

ADVANCING 30 BY 30

PEO GRAND RIVER CHAPTER



GRAND RIVER CHAPTER

2024 GUIDE

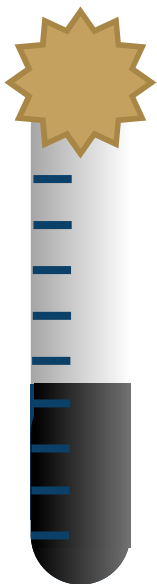


WHAT IS PEO 30by30?

In 2017, PEO endorsed Engineers Canada's 30by30 target of achieving 30% newly licensed women engineers by the year 2030.

Is your workforce on track?

Unfinished work ahead...



Highlights

- Statistics
- Challenge to Employers
- Helpful Resources
- Building a Skills Matrix
- Managing Transitions
- Upcoming Events

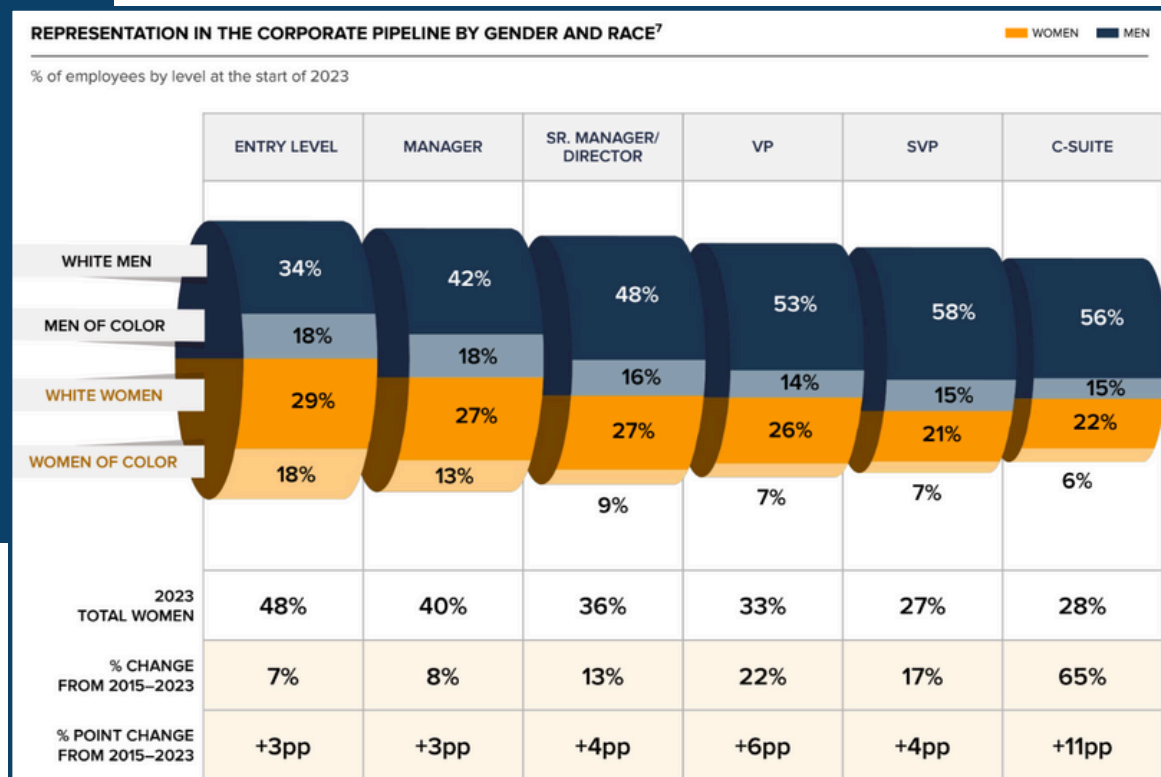


Be a part of the collective effort to commit to change.

STATISTICS

Women remain underrepresented across the corporate pipeline, but are making some strides in senior leadership

[McKinsey, Women in the Workplace 2023 Report](#)



CHALLENGE TO EMPLOYERS

30by30 Challenge to Employers

- Develop an **Action Plan Framework**
- Utilize **Shared best practices**
- **Develop metrics** to measure/report annual progress (anonymous & unattributed).

~ Spread the word ~

Be part of the **larger collective** & become a PEO 30by30 Champion!

Workforce Development

You can **move the needle** by:

- Advocating for workplace diversity programs
- Learning about their calls to action
- Take courses to educate yourself about DEI initiatives & best practices

PEO can also **meet with your company** to guide on licensure & the new Competency Based Assessment (CBA) for accreditation.

For More Information

30by30 & PEO Program Advisor:
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HELPFUL RESOURCES



LeanIn [Bias training workshop](#) – Free DEI programs for companies

[Employer Resource Center](#)
by GR PEO 30by30

Gender partnerships benefit everyone! Join the [MARC program – Men supporting equity](#)

Check for your unconscious biases with Harvard's [Implicit Bias Quiz](#)

Catalyst has [FREE Micro Courses](#) to boost DEI for your leadership teams

Use this [Workplace Playbook](#) to learn more about supporting employees through life transitions



Organizational Culture Change

Amplify Your DEI Strategy With a Knowledge Burst

Learn about Knowledge Bursts, a powerful DEI e-learning tool exclusively focused on people managers, in this short overview.

Menopause Works Here™

 Menopause Foundation of Canada

BUILDING A SKILLS MATRIX

Create measurable, observable metrics for employee assessments & building teams. Counteract unconscious bias during your selection.

Key Steps

1	Define: Skills and competencies required
2	Assess: Proficiency and interest
3	Reflect: Identify learning and development opportunities.



MANAGING TRANSITIONS

Check out Engineers Canada's **Managing Transitions** report to support employees before, during and after maternity and parental leaves.



Workplaces are striving to support balance, ensure healthy lives, and foster employees who can pursue their personal & career passions.

It is important that the supports, communication, and understanding are in place for maternity and parental leaves.

Everyone wants a safe, open, healthy, and inclusive environment.

-Engineers Canada, Managing Transitions report

PEO Grand River Chapter



Learn more about us:
[PEO GR 30by30 Committee](#)



**One of our speaker series events at Cambridge's EVO restaurant!
Engineer & Councilor Diane Freeman
on "Legacy and Life: Finding Balance"**

UPCOMING EVENTS

November 12:
[Navigating Life Changes in the Workplace](#)

October 21:
[Volunteer Recruitment Night](#)

November 18:
Licensing Ceremony

[30by30 previous events](#)

Meet the team!

