

Diversity within Professional Engineering

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adm.uwaterloo.ca/infocmahro

Employers & Diversity - Google

Google Celebrates Diversity

“Diversity and inclusion are fundamental to Google’s way of doing things. We strive to be a local company in every country that we operate and we understand that our users all have different cultures, languages and traditions.”

Source: <http://www.google.com/diversity/map.html>

Employers & Diversity - Google

“It drives the projects we work on, the people we hire and the goals we set ourselves. We go to great lengths to create products that are useful to our user wherever they are and we’ve found that this commitment to diversity and to our users has been the key to our success.”

Nikesh Arora, SVP and Chief Business Officer

Overview of Workshop

- **Presentation 1** **Diversity within Professional Engineering**
- **Presentation 2** **Barriers**
- **Discussion** **Barriers**
- **Presentation 3** **Communicating Comfort Zone**
- **Discussion** **Collaboration**
- **Conclusion**

Diversity within Professional Engineering



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Engineers are Diverse!



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Educational Diversity

- Aerospace
- Biological
- Computer
- Electrical
- Geological
- Geomatics
- Industrial
- Materials
- Mining
- Software
- Physics
- Chemical
- Science
- Civil
- Management
- Manufacturing
- Environmental
- Metallurgical
- Integrated
- Mechanical
- Systems Design
- Mechatronics
- Nanotech

Source: Introduction to Professional Engineering

Expectations



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UW's Policy 33 – Ethical Behaviour

“That each member of the University endeavour to contribute to the existence of a just and supportive community based on equality and respect for individual differences.”

Source: Policy 33 – Ethical Behaviour; 1 General Principals

UW's Policy 33 – Ethical Behaviour

“No one shall unduly interfere with the work or working environment of another.”

Source: Policy 33 – Ethical Behaviour; 1 General Principals

UW Co-op Expectations

“Comply with the policies and procedures of Co-operative Education, your employer, and the University.”

<http://uwaterloo.ca/co-operative-education/get-hired/expectations-responsibilities/your-responsibilities-expectations-and-ethics>

Employers & Diversity - AECOM

“Incorporating the tenets of diversity and inclusion into every aspect of our business is central to driving innovation and expanding as well as enhancing the overall AECOM experience for our employees, clients and stakeholders.”

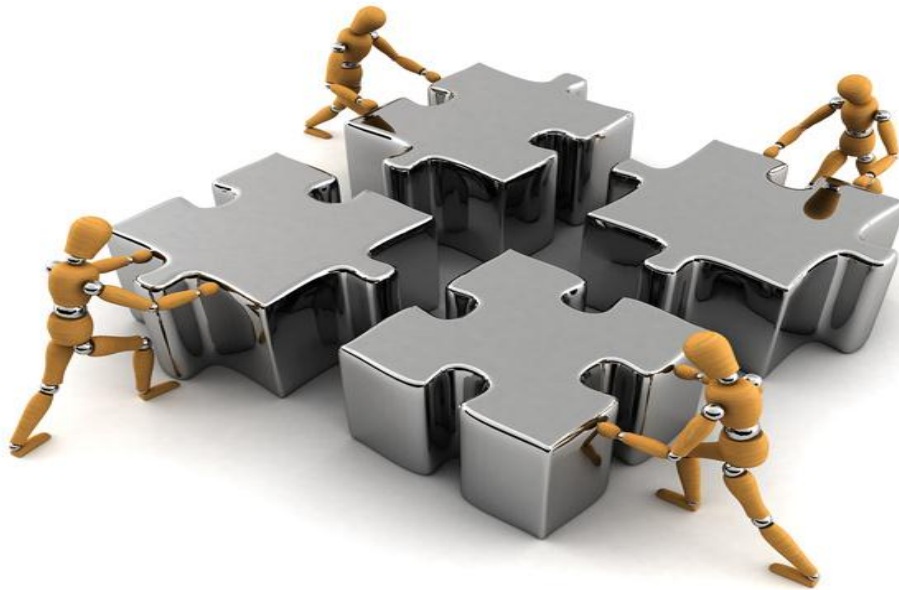
Source: <http://www.aecom.com/Careers/Our+People+and+Culture/Diversity+and+Inclusion>

Employers & Diversity - AECOM

“With employees in more than 140 countries worldwide, we recognize that our commitment to sustaining a diverse and inclusive environment is paramount to our continued success.”

Source: <http://www.aecom.com/Careers/Our+People+and+Culture/Diversity+and+Inclusion>

Complexity of Projects



Importance of Collaboration



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Blackberry

“At BlackBerry, Bold is all about achieving your highest potential and delivering extraordinary results. The environment at BlackBerry is invigorating and energy-driven. We are a team of experts who are committed to making a difference in the lives of our customers. At BlackBerry, we create the right conditions for everyone to be proactive, innovative and motivated to achieve.”

http://www.glassdoor.com/Overview/Working-at-BlackBerry-EI_IE9091.11,21.htm

Nice Job!



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PEO's Code of Ethics



Professional Engineers
Ontario

“it is the duty of a practitioner to the public, to the practitioners’ employer, to the practitioner’s clients, to other licensed engineers of the practitioner’s profession, and to the practitioner to act at all times with ...”

Ontario Regulation, RRO. 1990, Reg. 941, s. 77

PEO's Code of Ethics



Professional Engineers
Ontario

“ Fairness ...

***... and loyalty to the practitioner's
associates, employers, clients,
subordinates, and employees.”***

Ontario Regulation, RRO. 1990, Reg. 941, s. 77

PEO Regulation (Reg. 941, Sec 72, n.)

Misconduct behaviour can include:

“harassment.”

Employers & Diversity



“The background, experience, perspective, and talent of each individual enrich our company and our culture, so we work hard to build a workforce that reflects the diverse populations of our partner communities. We regularly reach out to high schools, colleges, and universities to encourage and support young men and women considering careers in skilled trades and other professions in our industry.”

Source: [www.hydroone.com/Careers/Pages/Our Workplace.aspx](http://www.hydroone.com/Careers/Pages/Our%20Workplace.aspx)

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True / False Quiz



True / False #1

1.

True

False

True / False #2

2.

True

False

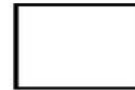
True / False #3

3.

True



False



True / False #4

4.

True

False

True / False #5

5.

True



False



True / False #6

6.

True

False

True / False #7

7.

True

False

True / False #8

8.

True



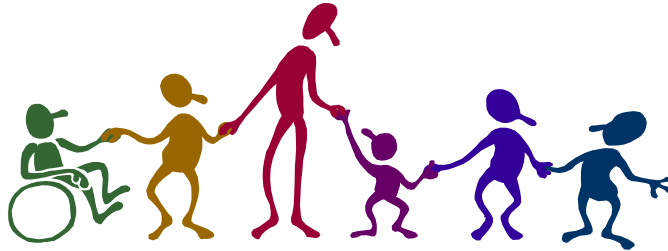
False



Diversity Terminology Quiz



What is Diversity?



Diversity is the differences and dissimilarities among people.

**It is more than just race and gender.
It is everything that makes us different.**

Team Work!!

To become an effective part of your environment, you must work and live with individuals whom you perceive to be very different from you.



Working Together !!



Are there obstacles or barriers created in a diverse environment that can ‘get in the way’ of our ability to work together???

What is Racism?

The belief that race, ethnicity, or nationality determines the intellectual, behavioural, or moral attributes of people

&

the belief that some groups, defined in this way, are inherently superior.

Source: The Importance of Diversity, University of Queensland, Brisbane, Australia.

Prejudice

The holding of negative attitudes about people, because of their race, ethnicity, or national origin ...

i.e., racial prejudice

Unfairness

Unfairness comes into play by...

not judging people on who they are as individuals but judging them on who you think they are based solely on their membership in a particular group.

Stereotypes

Certain images ‘jump’ into our head when we hear mention of certain groups.

These images are often based on ‘stereotypes’.



Discrimination

- The negative differential treatment of individuals or groups.
- For example, where the ‘treatment’ is based on one’s gender, that is referred to as sex discrimination.
- Apart from being unfair, in certain cases, it’s against the law.

Ontario Human Rights Code

Every person has a right to equal treatment with respect to

- Employment
- Services, goods and facilities
- Accommodation (housing)
- Associations / union memberships

Source: Human Rights at Work

Ontario Human Rights Code

Prohibited Grounds

Race	Place of Origin	Record of Offense
Colour	Ethnic Origin	Creed (Religion)
Sex	Marital Status	Sexual Orientation
Age	Family Status	Perceived Disability
Disability	Citizenship	
Ancestry	Same-sex Partner Status	

Source: Human Rights at Work

Harassment

“a course of a vexatious comment or conduct where a person knows or ought reasonably to have known the behaviour is unwanted”

Ontario Human Rights Code (RSO 1990), Section 10.

Including jokes, slurs, insults, gestures, images, remarks, etc....

Sexual Harassment

Quid Pro Quo

“one thing in return for another”. A person in a position of authority uses that authority to bribe or coerce another into performing sexual favours.

Poisoned Environment

created by comments or conduct that has the effect of making a person feel demeaned or disrespected.

Employers & Diversity - Stantec

“Stantec’s goal is to recruit, motivate, and develop our employees with diverse ranges of talents and perspectives to ensure that we have the breadth of viewpoints, experiences, and intellectual skills needed to succeed across our global environment.”

Source: <http://en.equitek.ca/careers/current-opportunities/stantec/>

Employers & Diversity - Stantec

“Diversity expresses itself in many different ways in age gender, race, culture, sexual orientation, religion, belief, education, physical ability, personality, experience and approaches to work. We aim to maximize each employee’s potential by valuing these differences and creating a productive environment by which our talents are fully utilized and organizational goals are achieved.”

Source: <http://en.equitek.ca/careers/current-opportunities/stantec/>

Terminology Quiz

Diversity

B Differences and dissimilarities among people

Terminology Quiz

Racism

A **Belief that race, ethnicity, or nationality determines intellectual behavioural or moral attributes, and therefore, groups defined in this way are viewed as superior**

Terminology Quiz

Prejudice

- D** **The holding of negative attitudes about people because of their background**

Terminology Quiz

Harassment

C Unwanted and unwelcomed attention

Terminology Quiz

Sexual Harassment

G Unwanted and unwelcomed attention of a sexual and/or gender related nature

Terminology Quiz

Fairness

E Dealing with people honestly,
justly and without favouritism

Terminology Quiz

Discrimination

F **The negative differential treatment of individuals or groups**

Terminology Quiz

Stereotypes

- I Can be described as *images*, based on generalizations, that can *jump* into our heads when we hear mention of certain individuals or groups

Terminology Quiz

Collaboration

H **A team actively working together over a period of time to achieve specific goals**

Discussion Time

Contact Me

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