host 30 by 30 Action Planning Sessions with PEO Chapters, employers, universities
- Participate in guest speaking engagements at Engineering Student and other 30 by 30 related events
- Follow up with CODE on 30 by 30 Academic and Administration leadership contacts
- Enable PEO Chapters in hosting 30 by 30 Awareness Sessions within geographic regions
- Identify and obtain formal endorsement from Employer 30 by 30 Champions
- Establish baseline metrics for stakeholder groups, including PEO, and launch inaugural annual check in/progress reporting sessions



Conclusion

30 by 30 PEO Metrics

- Still work in progress
- Lots of work still to be done
- 11 year commitment and reporting