



Chair for Women in
Science and Engineering
BC and Yukon Region



Lead Sponsors:



Teck



Dr. Ken Spencer

Henry F. Man



Westcoast Women in
Engineering, Science
& Technology

Diversity in the Workplace

November 23, 2013 | NCWiE

© WWest / The University of British Columbia. Some rights reserved



a place of mind

THE UNIVERSITY OF BRITISH COLUMBIA

- 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.



Diversity Share

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.



WWEST Nomenclature

- 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



WWEST

What do you Value?





Diversity as a Value

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 must develop a **safety culture**.



Diversity as a Value

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

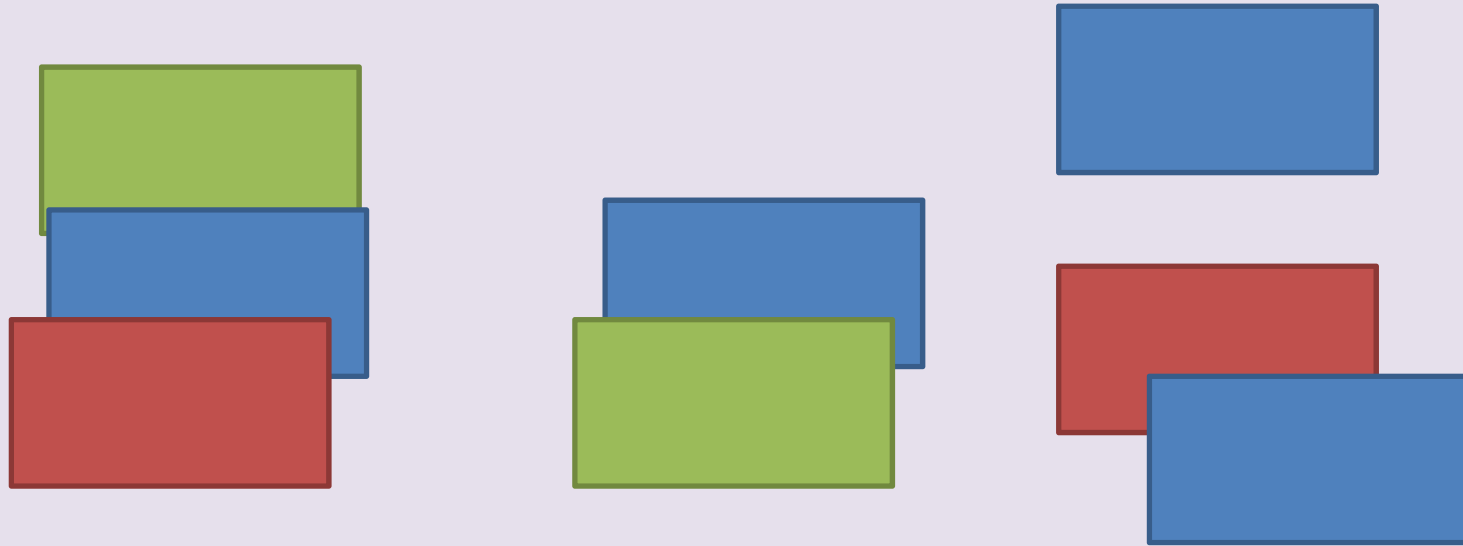
For an organization to benefit from diversity, they must develop a **diversity culture**.

- In groups
- One idea per post-it note
 - Easy to read text
- Time-limited



Brainstorm Topic

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.



WWEST Now What?

Find Advocates

Build a Peer
Network

Strategies

Make Small
Changes

Make Strategic
Choices

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

Build a Peer Network

Make Small Changes

- 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

- 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



WWEST Pick your Strategies

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

