Diversity in the Workplace

November 23, 2013 | NCWiE

© WWEST / The University of British Columbia. Some rights reserved.
Introductions

• Jennifer Pelletier
  Manager, WWEST

Mission:
The mission of the Chair is to advance engineering and science as welcoming careers that serve our world through holistic understanding and creative, appropriate and sustainable solutions.
People have different communication styles. Some people brainstorm out loud; some people need to think for a moment first. Don’t miss a great idea!

Try this:
Write answers to a question on a post-its. People can both brainstorm together and contribute individually. Review them together at the end.
For today, “workplace” includes:

- Industry employers of co-op students or full-time engineers
- Non-profits and NGOs who have workers or volunteers
- Student societies and other organizations with a mandate
What do you Value?

- integrity
- performance
- trust
- relationships
- teamwork
- innovation
- respect
- honesty
- leadership
- commitment
- service
- people
- agility
- safety
- professionalism
- adaptability
- environment
- diversity
- quality
For diversity to be considered a value of a particular company, all members of the company must be able to articulate:

• How diversity affects the company’s business case
• How diversity is communicated and demonstrated in corporate practice

For an organization to benefit from safety, they most develop a safety culture.
For diversity to be considered a value of a particular company, all members of the company must be able to articulate:

- How diversity affects the company’s business case
- How diversity is communicated and demonstrated in corporate practice

For an organization to benefit from diversity, they must develop a diversity culture.
Brainstorm

• In groups
• One idea per post-it note
  – Easy to read text
• Time-limited
What could we do to make workplaces difficult places for women engineers to work?
Put your the post-its on the wall.
Group them in to themes if you see a quick fit.
Now What?

Find Advocates

Build a Peer Network

Strategies

Make Small Changes

Make Strategic Choices

© WWEST / The University of British Columbia. Some rights reserved.
Find Advocates

• Look for allies who are in a position to speak out
• Encourage others to echo your thoughts
• Help one “mover” understand the issue so they can move it for you
• A group of peers will understand where you are
• They can provide both support and critical mass for change
• If there is no one at the top of the mountain, find people to climb it with you
A puzzle is made of hundreds of pieces

Each piece is essential

You put the puzzle together one piece at a time

A single drop into a pond can have a big effect

Make Small Changes
• Pick your battles - you can forfeit some and still win the war
• Sometimes it is better to argue with actions than words
• Decide when it’s time to have someone else involved

Make Strategic Choices
Pick your Strategies

- Each table gets an area of post-it notes
- Brainstorm things you could do to help work towards change