



Professional Engineers
Ontario

30 by 30 Metrics 2022 PEO Report



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A message from PEO's Past 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 Metrics

- Data is based on year-end results for 2018, 2019, 2020 & 2021
- It is anticipated that this will be a yearly reporting to Council on the previous year's results
- 2022 data will be available in November 2023



Professional Engineers
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LICENSING
METRICS

Established

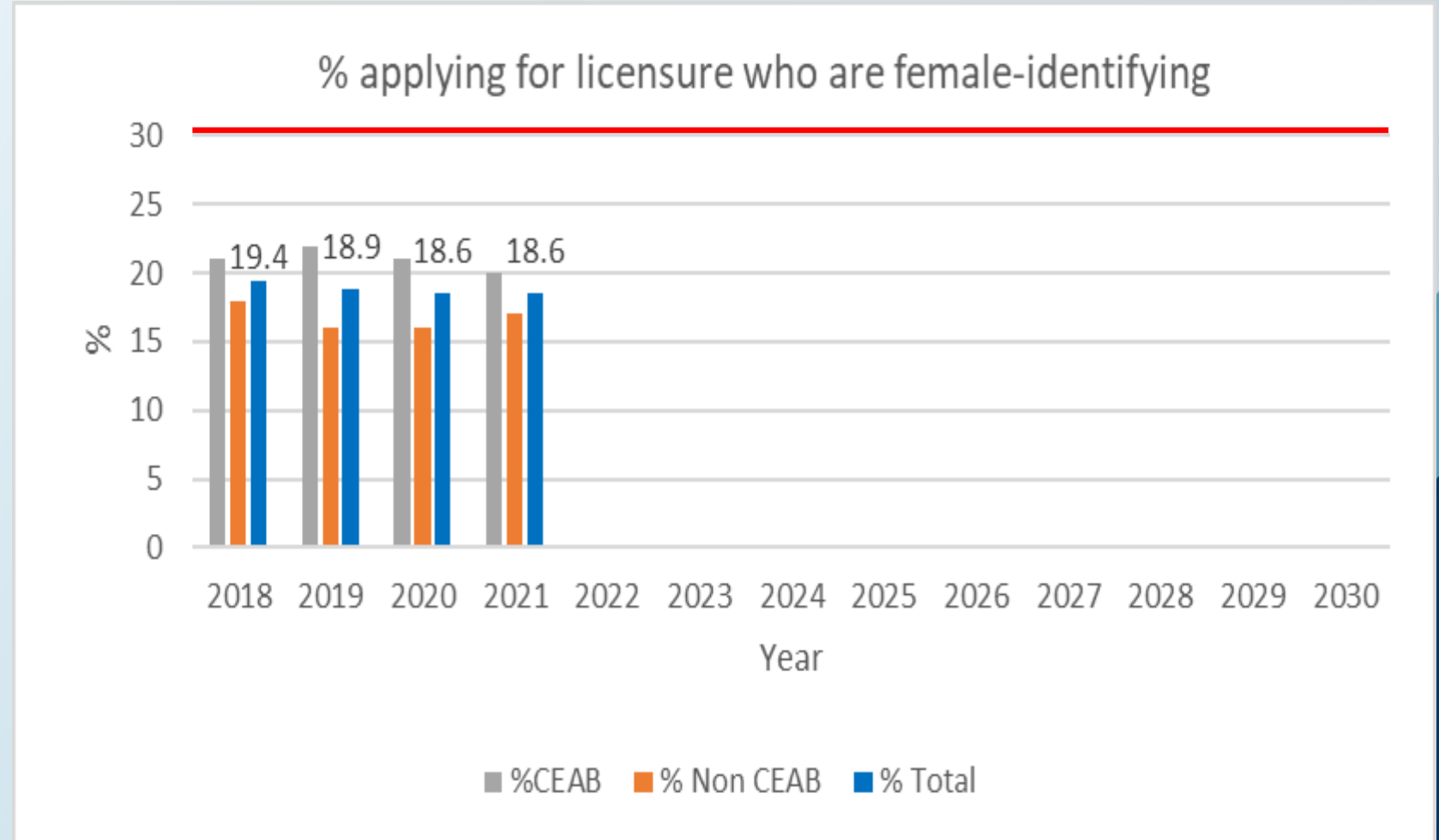




Licensing Metrics

Percentage **applying**
for licensure who are
female-identifying

CEAB = Canadian
Engineering
Accreditation Board

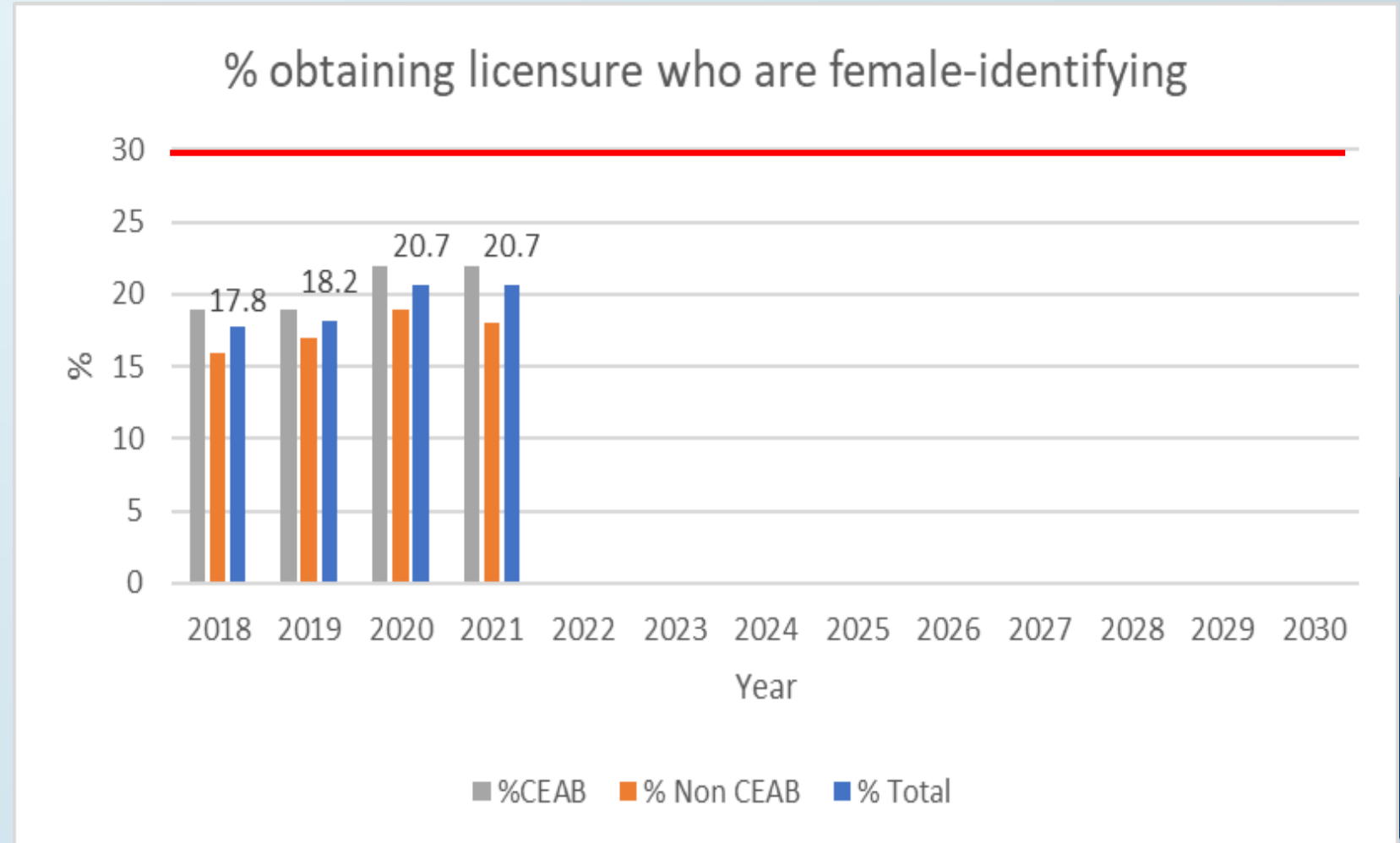




Licensing Metrics

Percentage **obtaining**
licensure who are
female-identifying

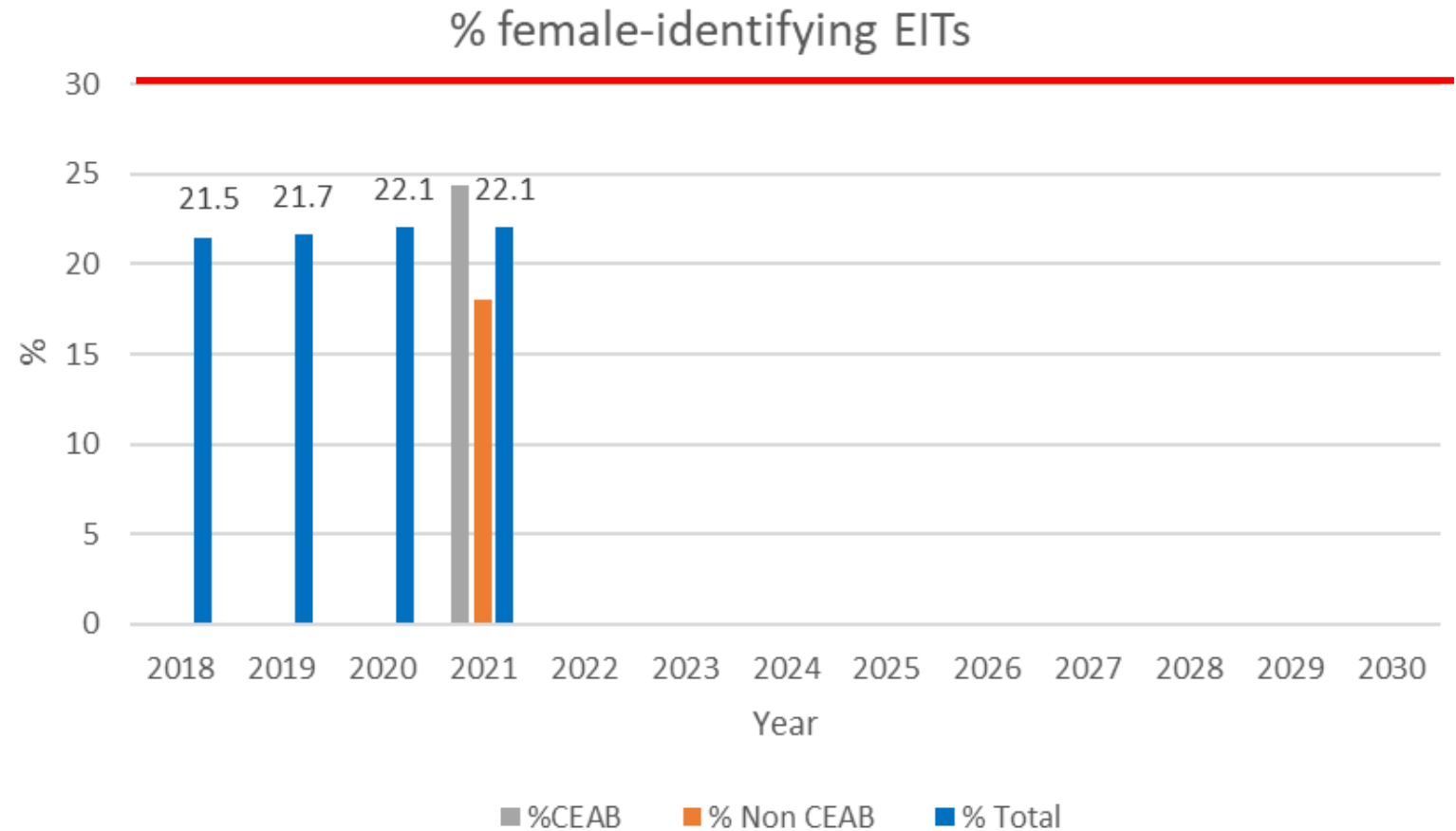
CEAB = Canadian
Engineering
Accreditation Board





EIT Metrics

Percentage **EITs**
who are female-
identifying

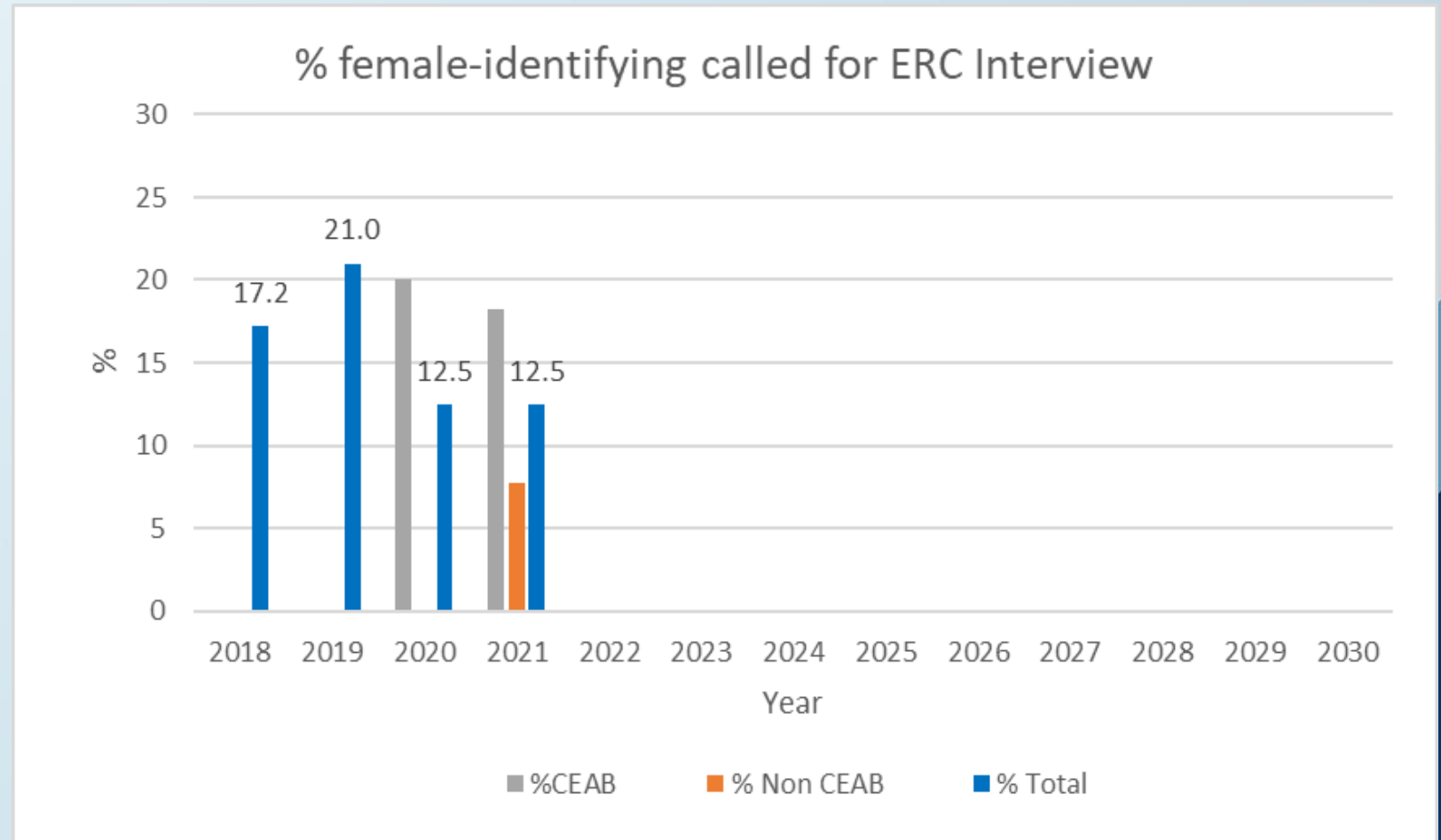


Note: CEAB/Non-CEAB data only available for 2021.



ERC Interview Metrics

Percentage **being called for ERC interviews** who are female-identifying



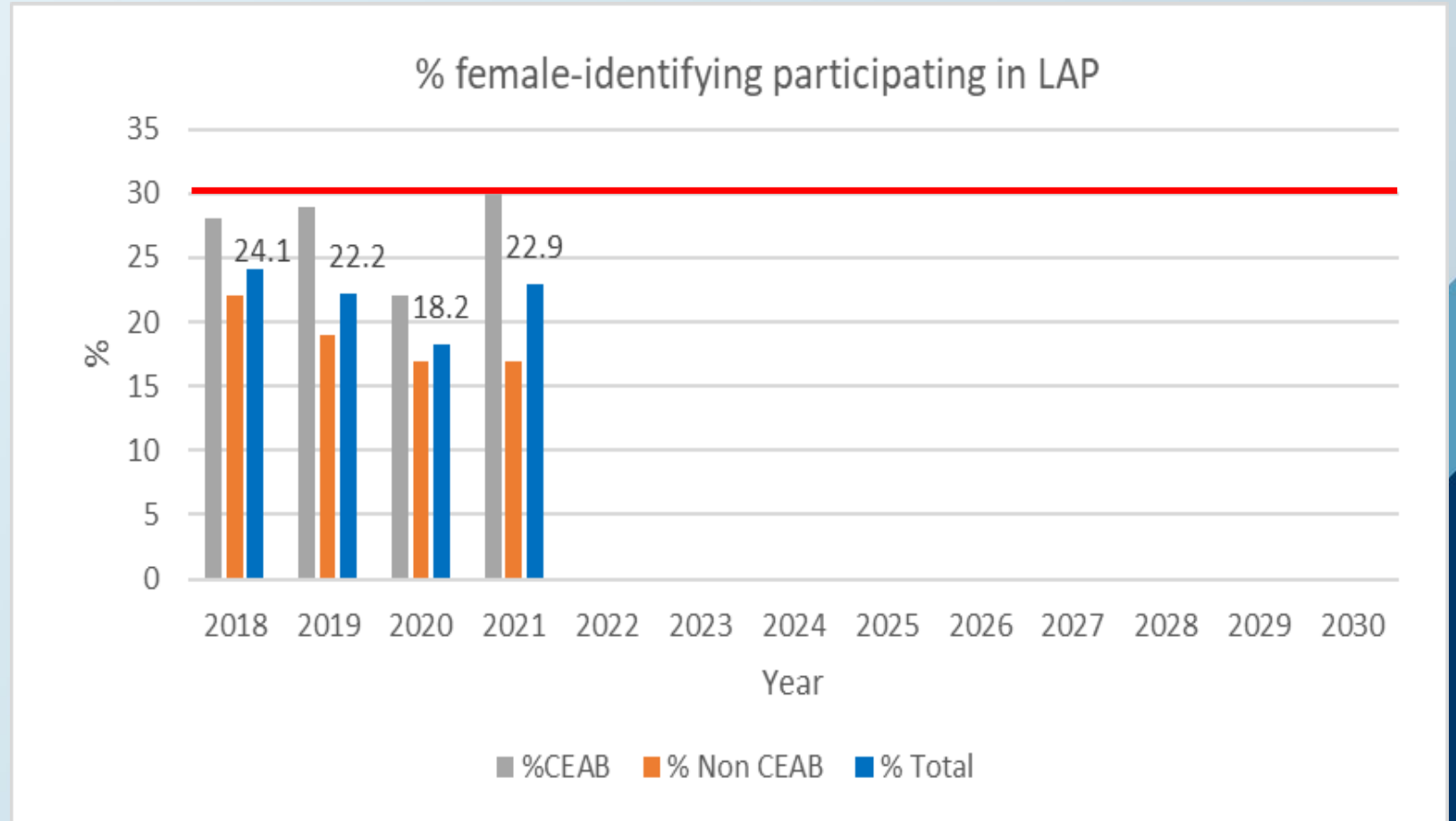
Notes: 2020 had only 3 months of ERC interviews (January, February & March); In 2021, interviews resumed in April; CEAB/Non-CEAB data only available for 2020 – 2021.



LAP Metrics

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

CEAB = Canadian Engineering Accreditation Board

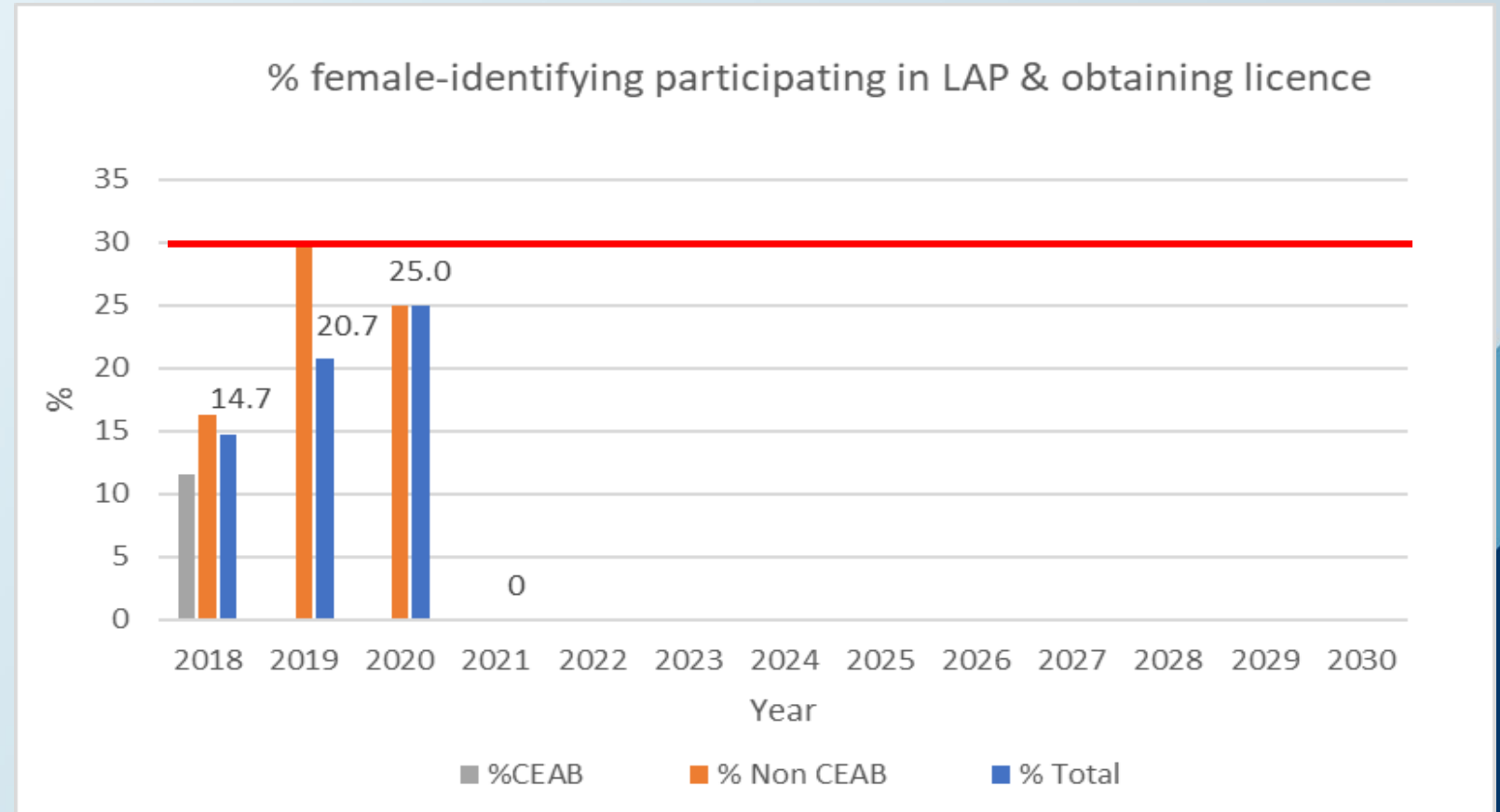


Note: 2020 had less participants in LAP due to Covid-19 (10 chapters in 2021, 4 in 2020, 10 in 2019, 12 in 2018).



LAP Metrics

Percentage **EITs**
participating in LAP and
obtaining licence who
are female-identifying



Notes: Represents 1 female-identifying out of 4 participants who obtained their P.Eng in 2020 and participated in LAP in previous years; In 2019, 6 out of 29 obtained their P.Eng. since participating in the LAP; In 2018, 11 out of 75 obtained their P.Eng. since participating in the LAP; No 2021 participants have obtained their license yet; Metrics for each year are updated annually to reflect how many obtained licensure since the previous year.



PEO INTERNAL METRICS

Established

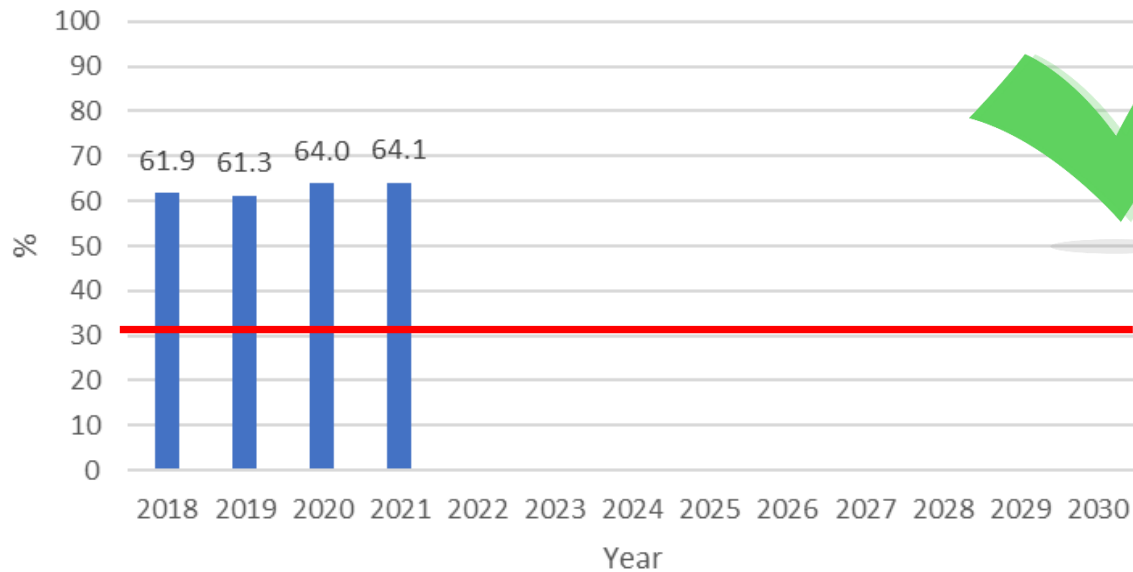




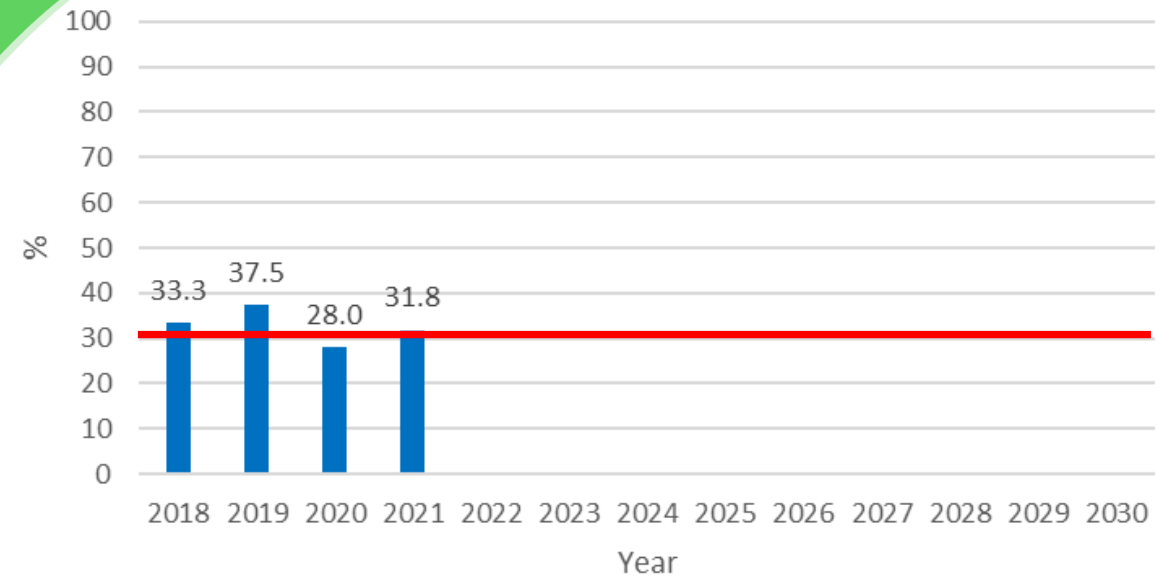
PEO Staff Metrics

64% of total staff are female-identifying 32% of P.Eng. staff are female-identifying

% female-identifying on staff



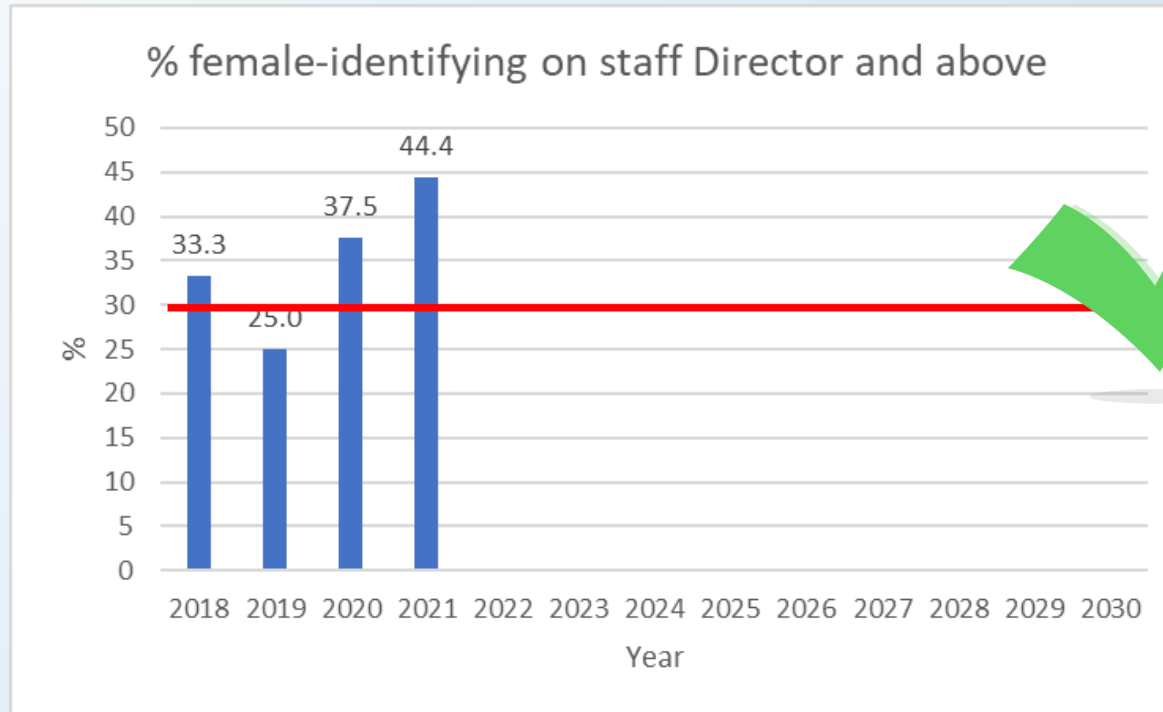
% female-identifying engineers on staff





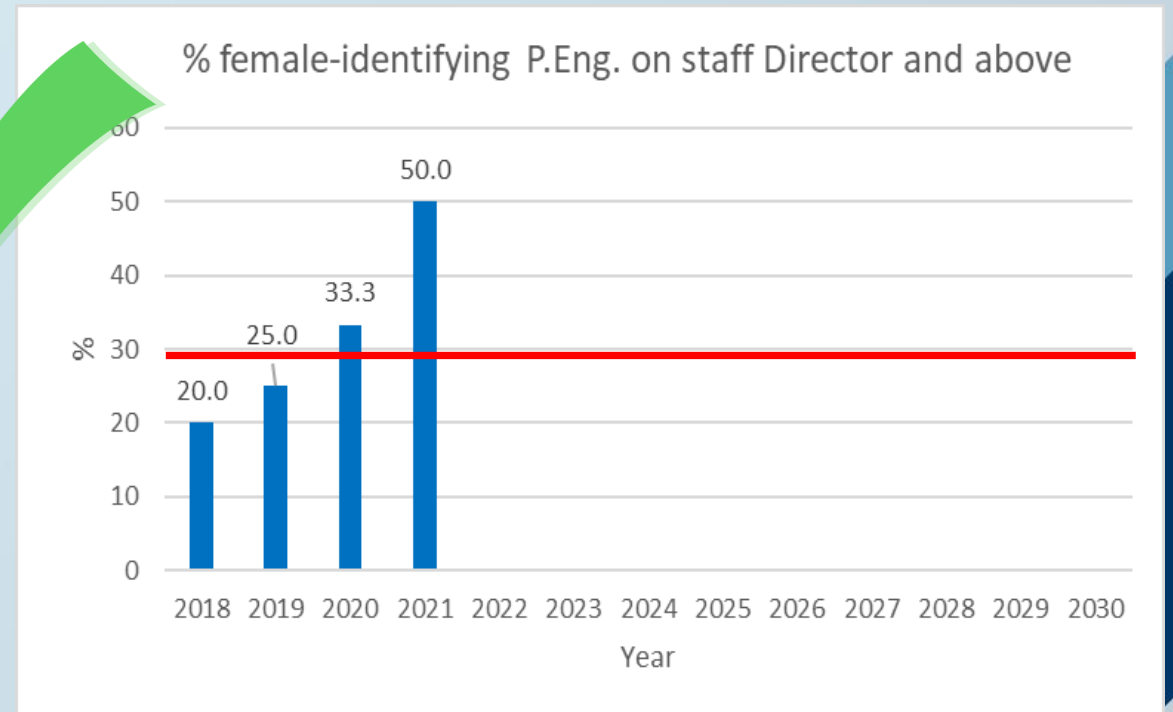
PEO Staff Leadership

44% female-identifying staff Director and above



Note: Represents 4 female-identifying out of 9 total. Incl. P.Eng. in 2021; 3 of 8 in 2020; 2 of 8 in 2019; 3 of 9 in 2018.

50% female-identifying P.Eng. Director and above

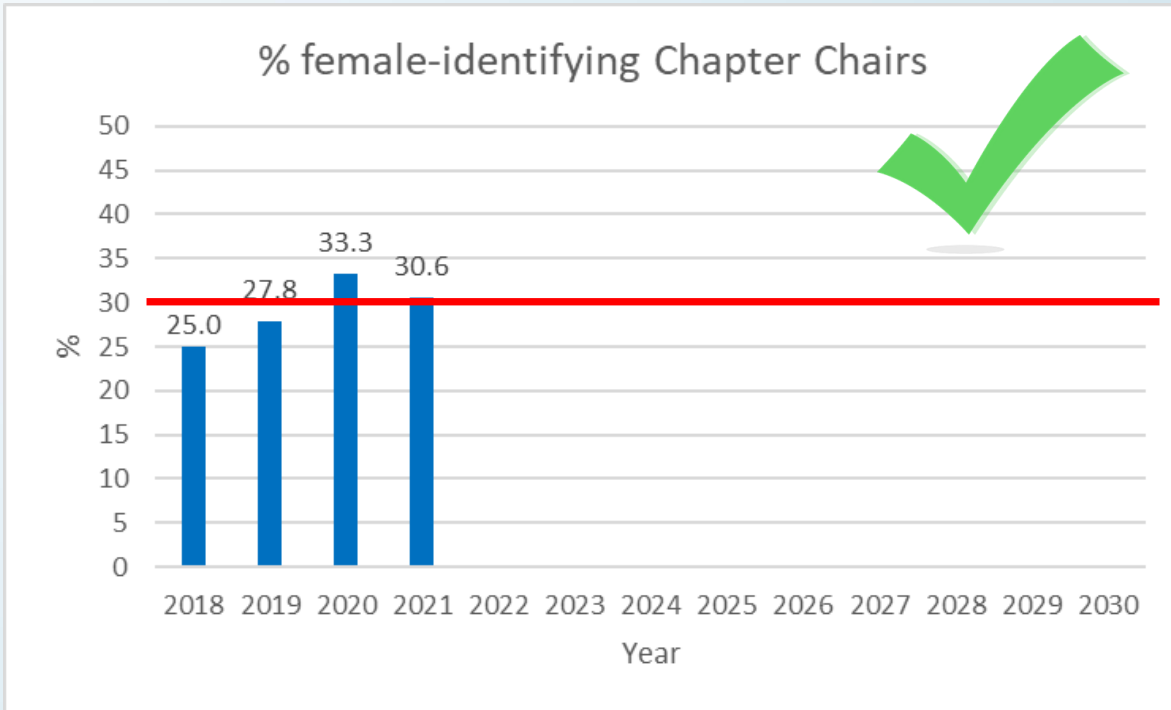


Note: Represents 1 female-identifying P.Eng. out of 2 total in 2021; 1 of 3 in 2020; 1 of 4 in 2019; 1 of 5 in 2018.

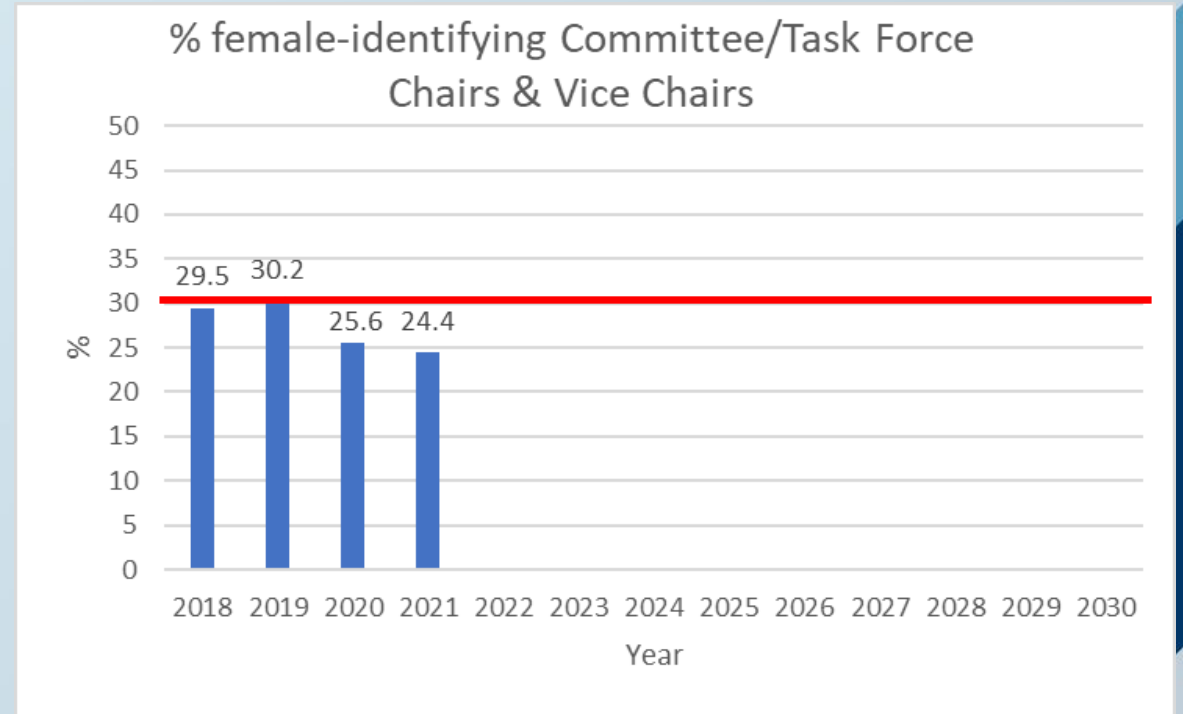


PEO Volunteer Leadership

31% female-identifying Chapter Chairs



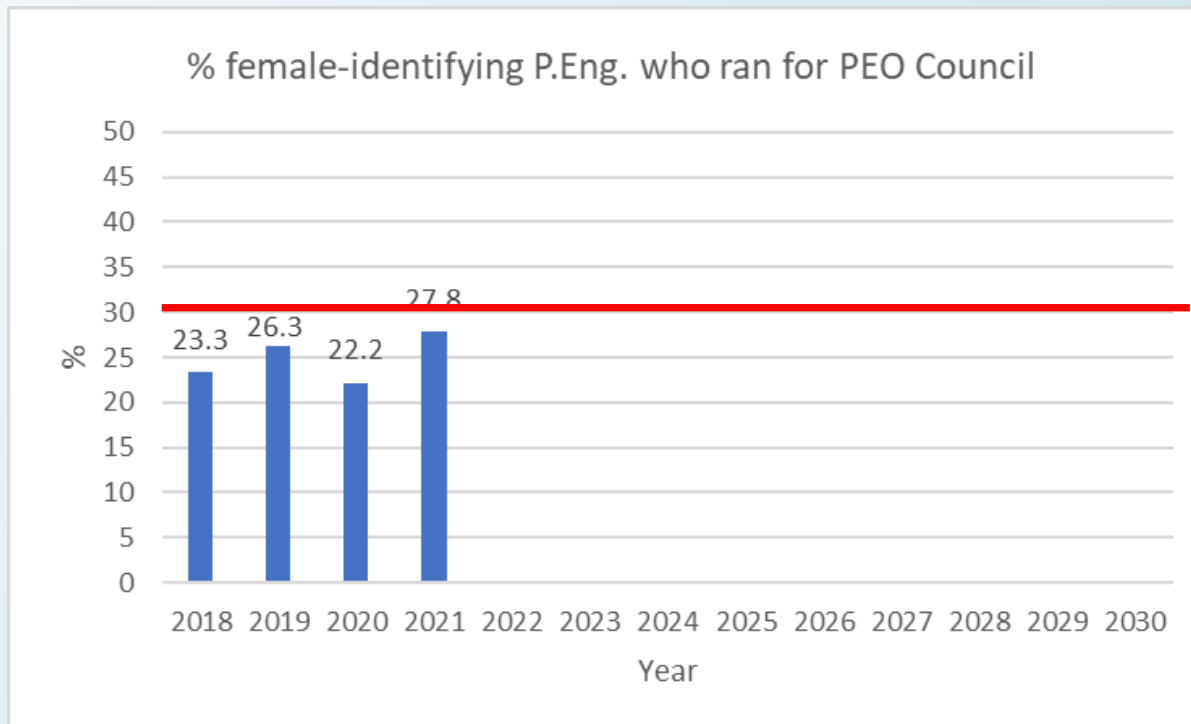
24% female-identifying Committee/Task Force Chairs & Vice chairs



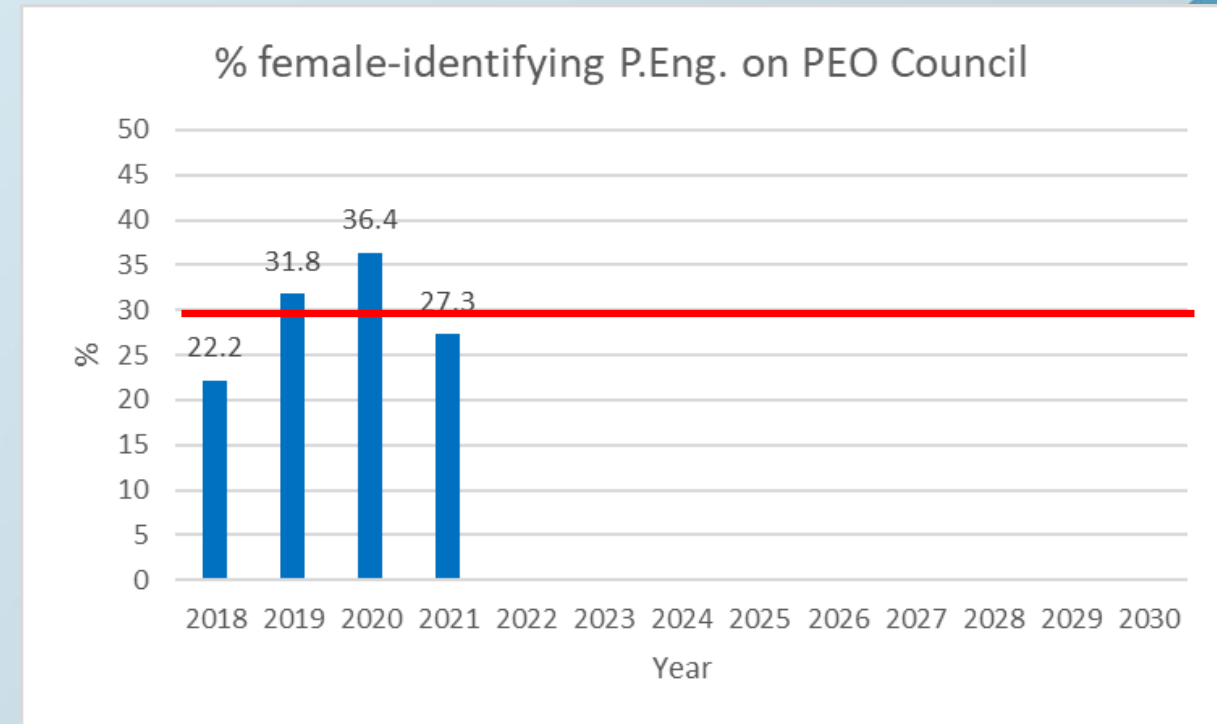


PEO Council

28% female-identifying P.Eng. who ran for PEO Council



27% female-identifying P.Eng. on PEO Council





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UNIVERSITY
METRICS

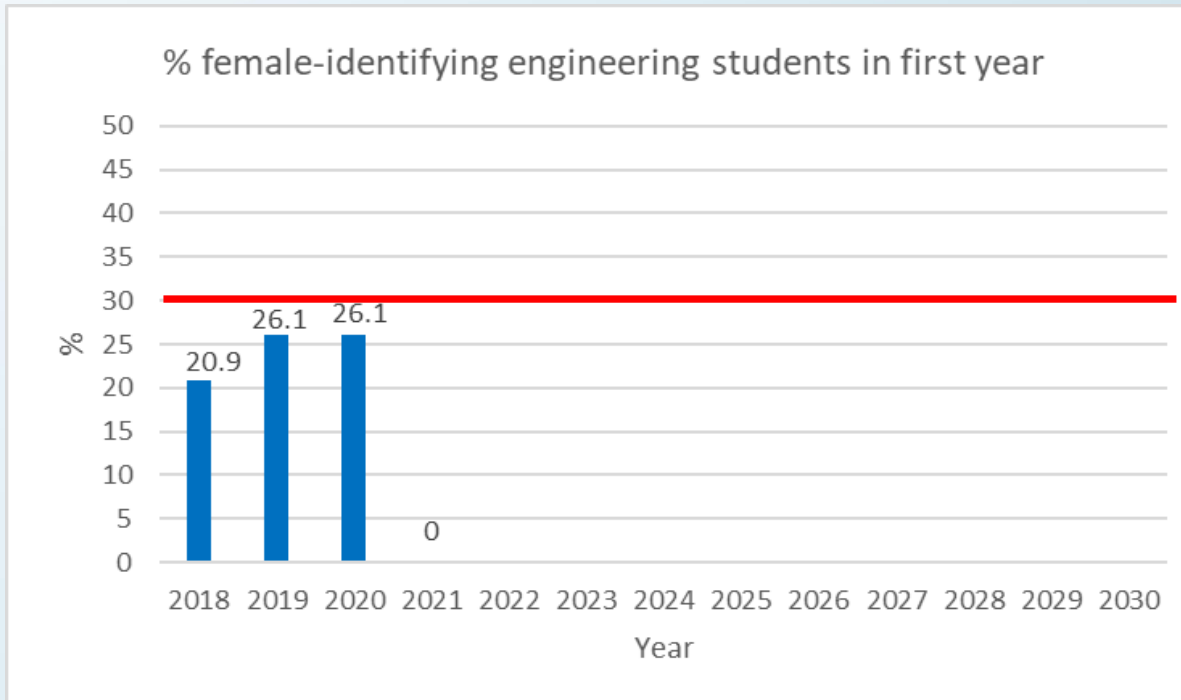
Established



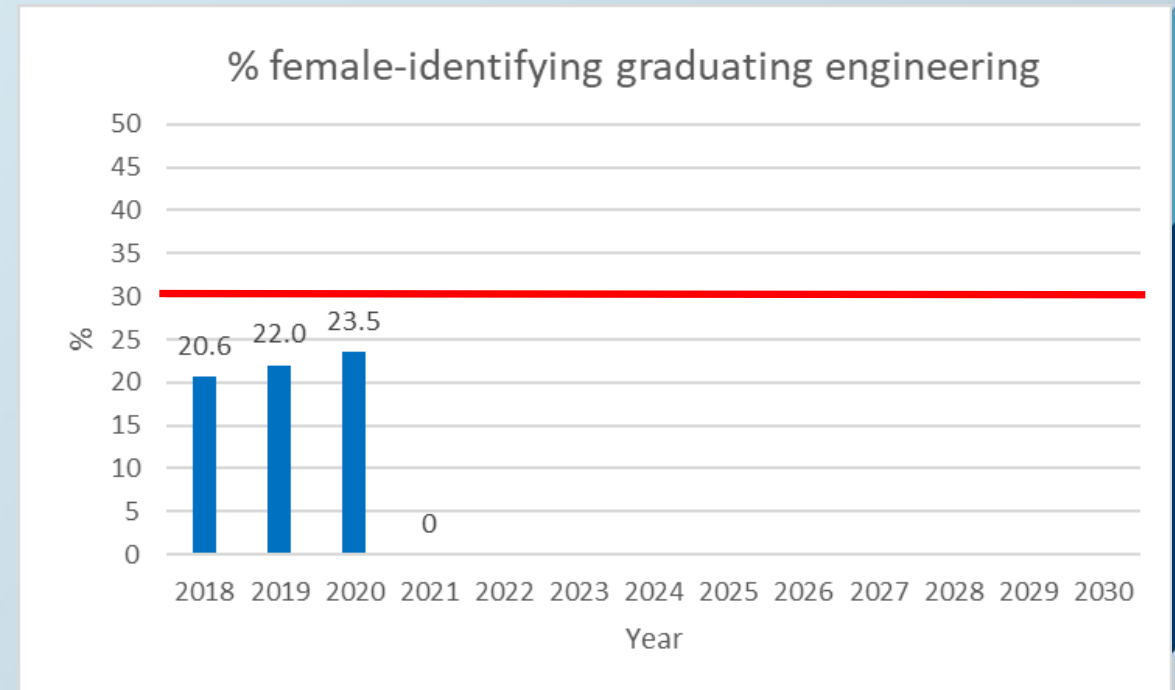


Engineering Students

26% female-identifying engineering students in first year



24% female-identifying engineering students graduating

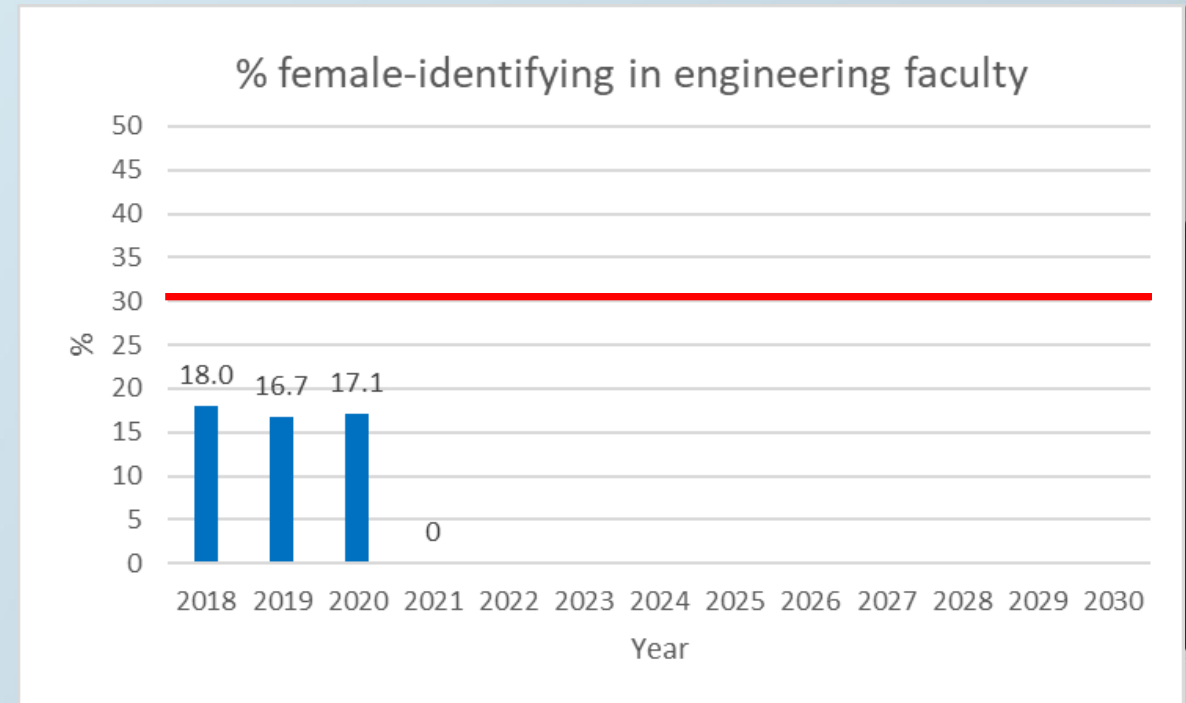
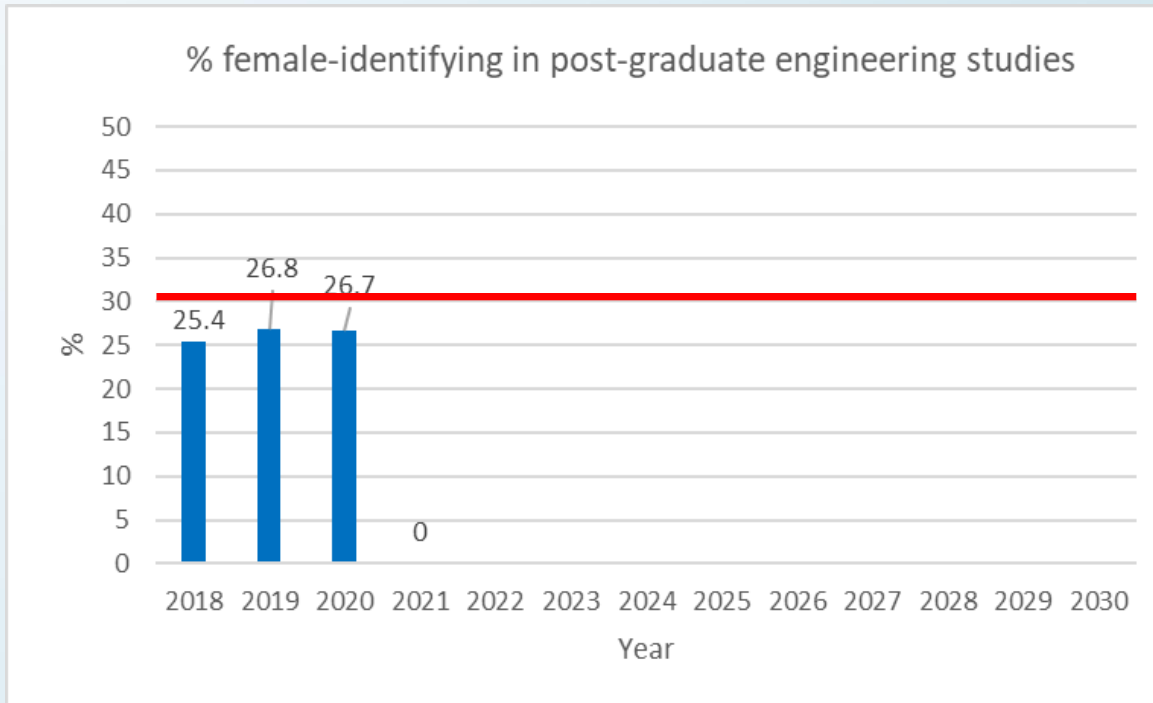




Post-grad & Faculty

27% female-identifying in post-grad studies

17% female-identifying in engineering faculty





EMPLOYER
METRICS

Proposed



Employer Metrics

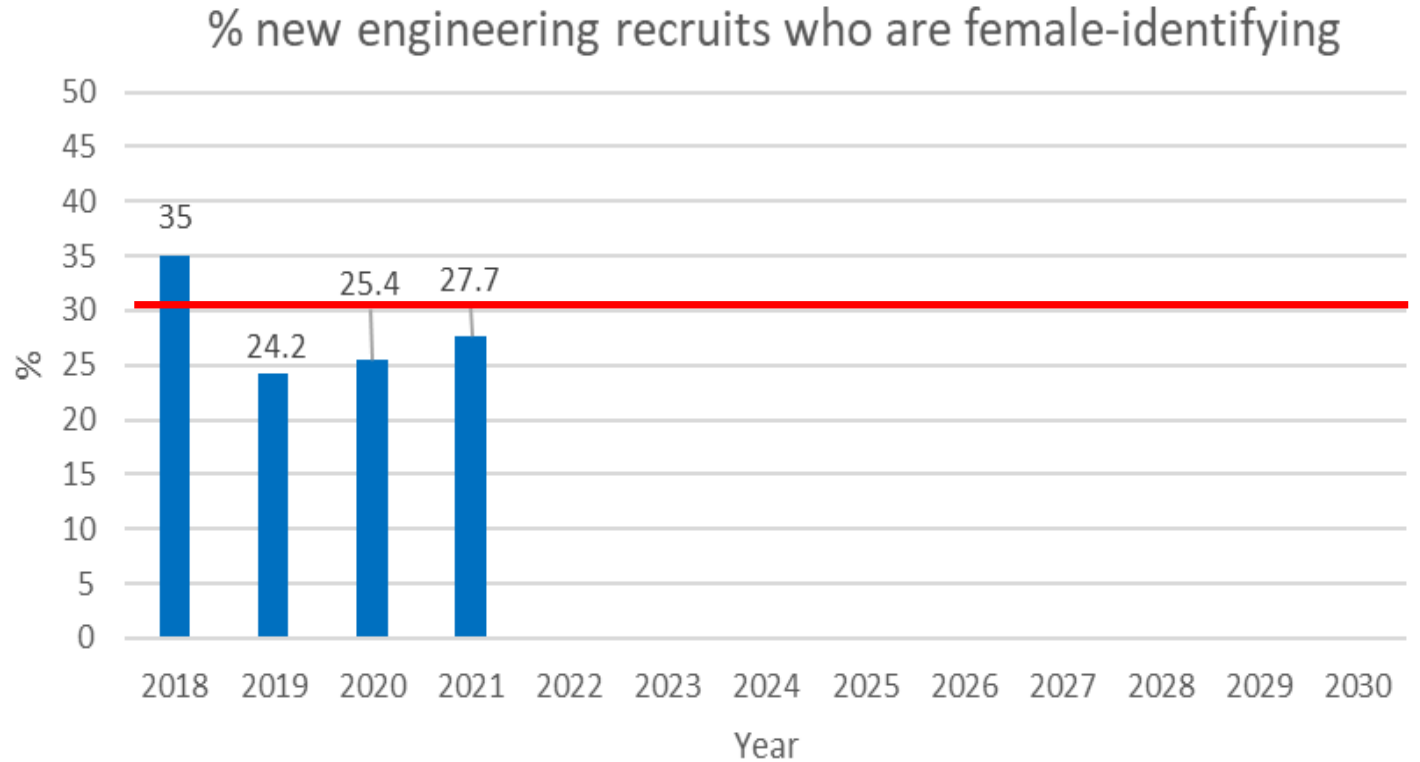
METRICS TO BE OBTAINED FROM EMPLOYERS WHO AGREE TO TRACK:

- % 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-identifying

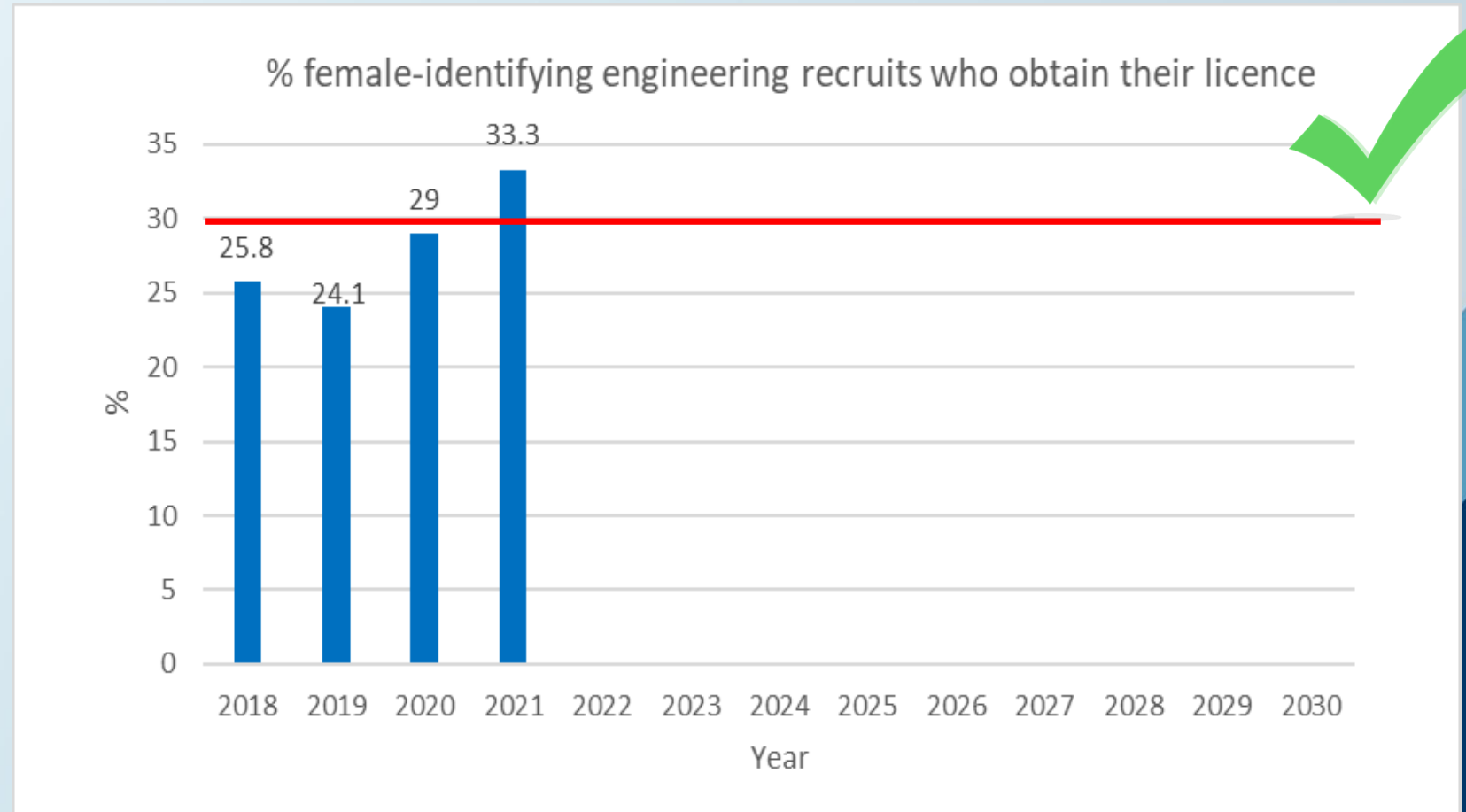


Notes: This percentage includes four employers (with the exception of 2018 which includes three employers); other employers have expressed an interest in the 30 by 30 and may become champions in the future.



Employer Metrics

Percentage
**engineering recruits
obtaining licensure**
who are female-
identifying

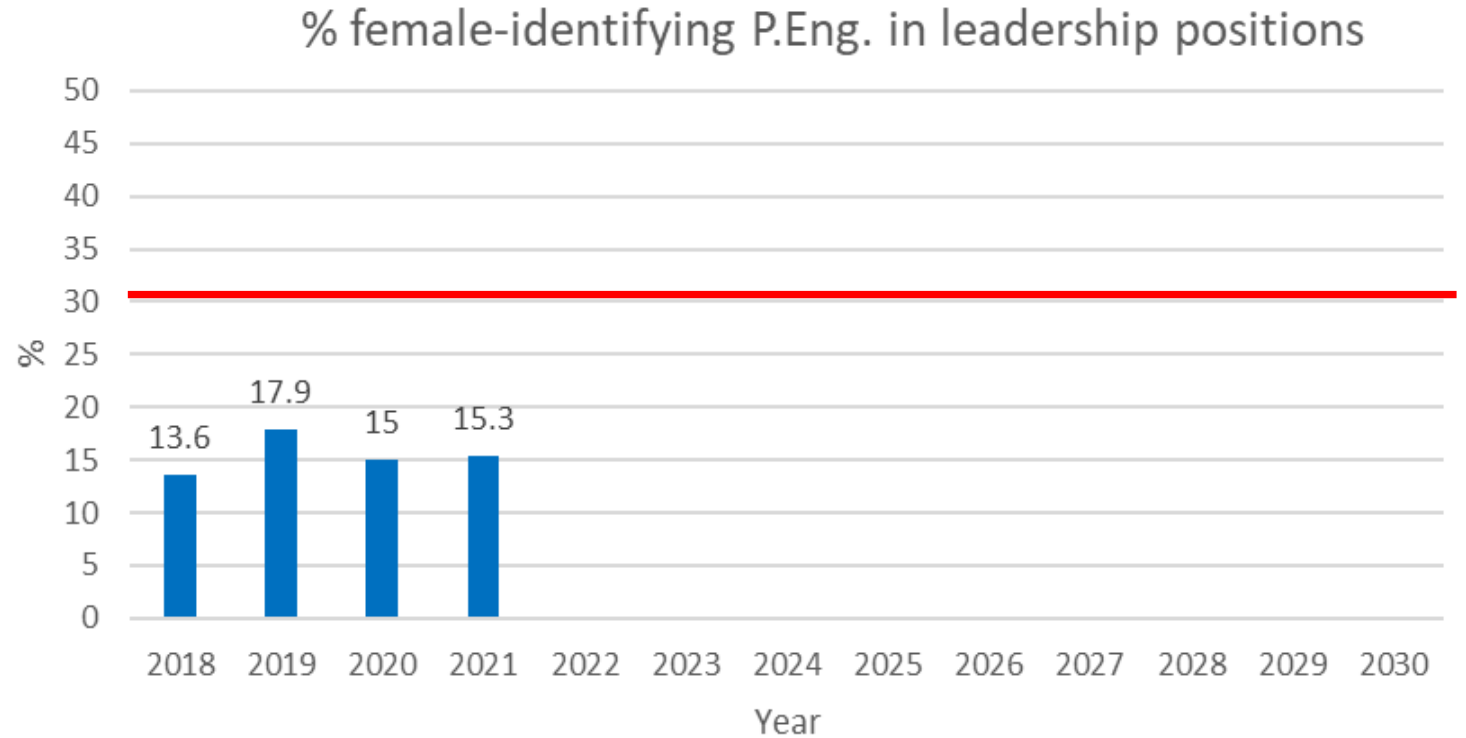


Notes: This percentage includes four employers; other employers have expressed an interest in the 30 by 30 and may become champions in the future.



Employer Metrics

Percentage **Engineers**
in leadership positions
who are female-
identifying



Notes: This percentage includes three employers; other employers have expressed an interest in the 30 by 30 and may become champions in the future.

2022 Update on PEO's 30 by 30 Actions

- ✓ PEO Chapter Hosted 30 by 30 Employer Awareness Sessions – all regions
- ✓ 30 by 30 Task Force stood down December 2021 – Task Force fulfilled mandate of launching PEO's 30 by 30 Action Plan and transferred ownership to PEO staff to ensure it is followed through until 2030
- ✓ Expanded reach with employers across Ontario - PEO continues to follow up with interested employers on their willingness to support and/or become, formally, PEO Employer 30 by 30 Champions
- ✓ PEO continues to collect 30 by 30 metrics and will present these at the Annual Check-in each September, and to Council each November
- ✓ Gender audit research study on PEO's licensing process and internal operations commenced and progressing
- ✓ Attendance at Engineers Canada's 30 by 30 Early Career Working Group Teleconference Meetings by PEO's Past 30 by 30 Task Force Staff Advisor
- ✓ Hosted PEO's third annual 30 by 30 check-in on September 29th, 2022, with key stakeholder groups – approximately 50 in attendance representing universities, engineering employers, and PEO leadership



PEO Next Steps 2022/2023



2022 Q4/2023	Continue Chapter Hosted 30 by 30 Employer Awareness Sessions for new employers
2022 Q4/2023	Host 30 by 30 Action Planning Sessions for employers
2022 Q4/2023	Participate in guest speaking engagements at 30 by 30 related events and continue to engage stakeholders
November 2023	Annual reporting of metrics to PEO Council
2022 Q4/2023	Follow up with Employer participants; Identify and obtain formal endorsement from Employer 30 by 30 Champions
Q3/Q4 2023	Host annual check-in/progress reporting in 2023
2022 Q4/2023	Oversee Gender Audit Research Study on PEO's licensing process



30 by 30 Metrics - Conclusion

- Still a work in progress, but over 20% of female-identifying applicants obtained licensure in 2020 and 2021
- More work to be done, particularly with engagement of employer stakeholder group
- 8 year commitment and reporting