



Chair for Women in
Science and Engineering
BC and Yukon Region



Engineering

Lead Sponsors:



WorleyParsons
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Stantec

Dr. Ken Spencer

Henry F. Man



Westcoast Women in
Engineering, Science
& Technology

**How much
are you worth?**

Dr. Elizabeth Croft, P. Eng.

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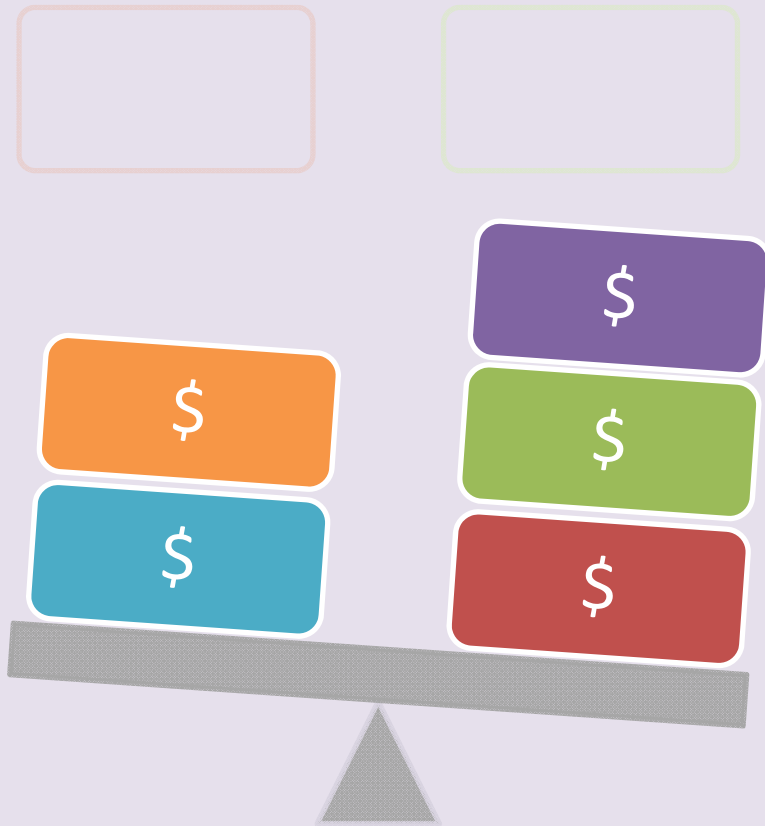


a place of mind

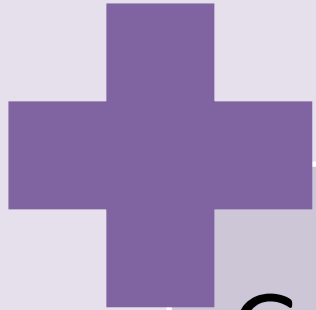
THE UNIVERSITY OF BRITISH COLUMBIA




How much are you worth?



It's usually
more than
you think!



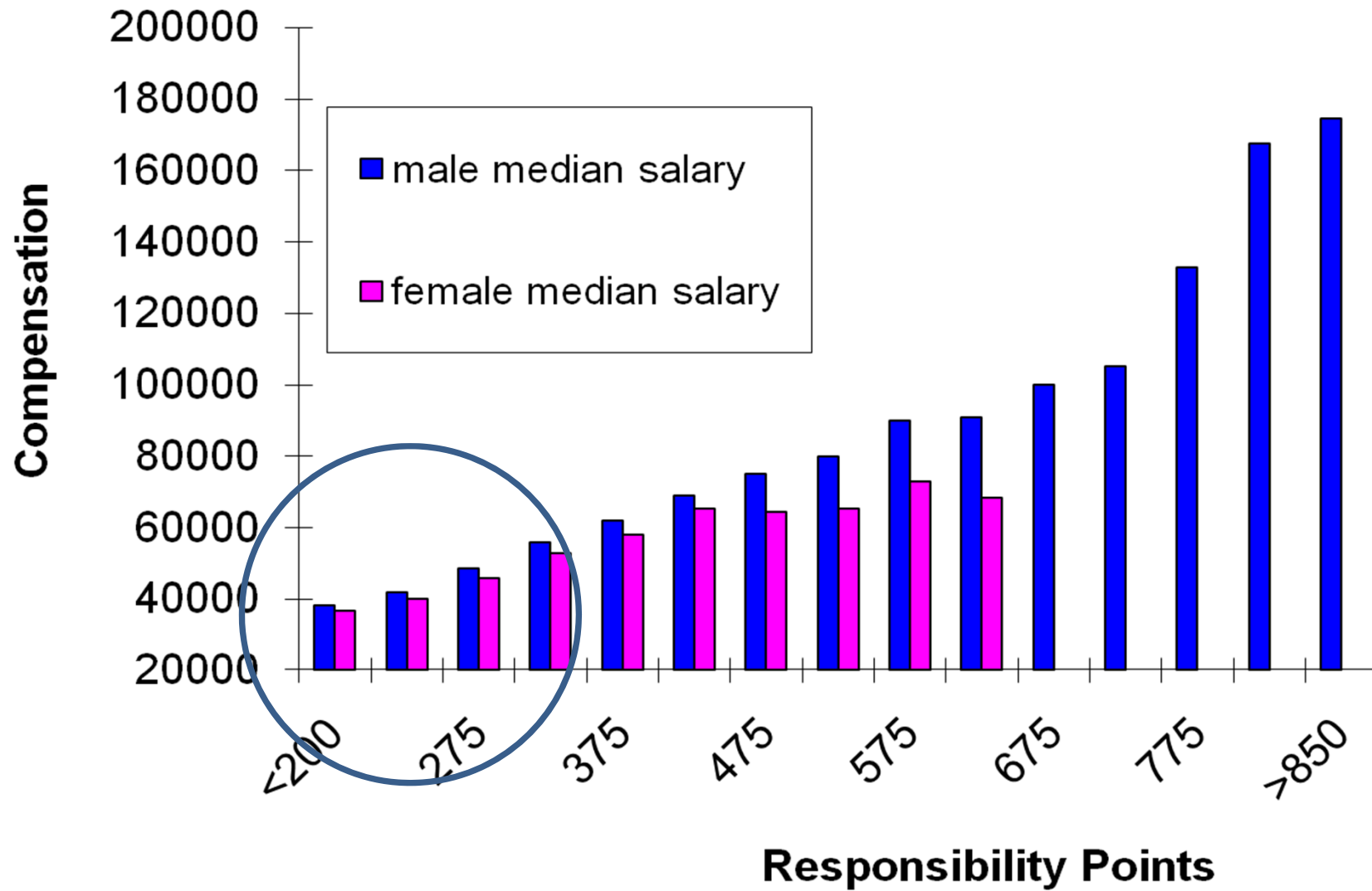
Good news:
Entry level
salaries for
engineers are
equalizing

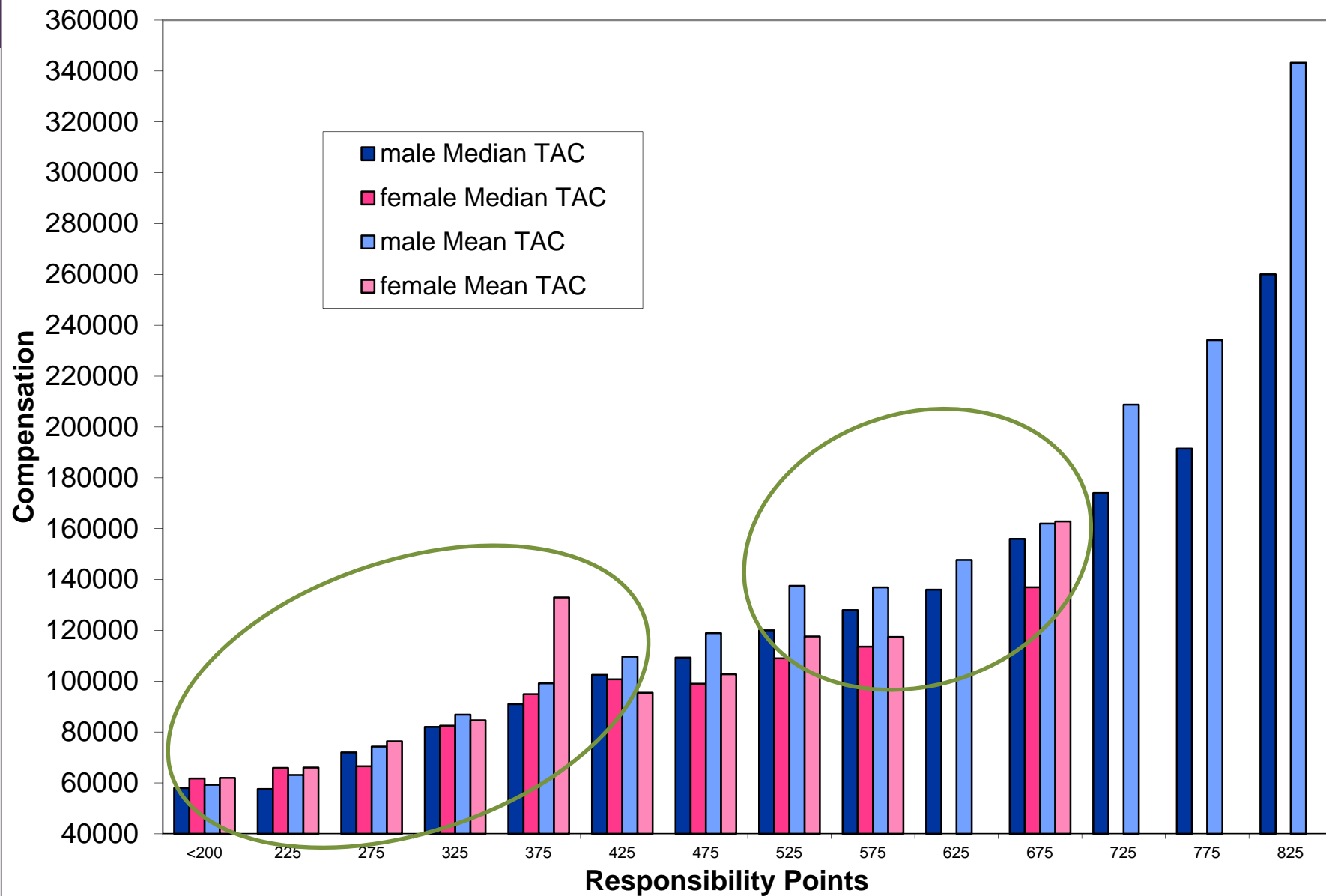
A solid teal-colored rectangle located in the upper right corner of the slide.

Bad news:
Salary
divergence still
happens as
they progress

APEGBC

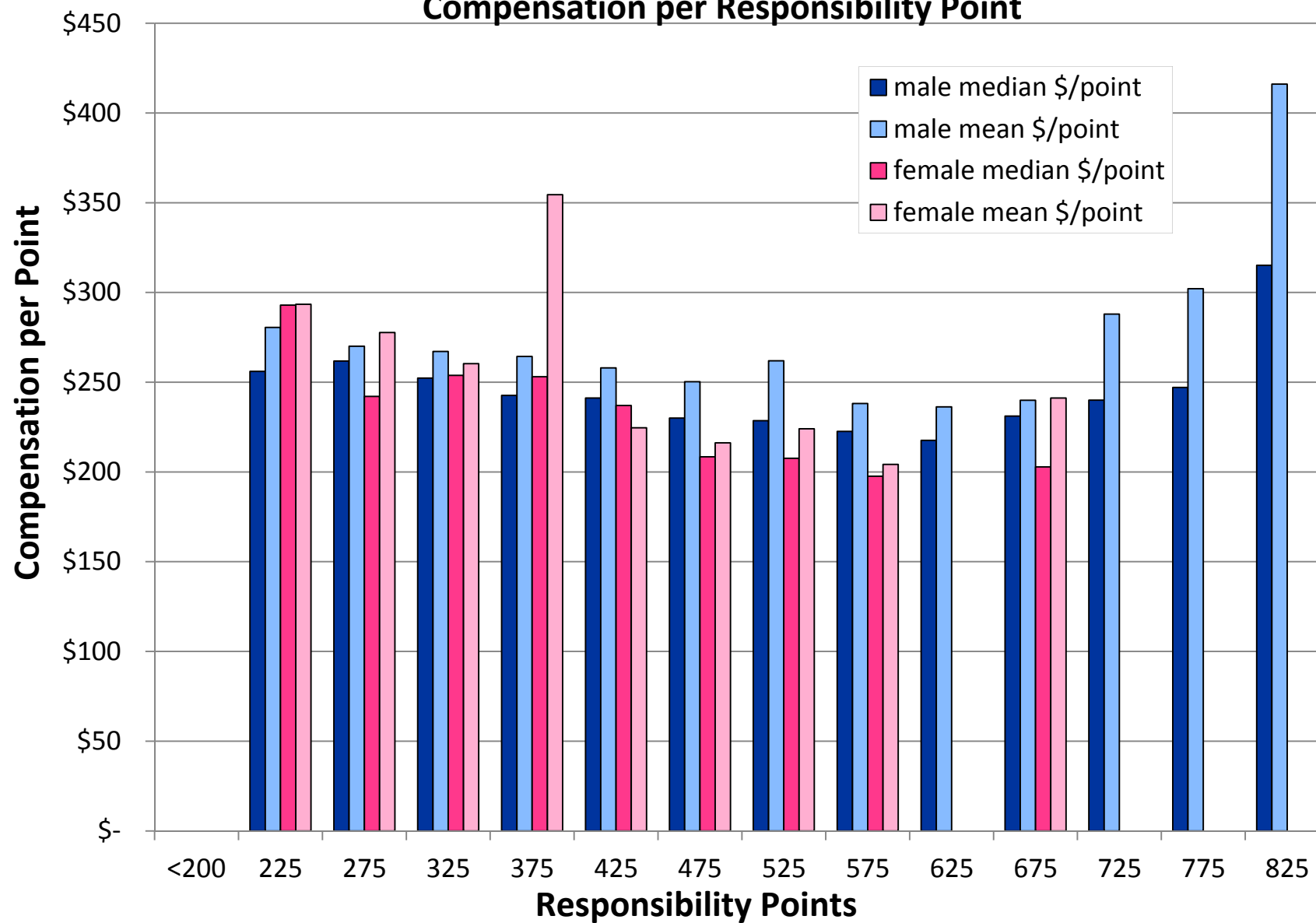
1998 Compensation Survey Data
Compensation by Responsibility Point





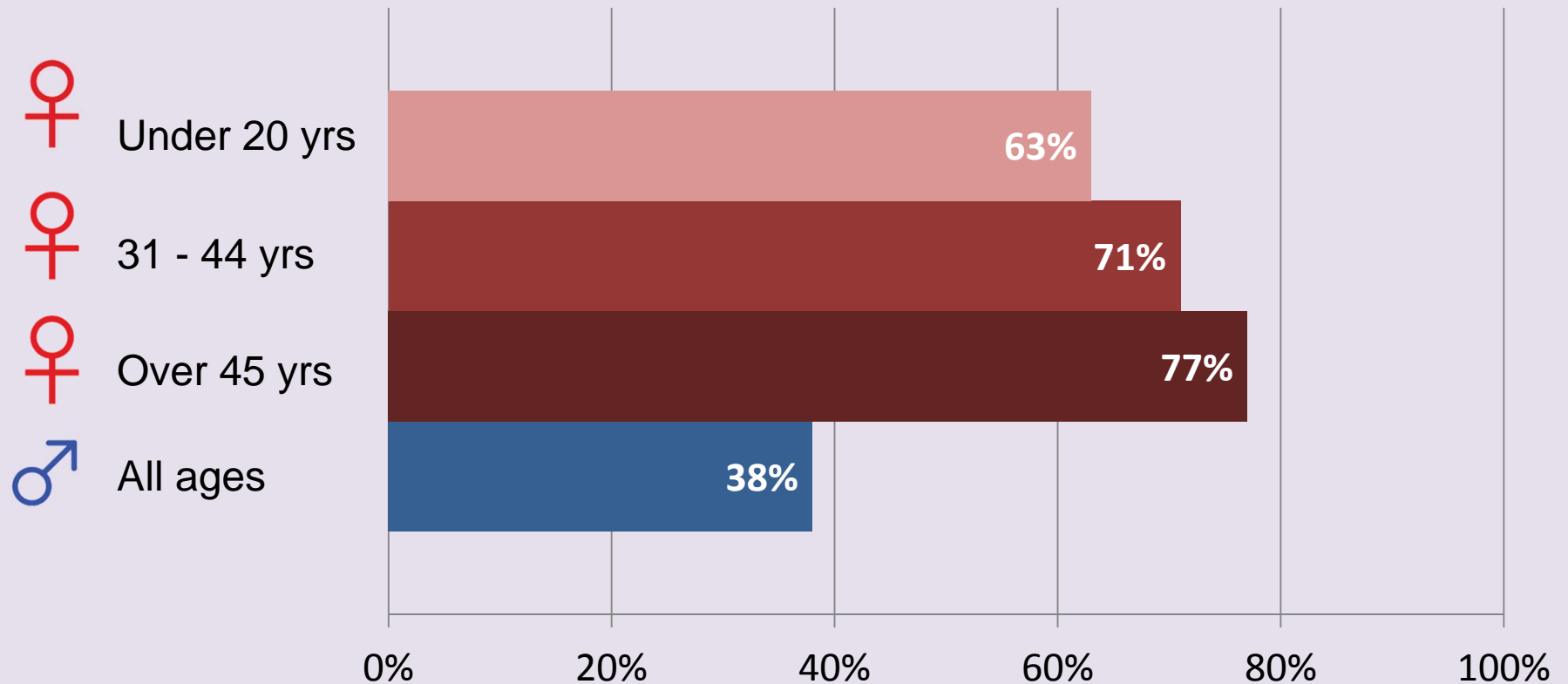
2012 Compensation Survey Data

Compensation per Responsibility Point





Seeing the “glass ceiling”



Percentage of workers who believe barriers that prevent women from reaching management level exist.



Unconscious (Implicit) Bias

To be seen as equally “**competent**” by reviewers, female researchers need to publish:

3 more
articles in
*Nature or
Science*

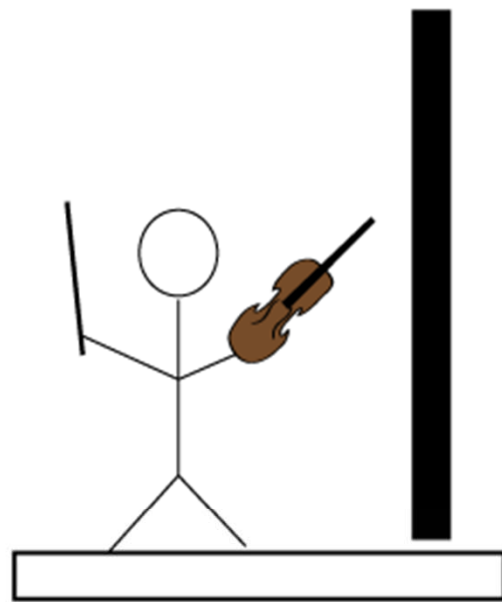
OR

20 more
articles in
specialist
journals

than male applicants when applying for a medical fellowship.⁵



Unconscious (Implicit) Bias



Women are **50%**
more likely to
advance in an
orchestra audition if
they **can't be seen.**³



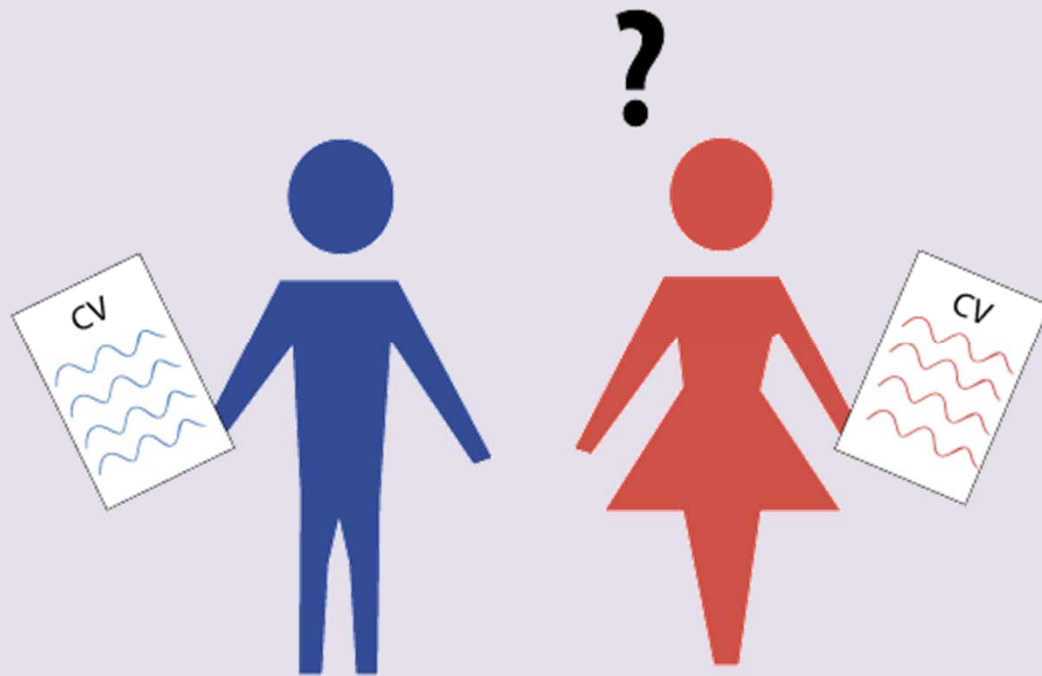
Unconscious (Implicit) Bias

“We would have to see her job talk”

“I would need to see evidence that she had gotten these grants and publications on her own”

Psychology professors reviewing identical CVs were **4x** more likely to write **cautionary comments** for female applicants.

Only partially meet the advertised requirements?



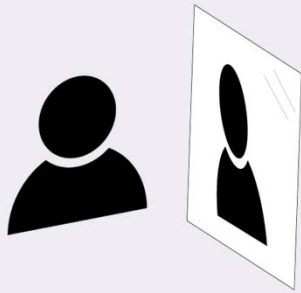
Men are likely to apply,
regardless

85% of women would only
apply if they met them
“fully” or “pretty well”

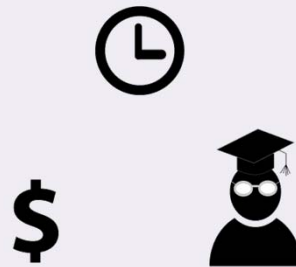


Deciding to Apply

There are 3 main factors when individuals decide to apply:



Identification with
the Job



Reward Preference



Expectation of
Application Success



Interview Best Practices

Job technical and skill requirement

- Is this what I want to do?

Compensation, work-life balance

- What benefits do you offer?

Expectations for availability and travel

- How do current employees handle family demands?

Working relationships and workplace climate

- Will there be people like me?

These are universally helpful, regardless of gender, but particularly important to women and young workers (Millennials).



As an Employer: Word Choice

feminine

- **excellence** in the market
- **understand** markets to **establish** appropriate selling prices
- **committed** to providing

MASCULINE

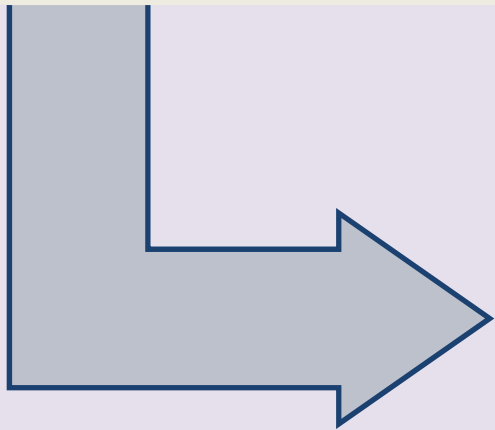
- **dominance** in the market
- **analyze** markets to **determine** appropriate selling prices
- **determined** to deliver

Gendered language has **no impact** on men, but may dissuade women.

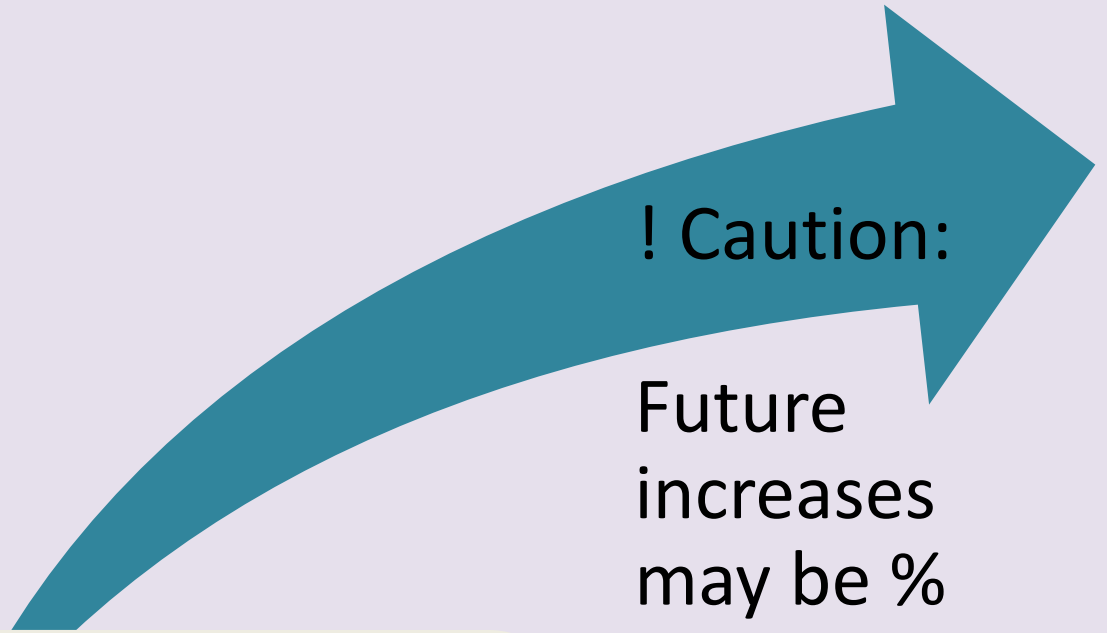


Don't Sell Yourself Short

The decision to hire you
is the **big** one.



⋮
Reasonable
salary negotiations
generally won't
affect that



! Caution:

Future
increases
may be %
of starting
salary



Don't Sell Yourself Short

Compare yourself fairly with your peers

- Being “too cheap” reduces your value
- Network! What are others offered in comparable jobs?

Consider the total package

- Prior work terms
- Geography & hours
- Bonuses / profit sharing / overtime
- RRSP & benefit premiums
- Vacation & flexible work



The Numbers Game

**Whoever names the
number first
loses**

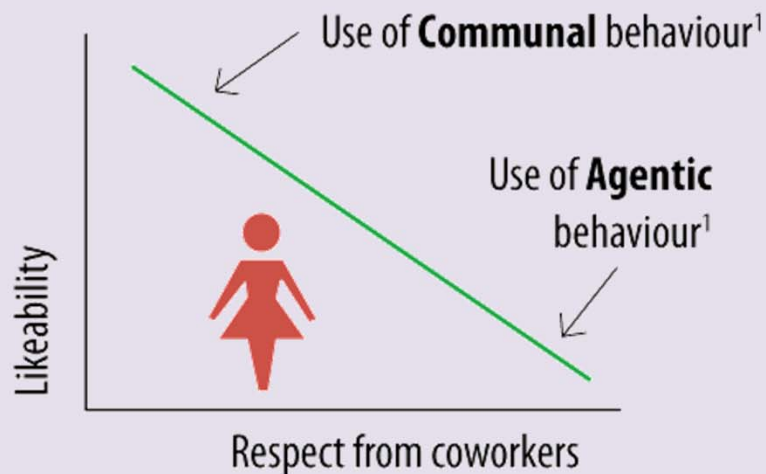
Engineers are
not covered by the
Employment
Standards Act

Ensure everything is spelled out in your
contract:

- Compensation
- Hours
- Holidays & Vacation
- Leaves (parental, illness)
- Benefits
- Termination

Bonus: Agentic vs. Communal Behaviour

Women in Leadership Positions



Both actions carry a **risk of being disqualified** from a job application.¹

Observed Effects of Women Using Forced Agentic Behaviour



Increase ♀'s **competence scores** to equally agentic men¹



Seem more **threatening**; less **persuasive** & less **influential**²



Decrease **compliance** of workers for ♀ managers²

If women need to manage the impressions they give off, it can lead to **stress, anxiety and reduced task performance**.^{2,3}



Advice for Mentees



Do your homework. Know your value.



Network and get mentored.



Prepare for your promotion.



Check in yearly. Update your resume, too!