Diversity within Professional Engineering

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WATERLOO CONFLICT MANAGEMENT & HUMAN RIGHTS OFFICE
adm.uwaterloo.ca/infocmahro
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!
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

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Expectations
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
“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
“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
“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
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.”

Nice Job!

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PEO’s Code of Ethics

“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

“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.”
“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
True / False Quiz
1. Our concern for diversity-related issues arises only when problems occur. True / False #1
2. Areas of violation stated in UW's Policy 33 on Ethical Behaviour focuses only on harassment, sexual harassment, and poisoned environment.

True / False #2

[ ] True

[✓] False
3. The mandate of Professional Engineers Ontario (PEO) is to self-regulate the practice of professional engineering and to govern its members as per the terms of the Professional Engineers Act of Ontario.

True / False #3

True

False
4. Although PEO is empowered to monitor the standards of professional practices, it is not in a position to discipline its members.

True / False #4

True

False [Checked]
5. Harassment is included in the list of issues that can be considered under professional misconduct in PEO’s Regulations.

True / False #5

True

False
6. Working effectively in a diverse environment means always showing good judgement and never making mistakes.

True / False #6

True

False ✔️
7. True / False #7

True

False
8. True / False #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 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

<table>
<thead>
<tr>
<th>Race</th>
<th>Place of Origin</th>
<th>Record of Offense</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colour</td>
<td>Ethnic Origin</td>
<td>Creed (Religion)</td>
</tr>
<tr>
<td>Sex</td>
<td>Marital Status</td>
<td>Sexual Orientation</td>
</tr>
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<td>Age</td>
<td>Family Status</td>
<td>Perceived Disability</td>
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<tr>
<td>Disability</td>
<td>Citizenship</td>
<td></td>
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<tr>
<td>Ancestry</td>
<td>Same-sex Partner Status</td>
<td></td>
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</tbody>
</table>
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.
“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
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
Discrimination

F  The negative differential treatment of individuals or groups
Terminology Quiz

Stereotypes

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

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

Time
Contact Me

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