



Professional Engineers
Ontario



30 by 30 Metrics 2020 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 and 2019
- It is anticipated that this will be a yearly reporting to Council on the previous year's results



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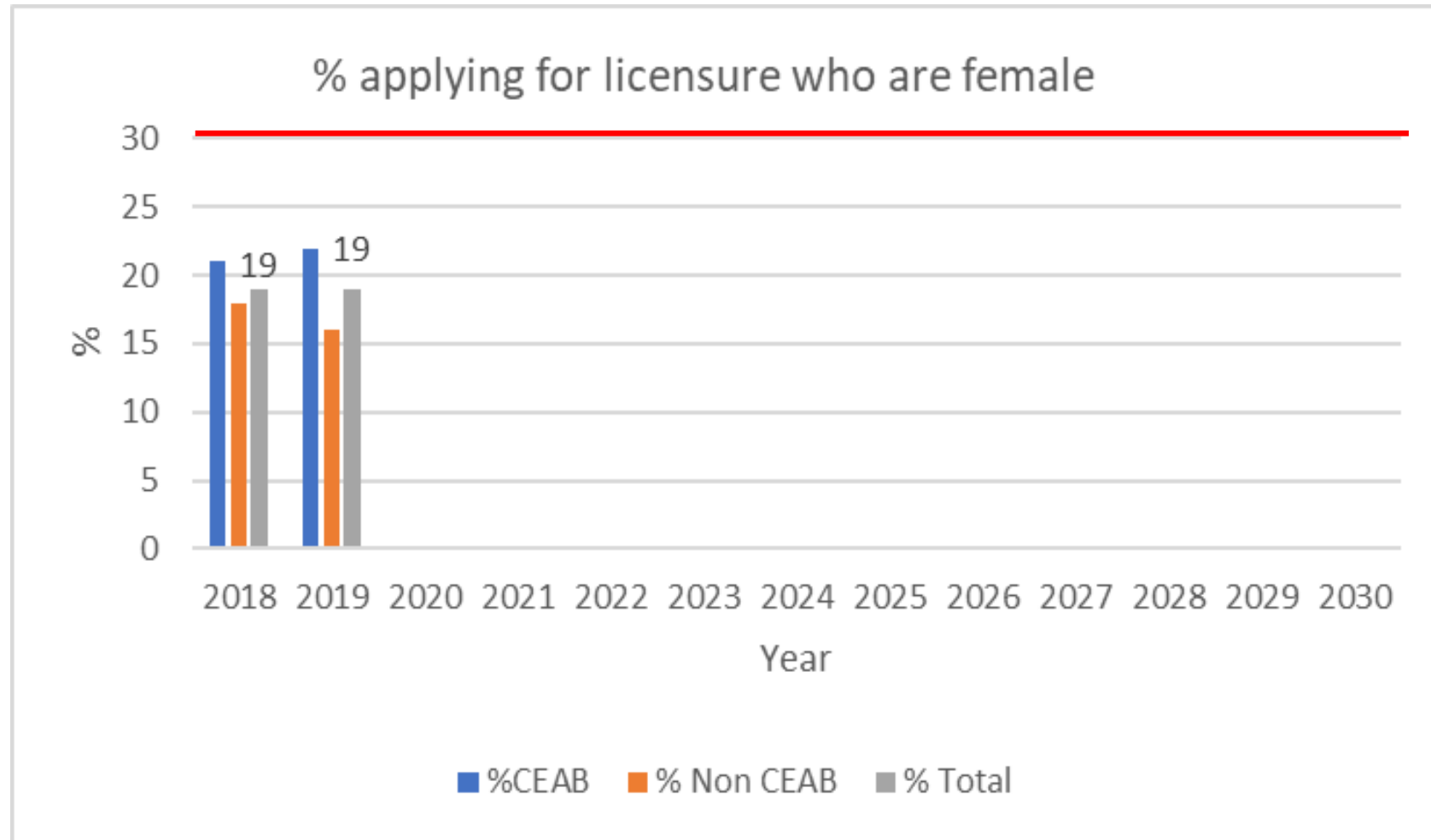
LICENSING METRICS





Licensing Metrics

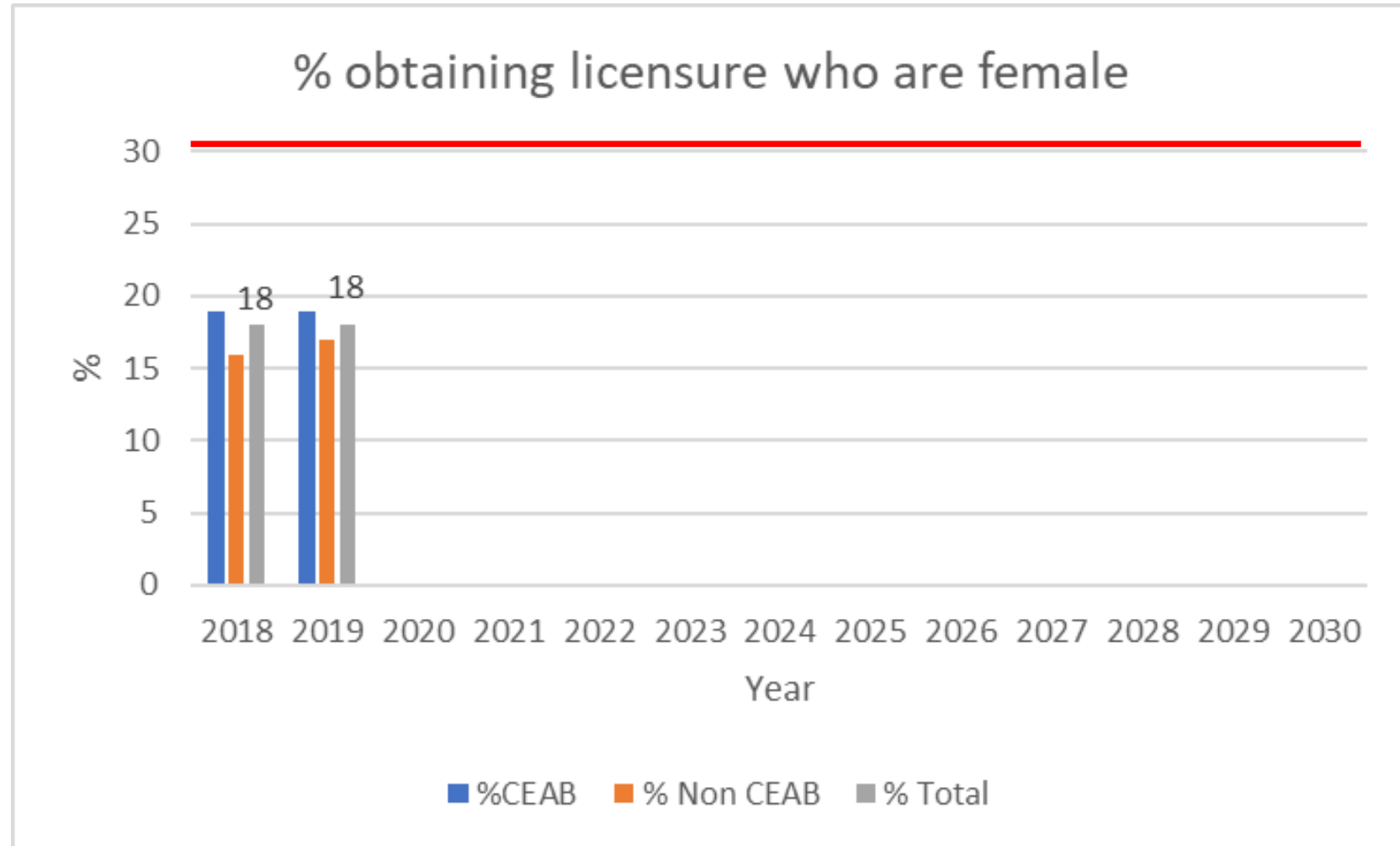
Percentage
applying
for licensure who
are female





Licensing Metrics

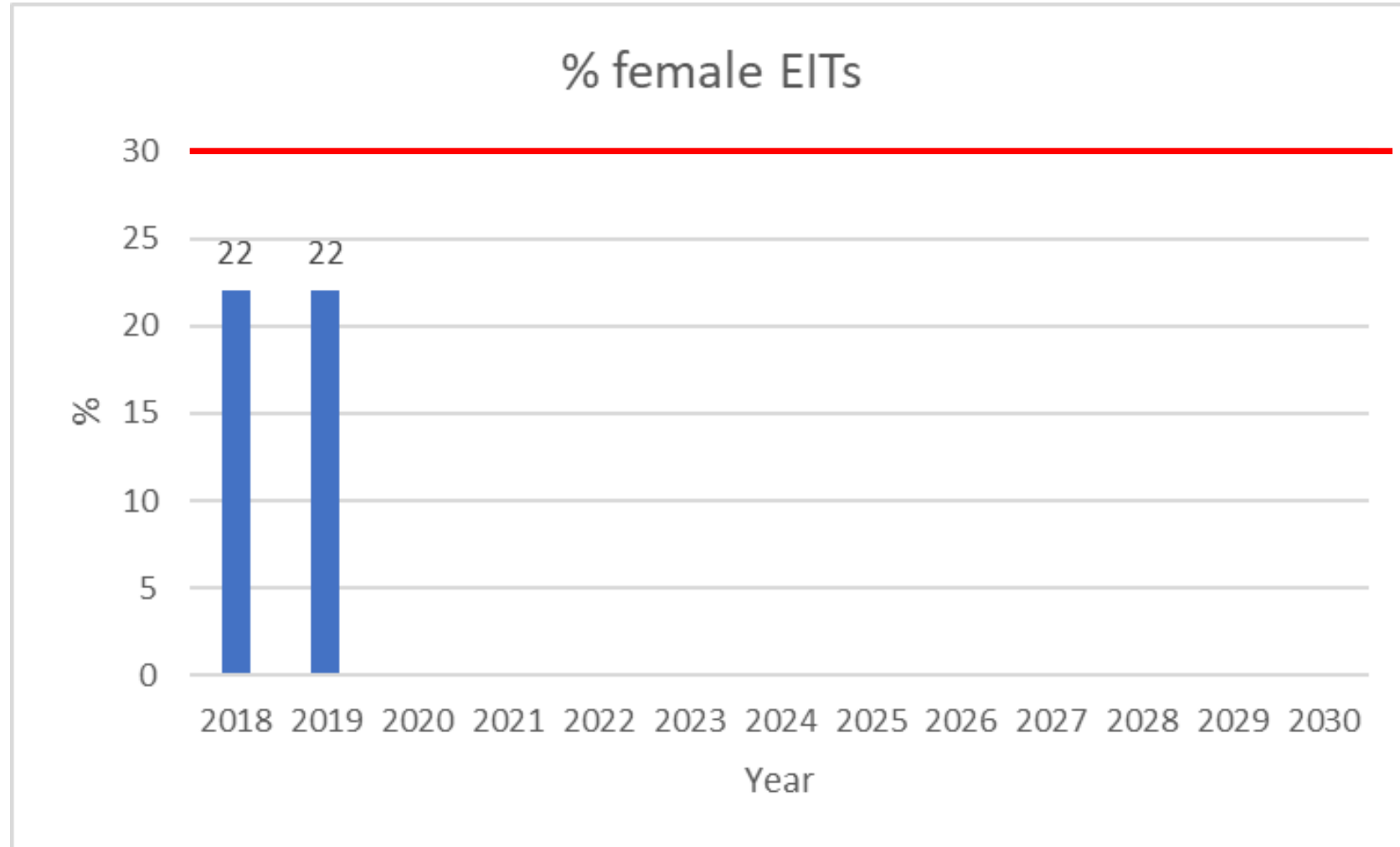
Percentage
obtaining
licensure who are
female





EIT Metrics

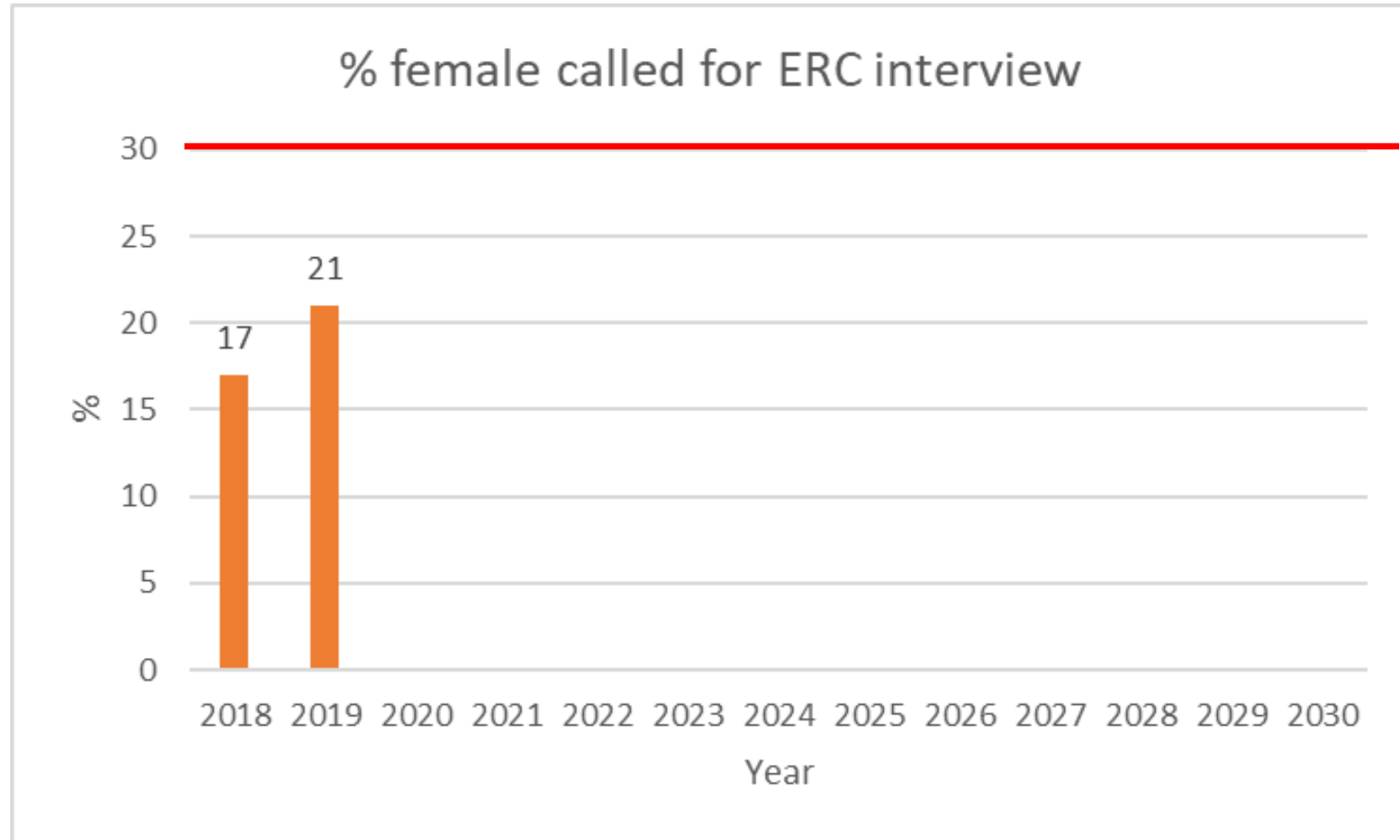
Percentage
EITs
who are female





ERC Interview Metrics

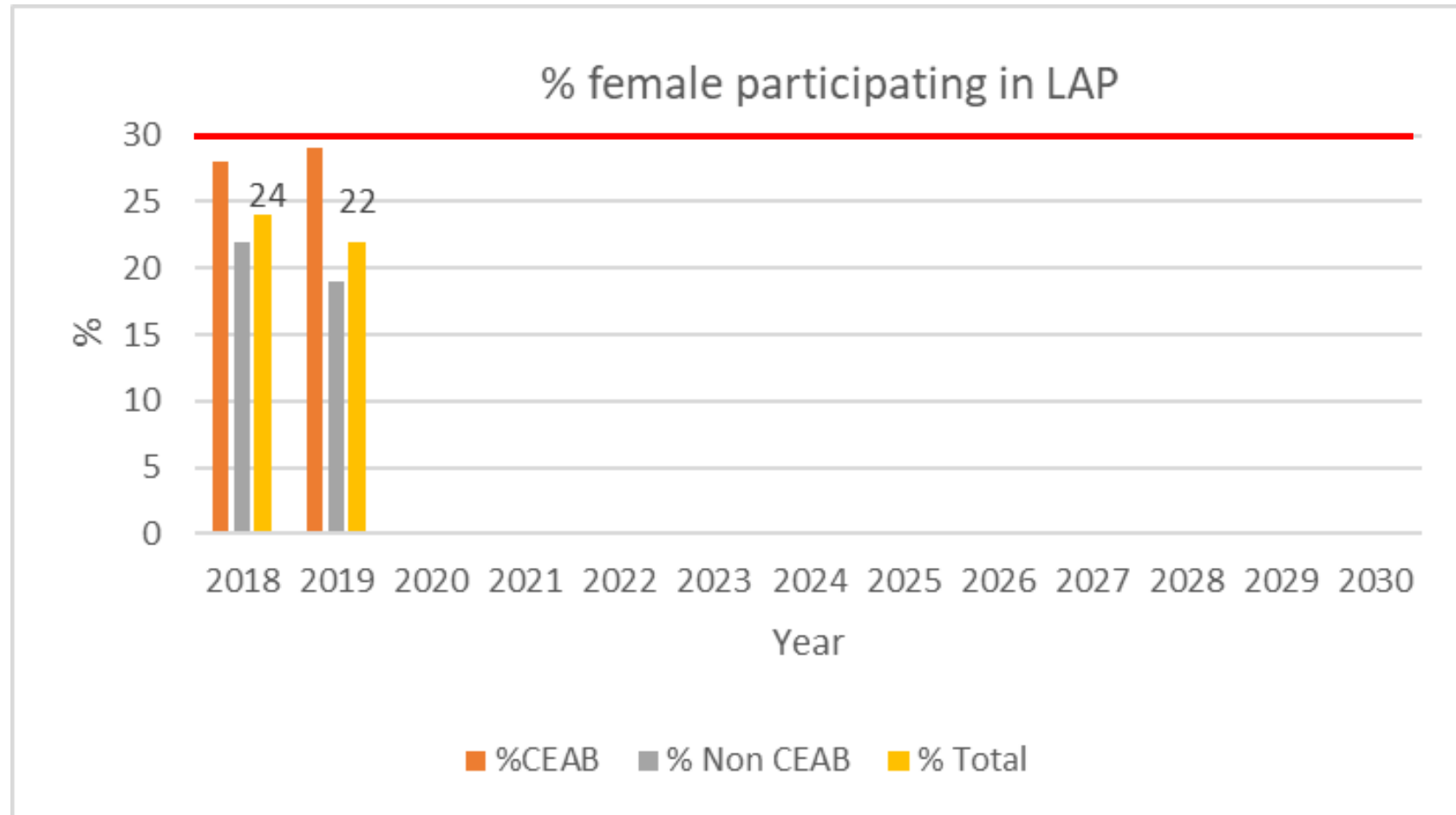
Percentage
being called for
ERC interviews
who are female





LAP Metrics

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



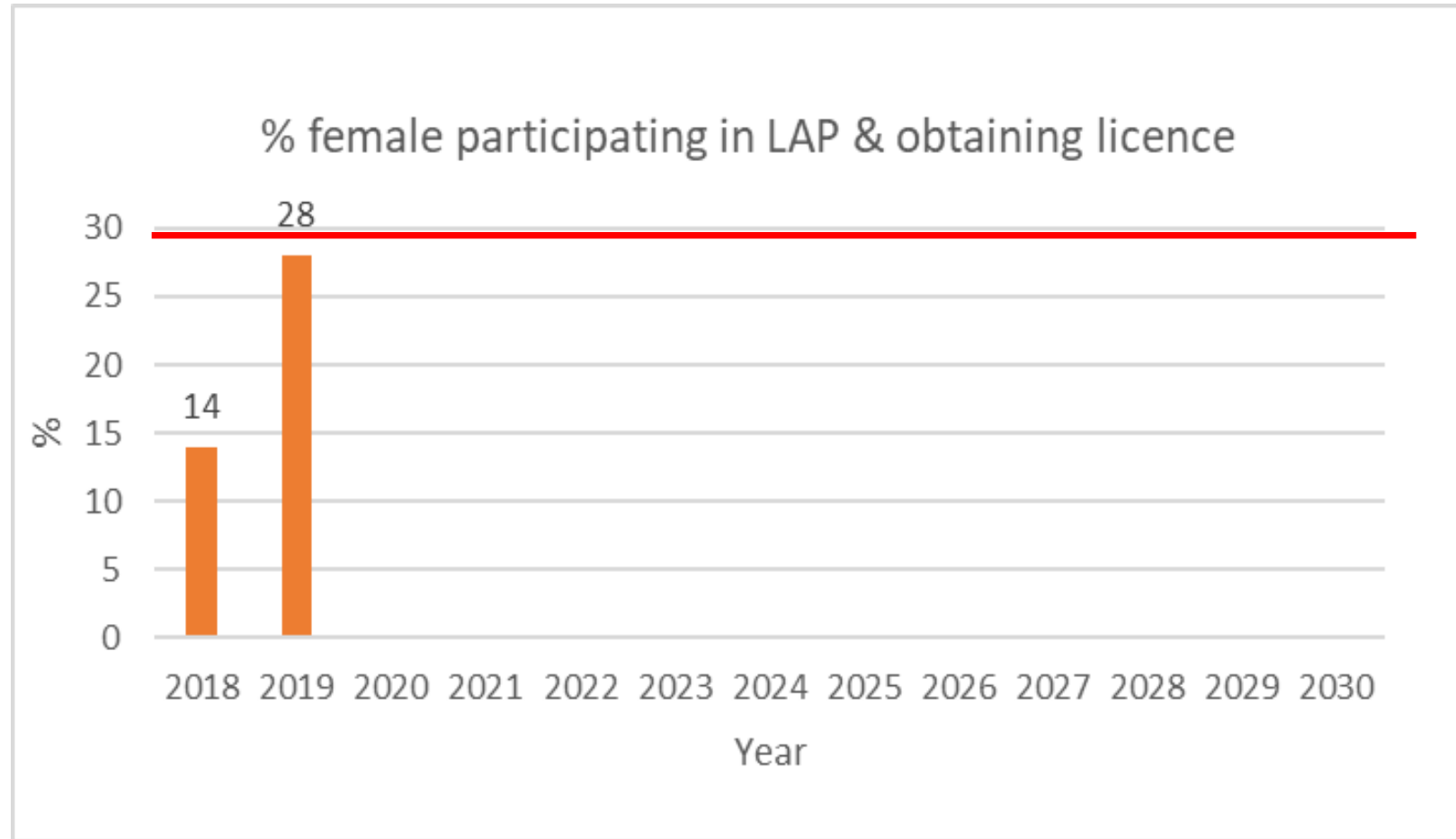


LAP Metrics

Percentage

EITs

participating in LAP
and obtaining licence
who are female



Note: this represents 8 females out of 59 in total who have obtained a P.Eng. since participating in the LAP in 2018, and 5 females out of 18 in total who have obtained a P.Eng. since participating in the LAP in 2019.



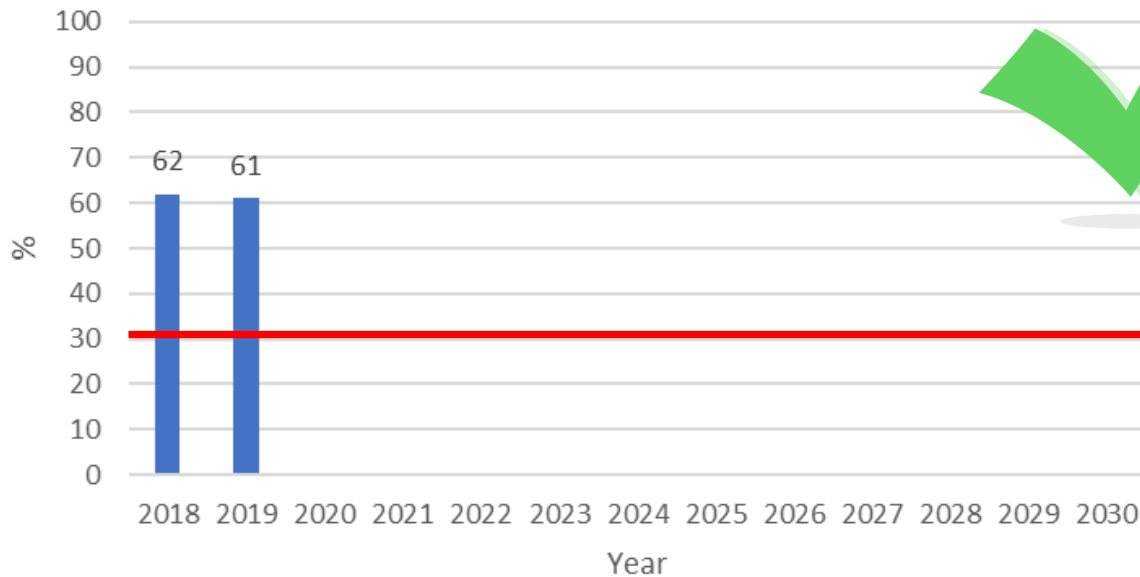
PEO INTERNAL METRICS



PEO Staff Metrics

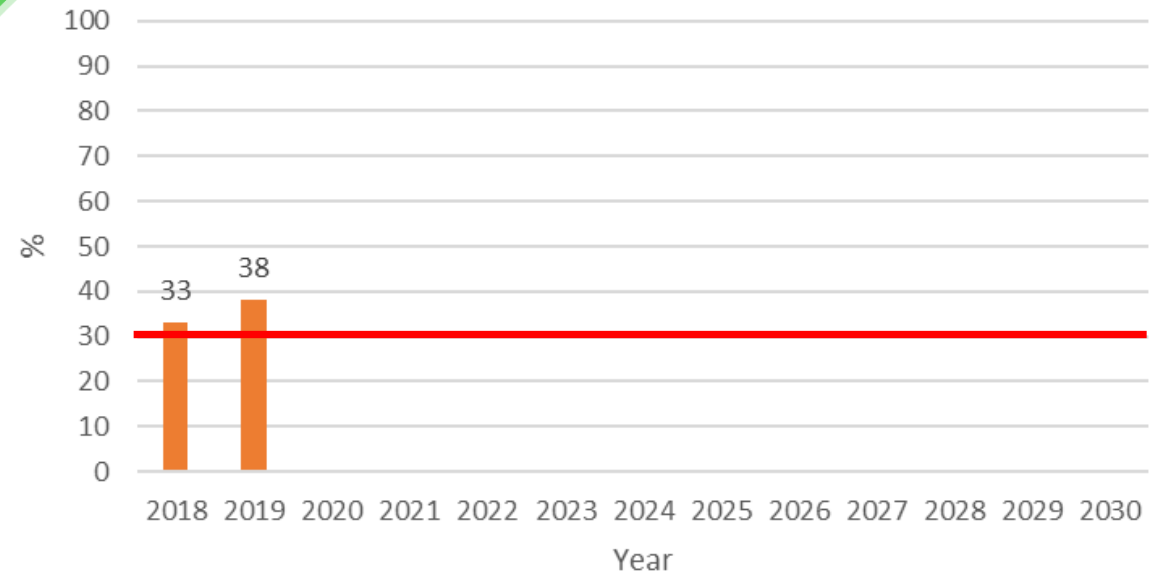
61% of total staff are female

% female on staff



38% of P.Eng. staff are female

% female engineers on staff





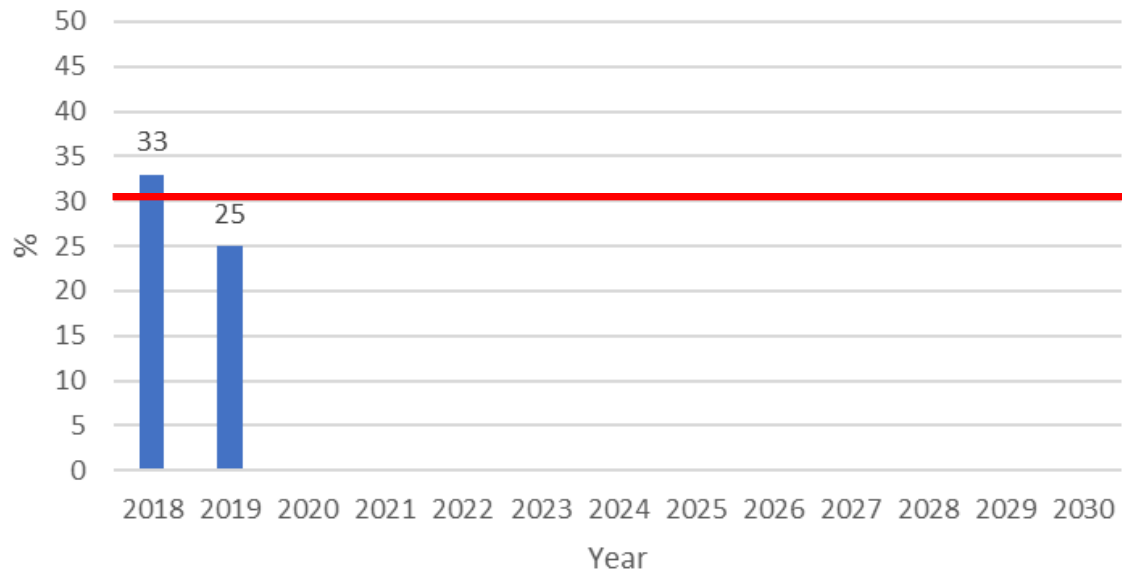
PEO LEADERSHIP METRICS



PEO Staff Leadership

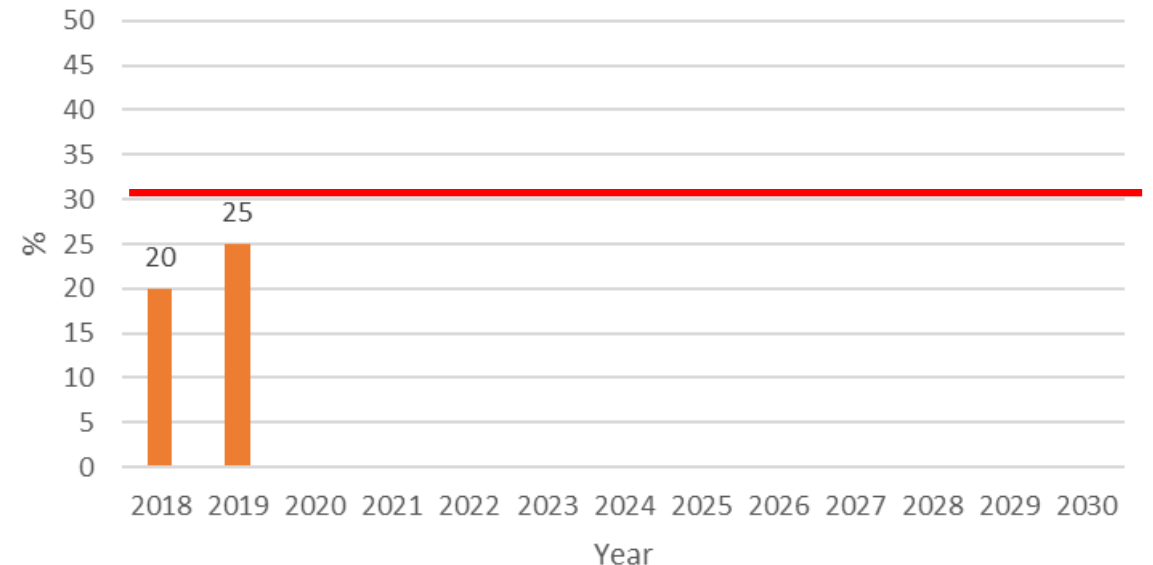
25% female staff Director and above
(note: this represents 2 female out of 8 total. Incl. P.Eng.)

% female on staff Director and above



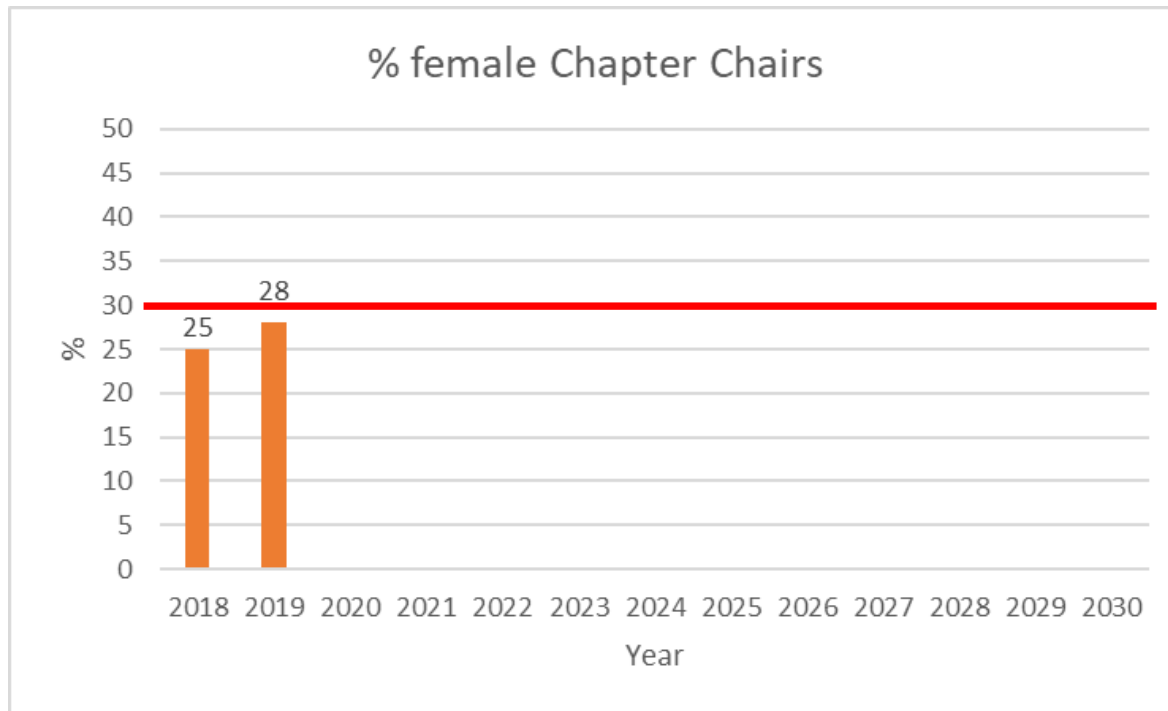
25% female P.Eng. Director and above
(note: this represents 1 female P.Eng. out of 4 total)

% female P.Eng. on staff Director and above

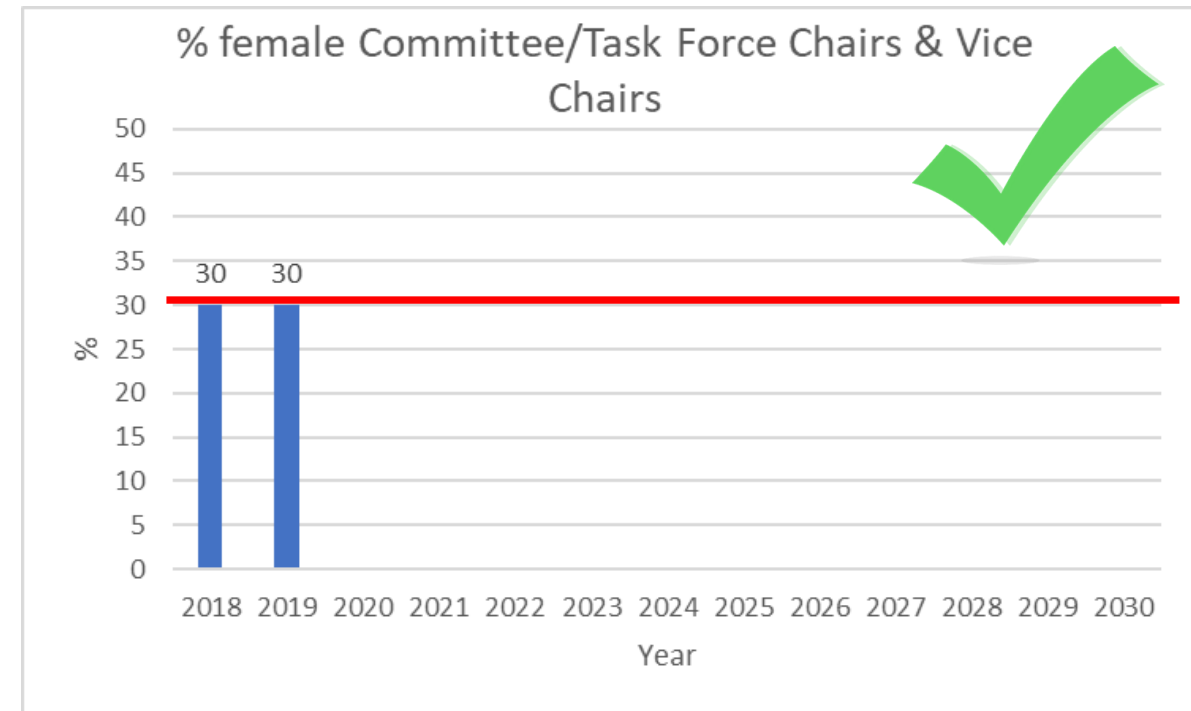


PEO Volunteer Leadership

28% female Chapter Chairs

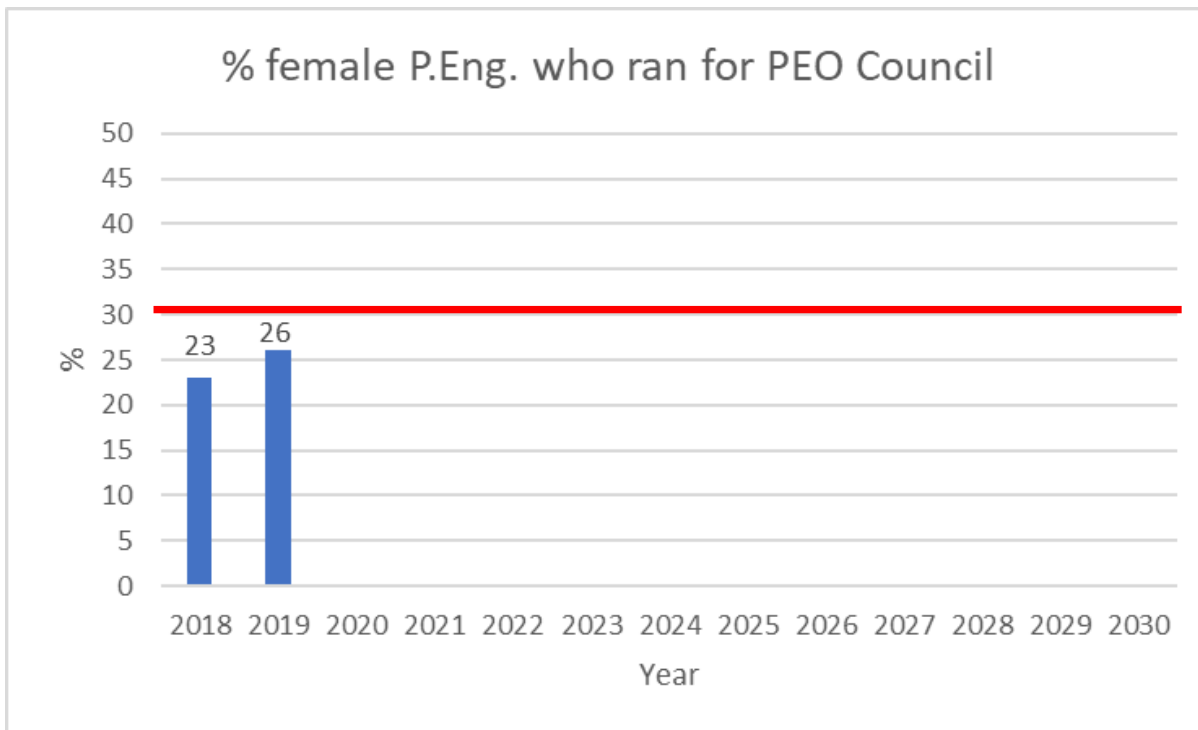


30% female Committee/Task Force Chairs & Vice chairs

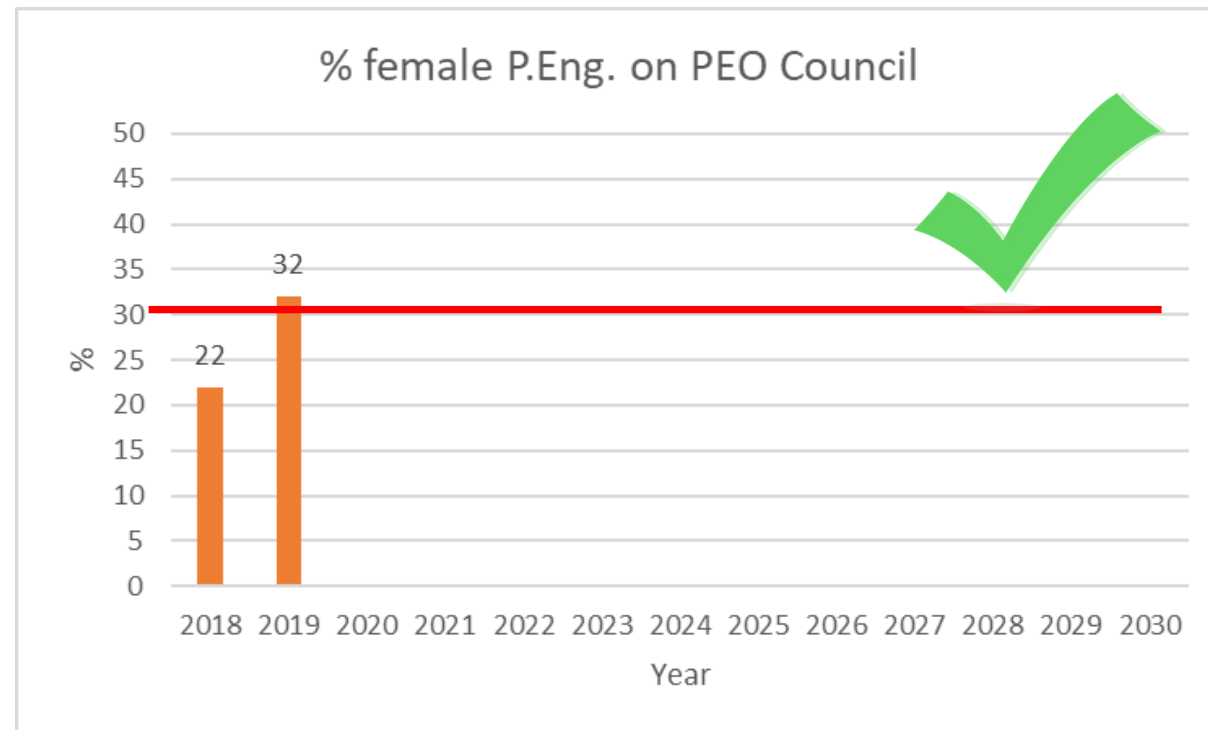


PEO Council

26% female P.Eng. who ran for Council



32% female P.Eng. on PEO Council





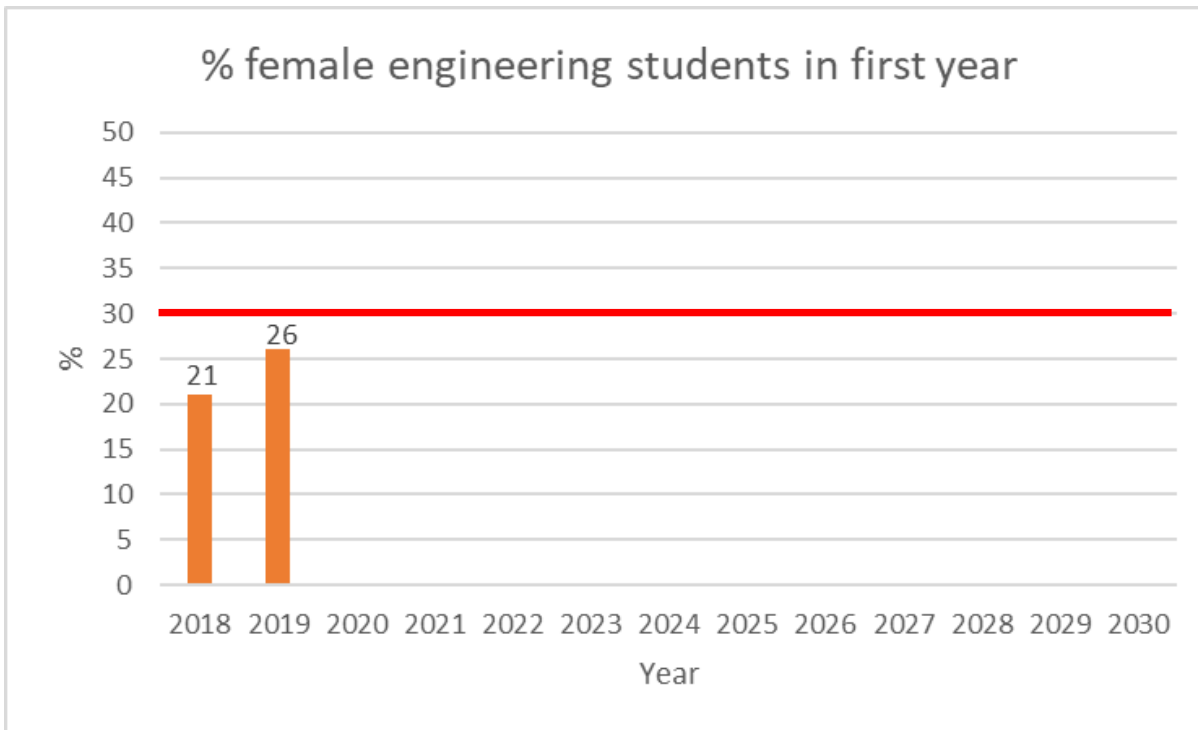
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UNIVERSITY METRICS

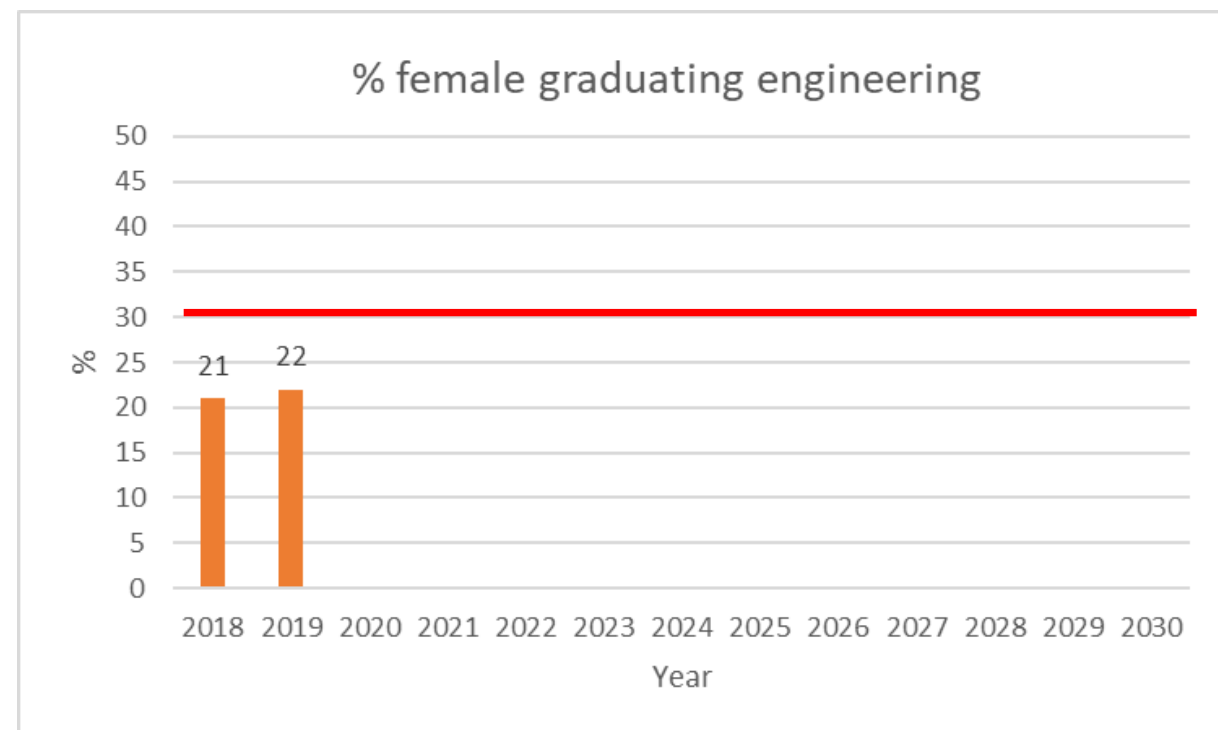


Engineering students

26% female engineering students in first year

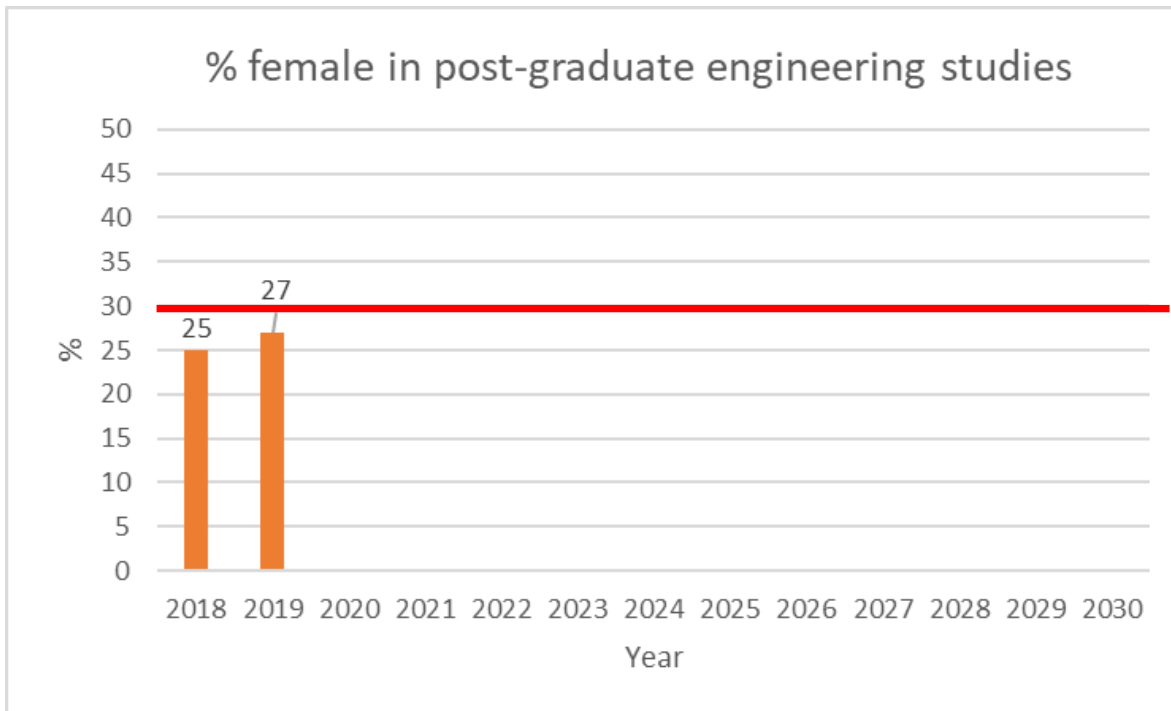


22% female engineering students graduating

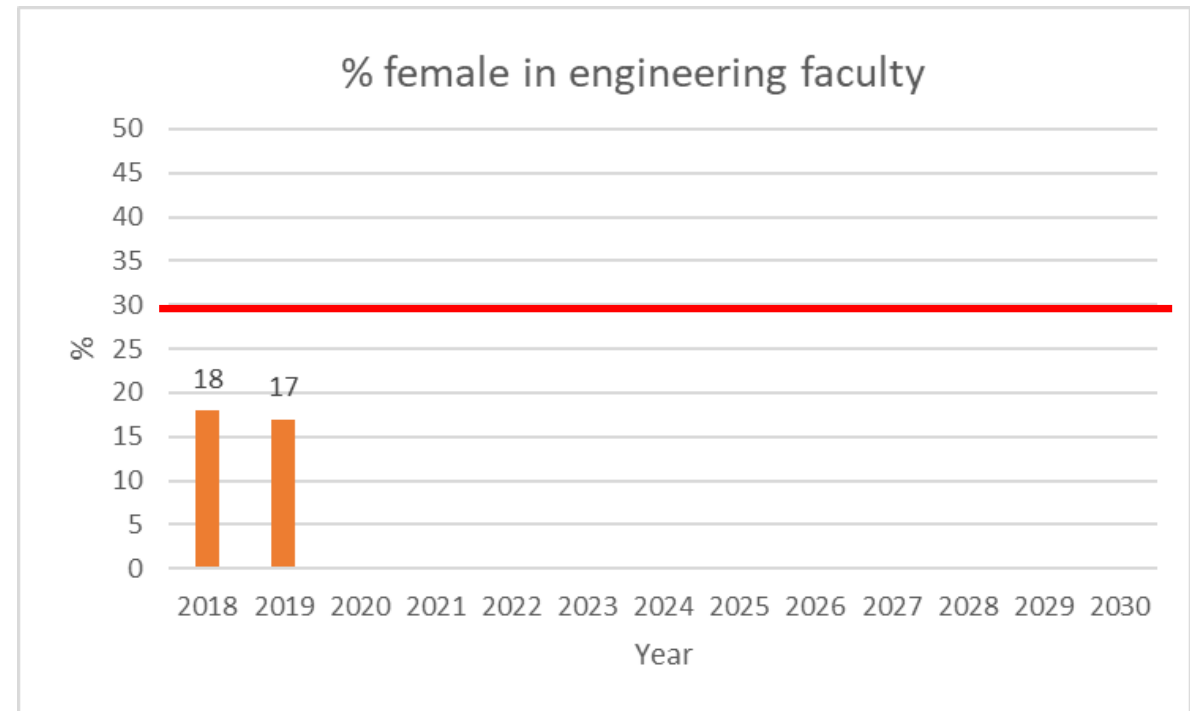


Post-grad & Faculty

27% female in post-grad studies



17% female in engineering faculty





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EMPLOYER METRICS





Employer Metrics

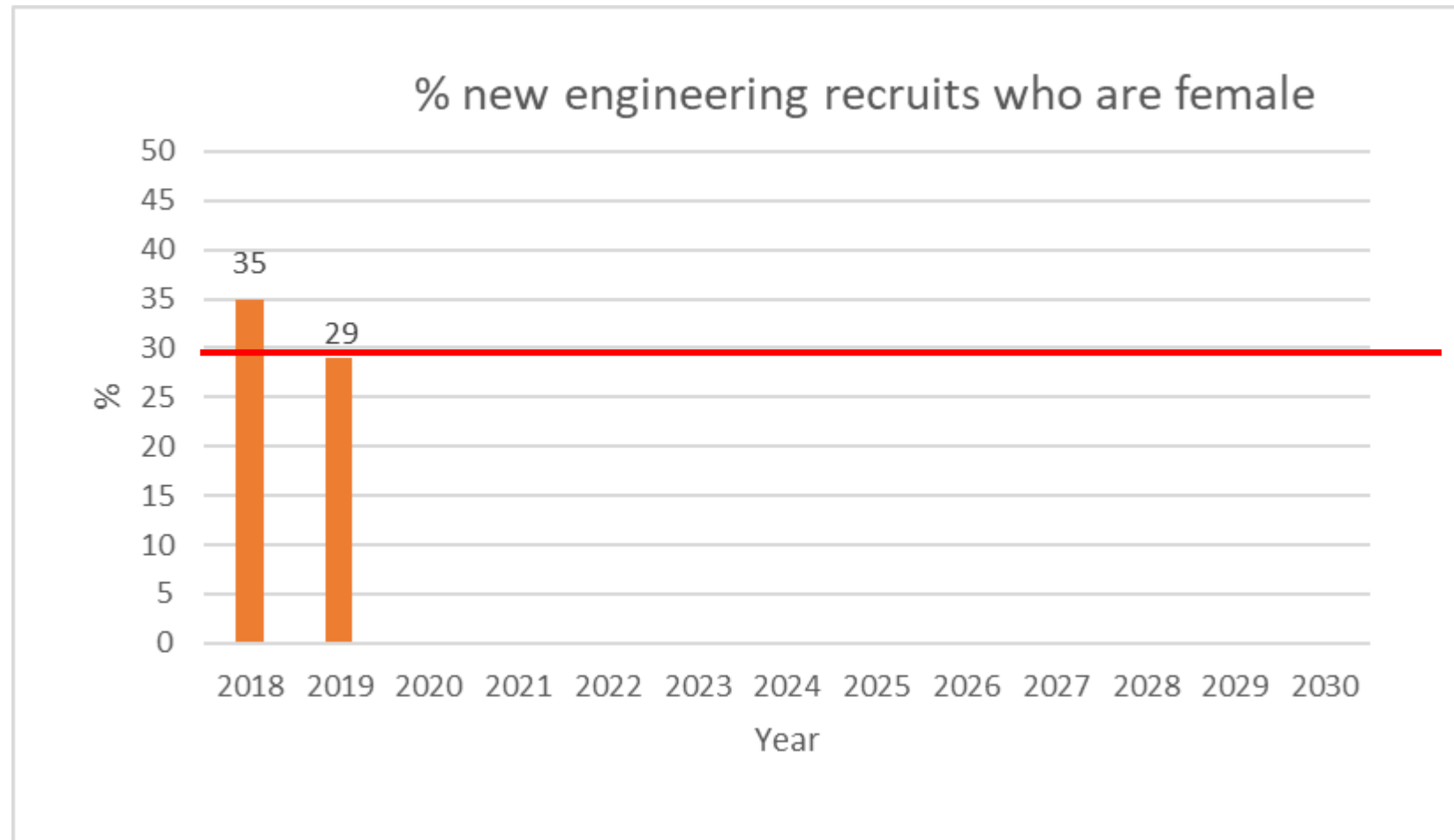
METRICS TO BE OBTAINED FROM EMPLOYERS WHO AGREE TO TRACK

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



Employer Metrics

Percentage
new engineering
recruits
who are female



Note: this percentage only includes two employers as of 2020; another seven employers have expressed an interest in the 30 by 30 and may become champions in the future.

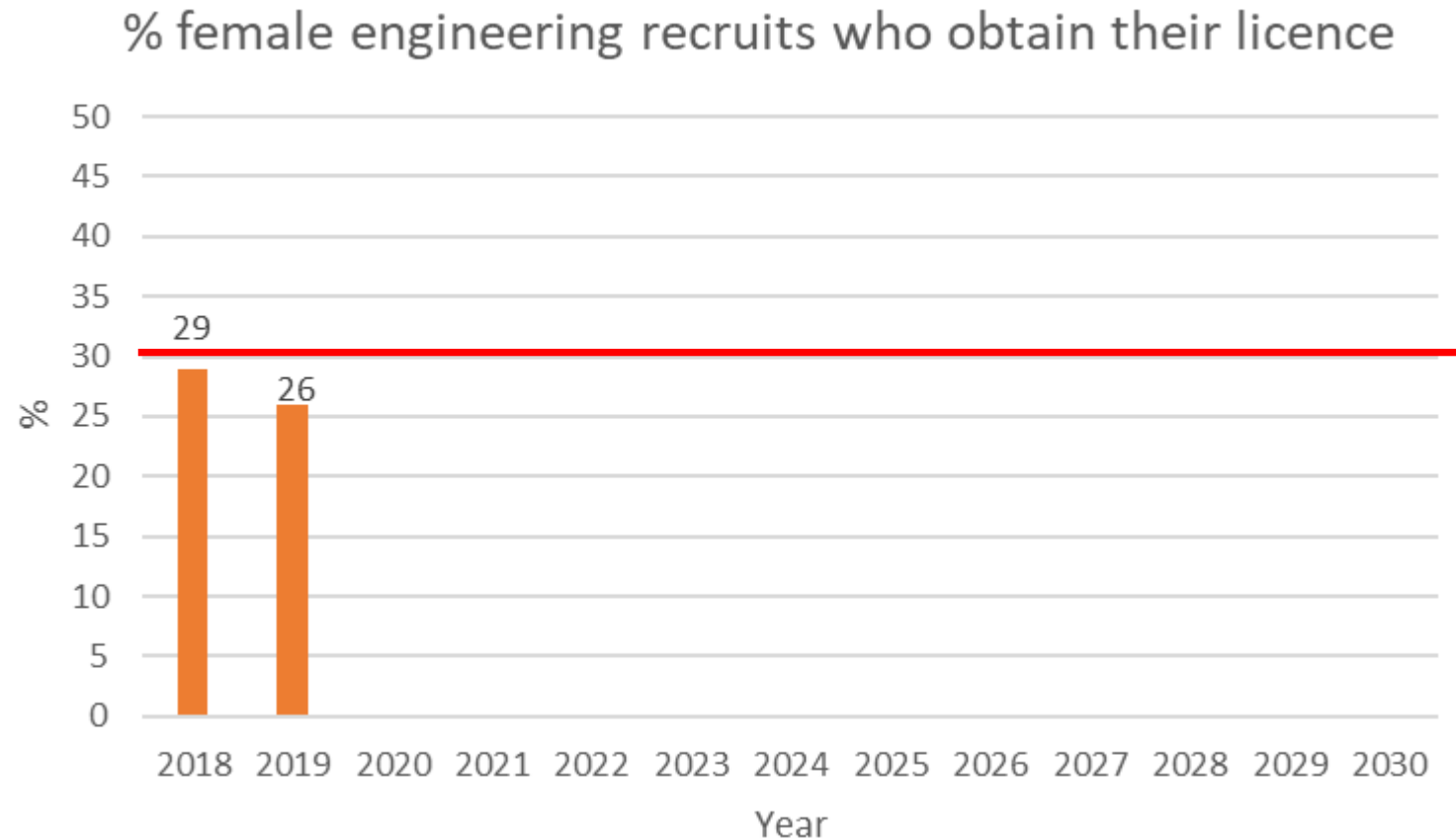


Employer Metrics

Percentage

engineering recruits
obtaining licensure

who are female



Note: this percentage only includes two employers as of 2020; another seven employers have expressed an interest in the 30 by 30 and may become champions in the future.

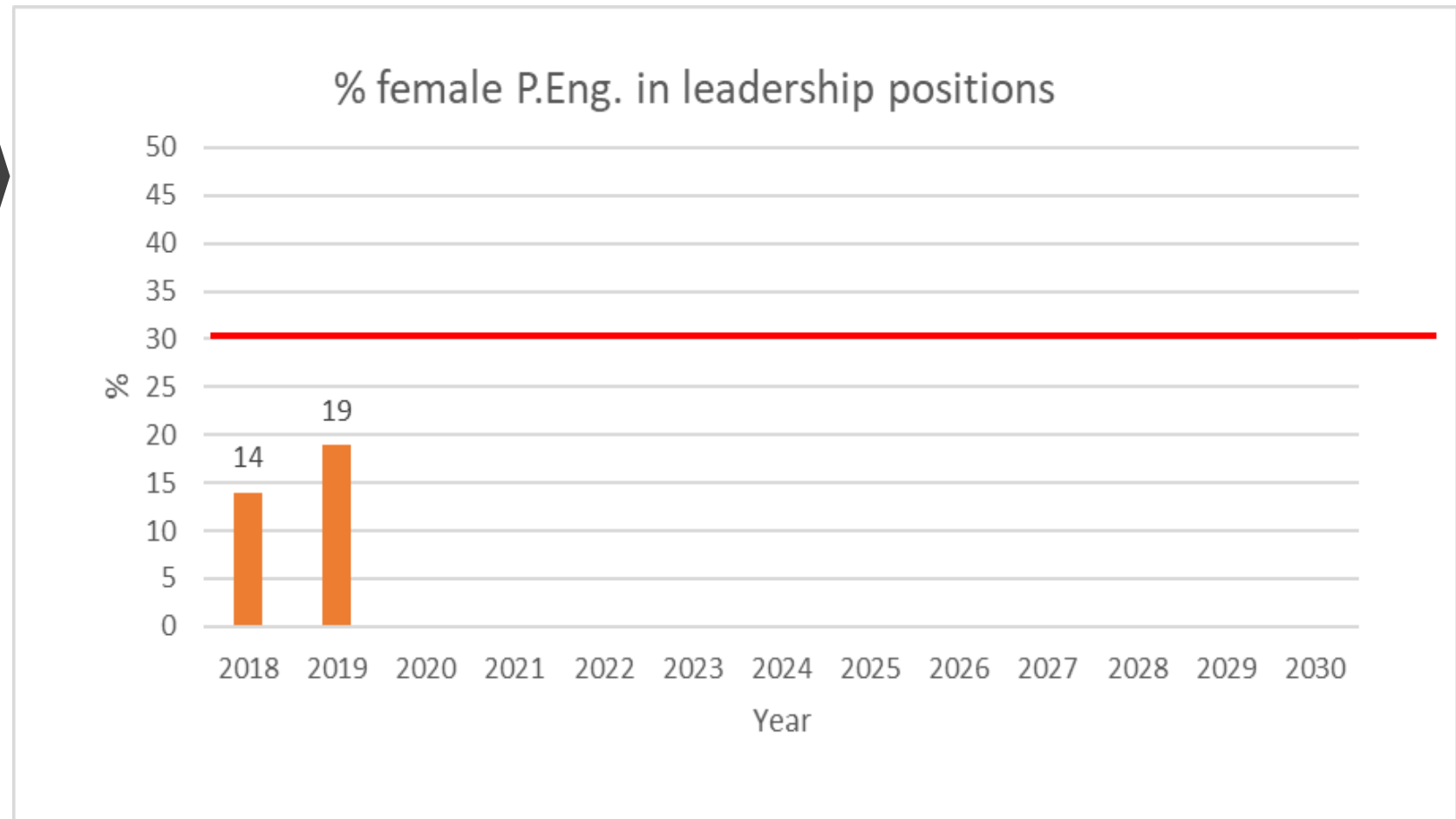


Employer Metrics

Percentage

Engineers in
leadership positions

who are female



Note: this percentage only includes two employers as of 2020; another seven employers have expressed an interest in the 30 by 30 and may become champions in the future.



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
- ✓ Hosted 30 by 30 Action Planning Sessions with PEO Chapters, employers, universities



PEO 30 by 30 Task Force

ACTIVITIES SINCE PEO FEBRUARY 7, 2019 PLENARY

- ✓ Followed up with EDO (formerly CODE) on 30 by 30 Academic and Administration leadership contacts and feedback from University Action Planning Session; obtained EDO's formal endorsement of the 30 by 30
- ✓ Hosted update session with women engineers who attended the first awareness session in 2019 on the progress being made on the 30 by 30
- ✓ Initiated engagement of Chapter Leads to host PEO Chapter 30 by 30 Awareness Sessions within their geographic regions/major urban areas
- ✓ Hosted PEO's inaugural 30 by 30 Annual Check-In on September 28th, 2020 with key stakeholder groups – over 50 in attendance representing universities, engineering employers and PEO leadership
- ✓ Followed up with engineering employers on their interest in becoming 30 by 30 Champions and providing metrics for annual reporting



PEO 30 by 30 Task Force

FUTURE ACTIVITIES FOR 2020 Q4 TO 2021 Q4

- Enable PEO Chapters in hosting 30 by 30 Awareness Sessions within geographic regions/major urban centres to build on and sustain work of the Task Force throughout the province
- Further strengthen the LAP and EIT programs and relationships between PEO Chapters, universities and employers
- Reach out more formally to internationally educated women engineering graduates and direct them to possible supports in their pathway to licensure
- Continue to identify and obtain formal endorsement from Employer 30 by 30 Champions
- Further establish baseline 2018 and 2019 metrics for the Employer stakeholder group and continue to institutionalize annual check in/progress reporting sessions in 2021
- Build up PEO's 30 by 30 webpage and other communication efforts in raising awareness of this important initiative



Conclusion

30 by 30 PEO Metrics

- Still work in progress, but increase in 2019 of women enrolling in undergraduate engineering programs
- More work to be done, especially with engagement of employer stakeholder group and strengthening of the LAP program with chapters
- 10 year commitment and reporting