



Professional Engineers
Ontario



30 by 30 Metrics 2021 PEO Report

PEO's 30 by 30 Task Force



We are not just a regulator of the practice of professional engineering, we are a self-governing regulator. We have been granted that privilege by the people of the province because of the trust they have placed in us to regulate the profession on their behalf. Self-regulation is a privilege, and obligation, which we must take the utmost care to respect. There are many recent examples of where, when that trust breaks down, society, through its elected officials, alters the governance framework and imposes more direct control over the affairs of the regulator.

The 30 by 30 initiative speaks directly to this trust between society and regulator. If we, as a self-governing profession, are not reflective of the society on whose behalf we serve, society has every right to question our ability to equitably regulate. Society recognizes that gender equity is a goal that a just society should strive towards. The evidence is irrefutable that a more equitable society is a healthier society. Most other major professions have either achieved gender parity or made great strides towards it. With a current gender ratio of less than one female in five, engineering is an anomaly.

The 30 by 30 initiative is, admittedly, a stop-gap measure towards gender parity. But it allows us the opportunity for critical self-reflection, to examine the underlying reasons why our profession is not attracting “the best of the best” women in the same number as men. Society would expect no less.



30 by 30 PEO Metrics

- Data is based on year-end results for 2018, 2019 and 2020
- It is anticipated that this will be a yearly reporting to Council on the previous year's results
- 2021 data will be available in November 2022



LICENSING METRICS

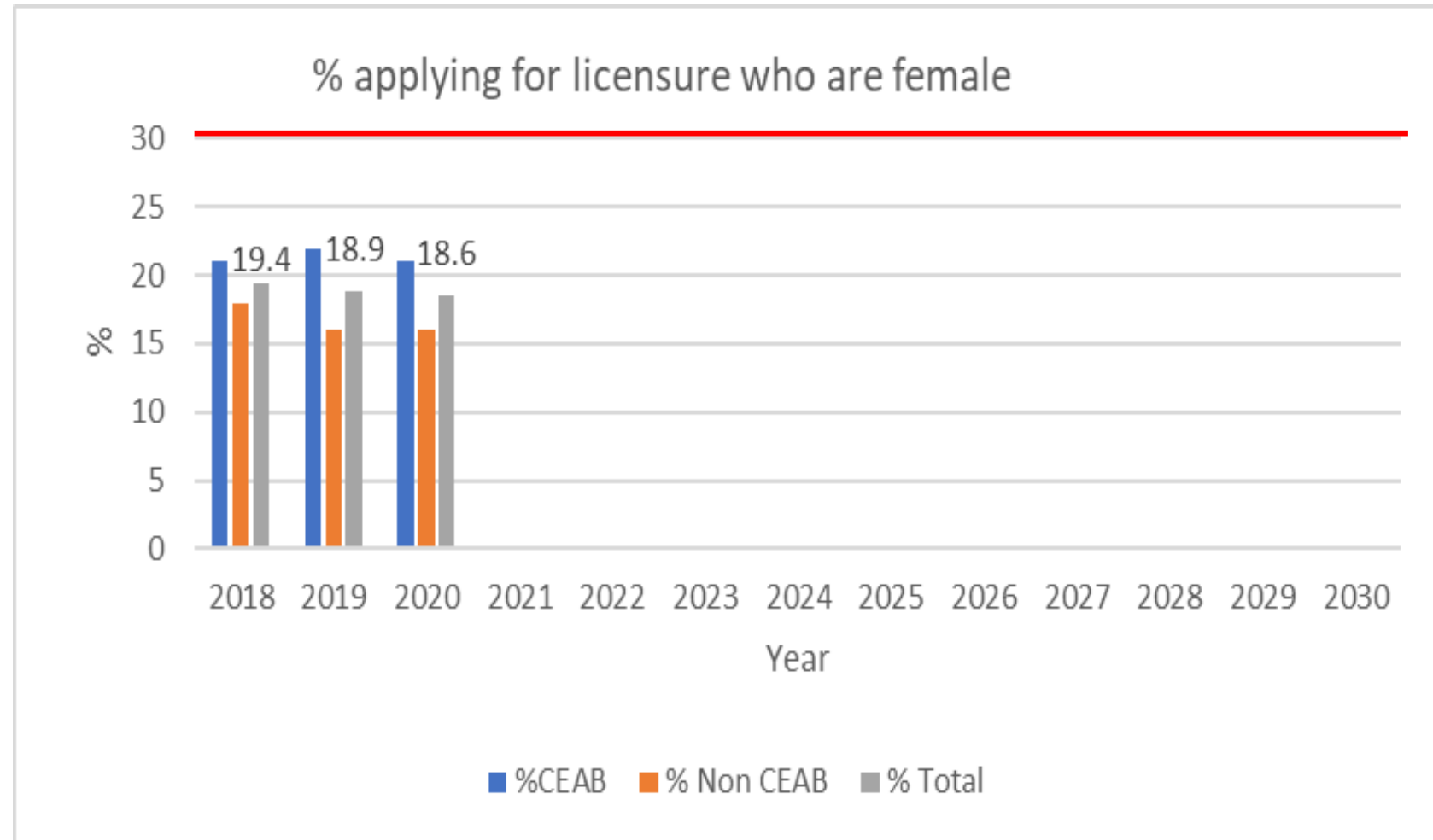




Licensing Metrics

Percentage **applying**
for licensure who are
female

CEAB = Canadian
Engineering
Accreditation Board

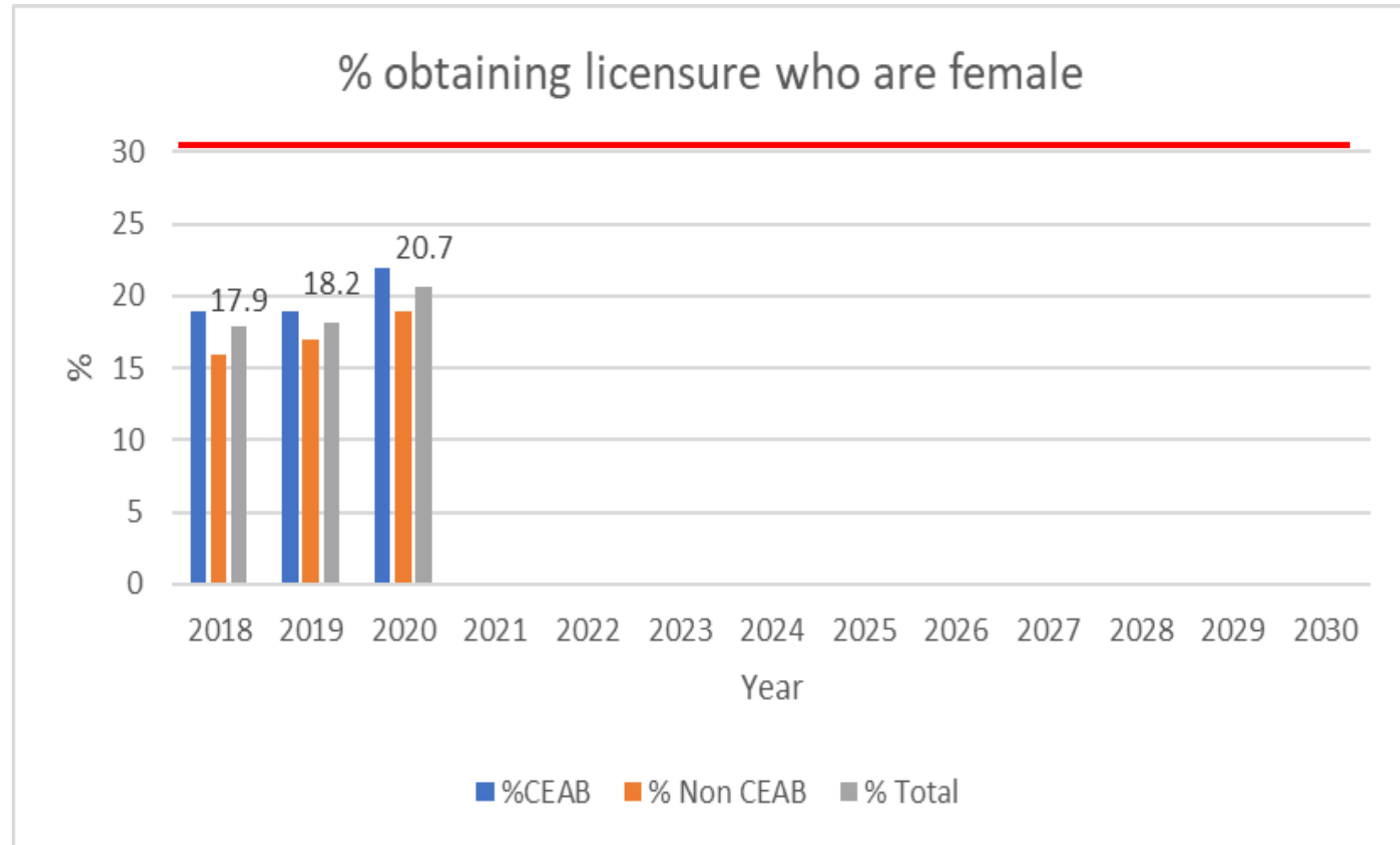




Licensing Metrics

Percentage **obtaining**
licensure who are
female

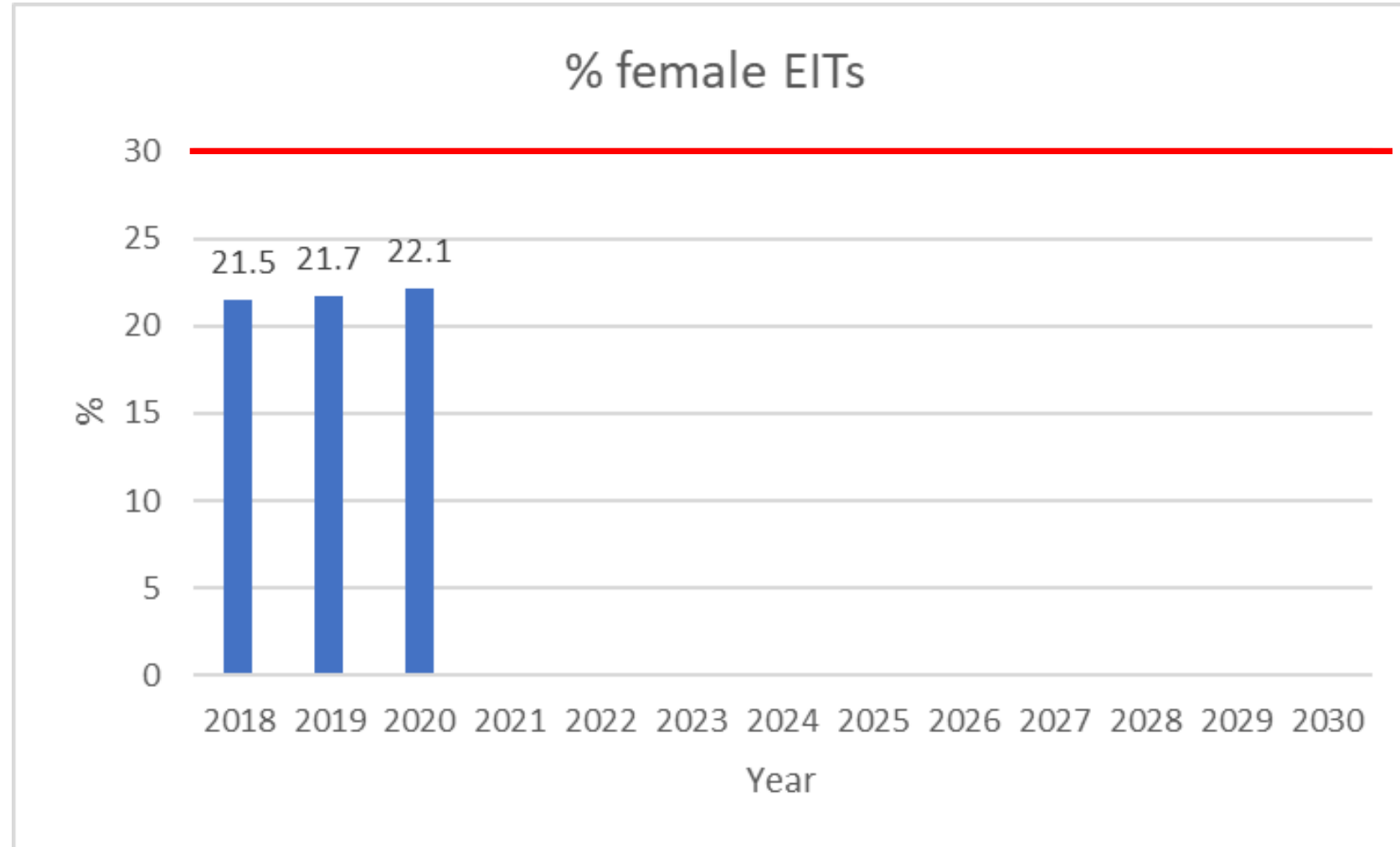
CEAB = Canadian
Engineering
Accreditation Board





EIT Metrics

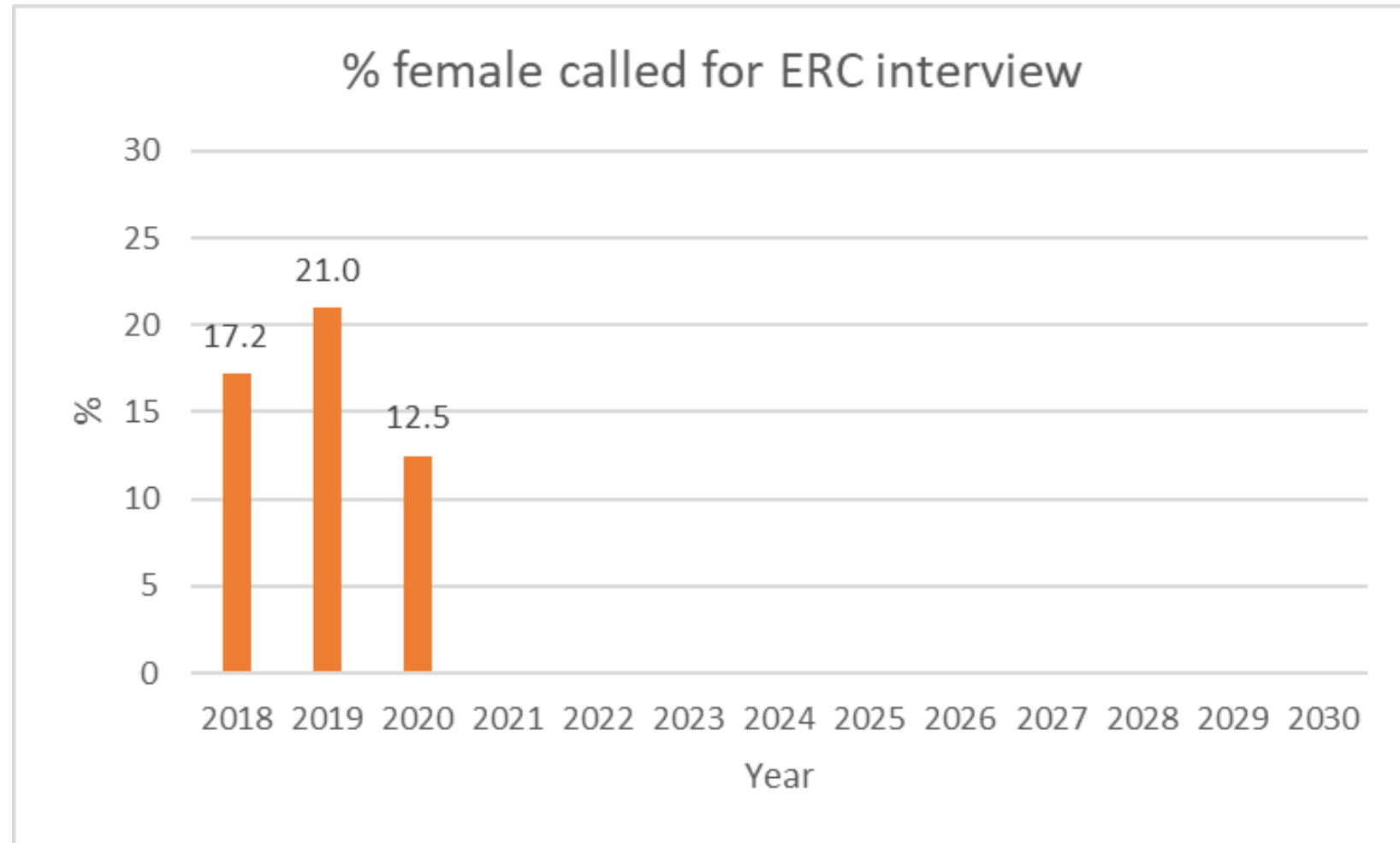
Percentage
EITs
who are female





ERC Interview Metrics

Percentage
being called for
ERC interviews
who are female



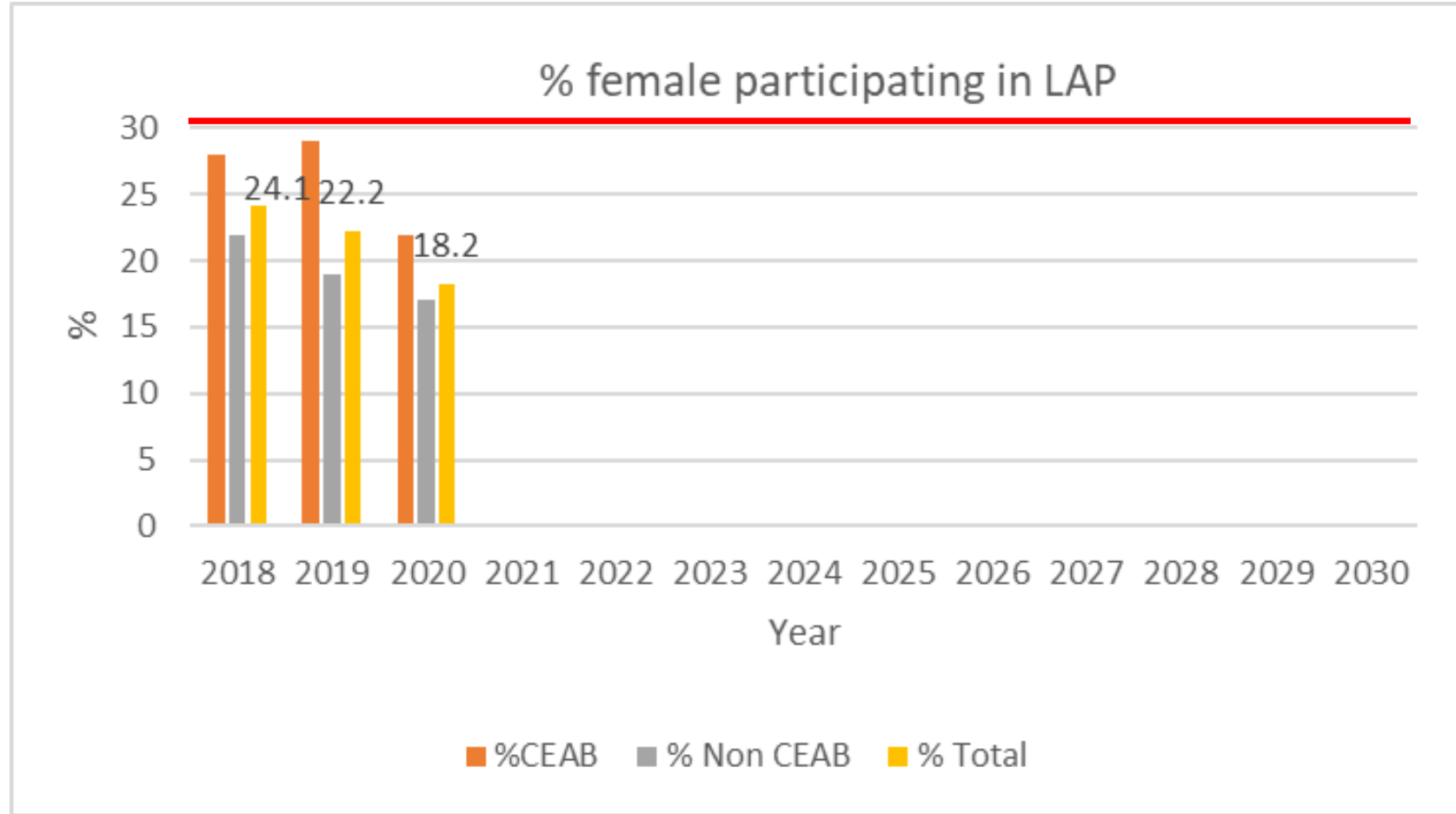
Note: 2020 had only 3 months of ERC interviews (January, February & March).



LAP Metrics

Percentage EITs participating in Licensure Assistance Program (LAP) who are female

CEAB = Canadian Engineering Accreditation Board

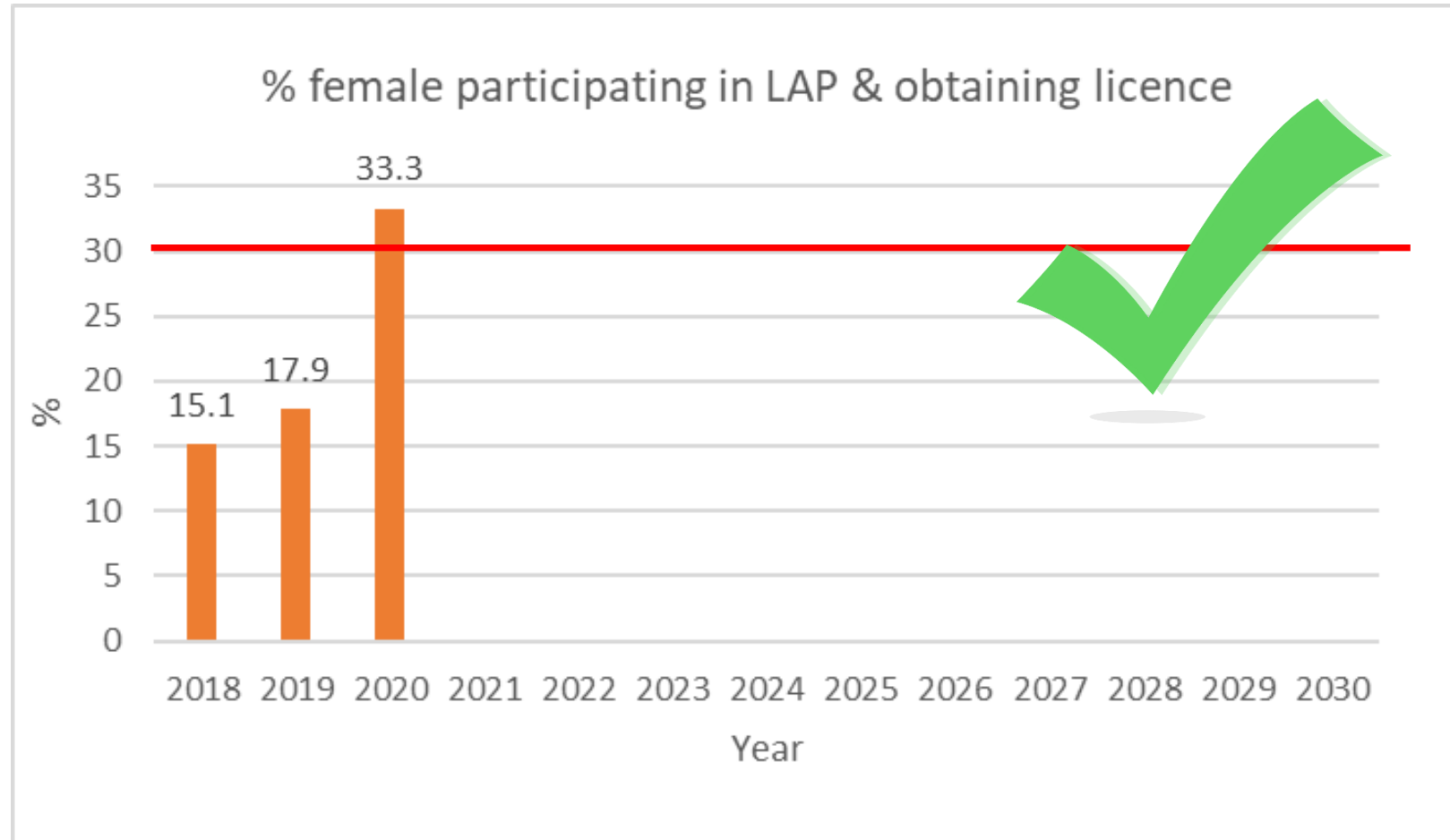


Note: 2020 had less participants in LAP due to Covid-19 (4 chapters in 2020, 10 in 2019, 12 in 2018)



LAP Metrics

Percentage **EITs**
participating in LAP
and obtaining licence
who are female



Note: this represents 1 female of 3 participants who obtained their P.Eng in 2020 and participated in LAP in previous years; in 2019, 5 females out of 28 obtained their P.Eng. since participating in the LAP; in 2018, 11 females out of 73 obtained their P.Eng. since participating in the LAP (metrics for each year are updated annually to reflect how many obtained licensure since the previous year).



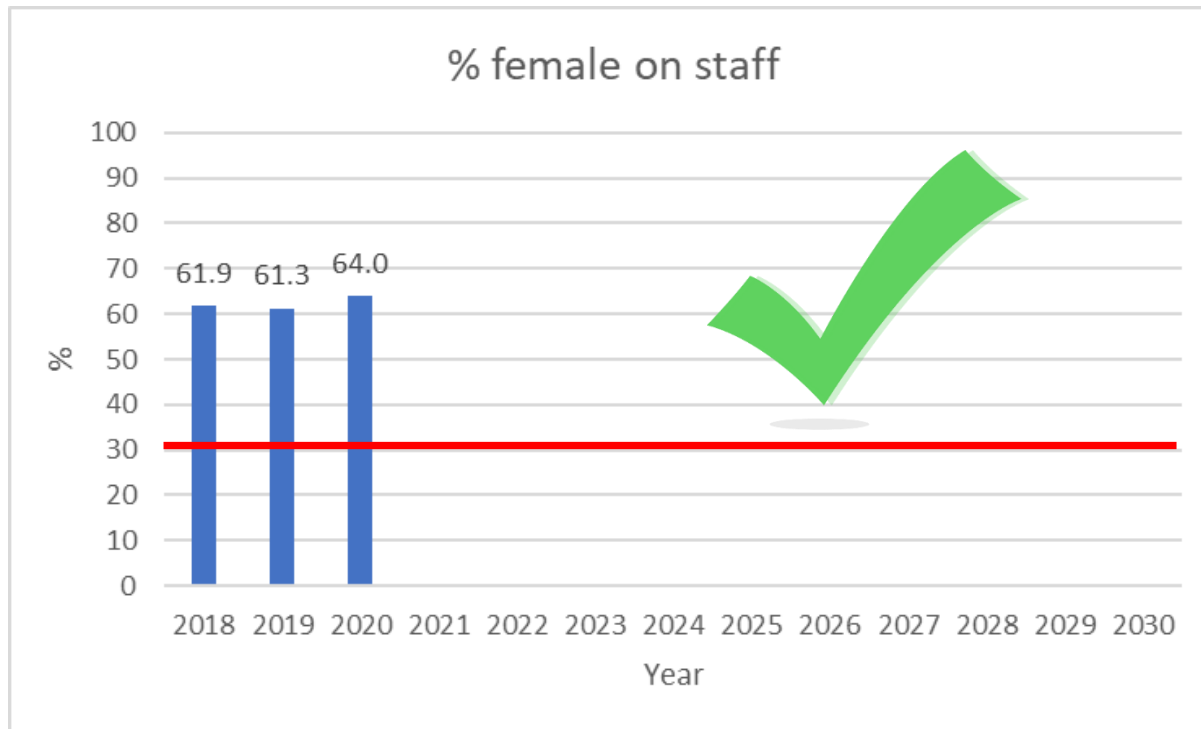
PEO INTERNAL METRICS



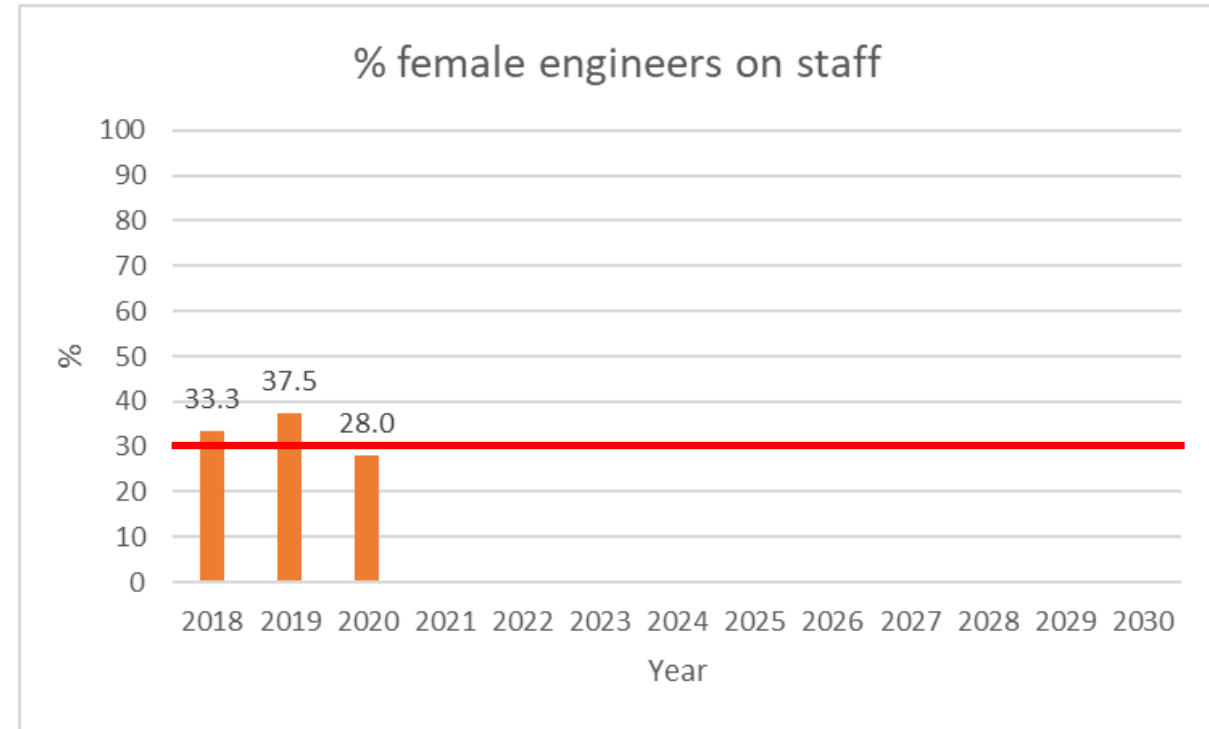


PEO Staff Metrics

64% of total staff are female



28% of P.Eng. staff are female





PEO LEADERSHIP METRICS





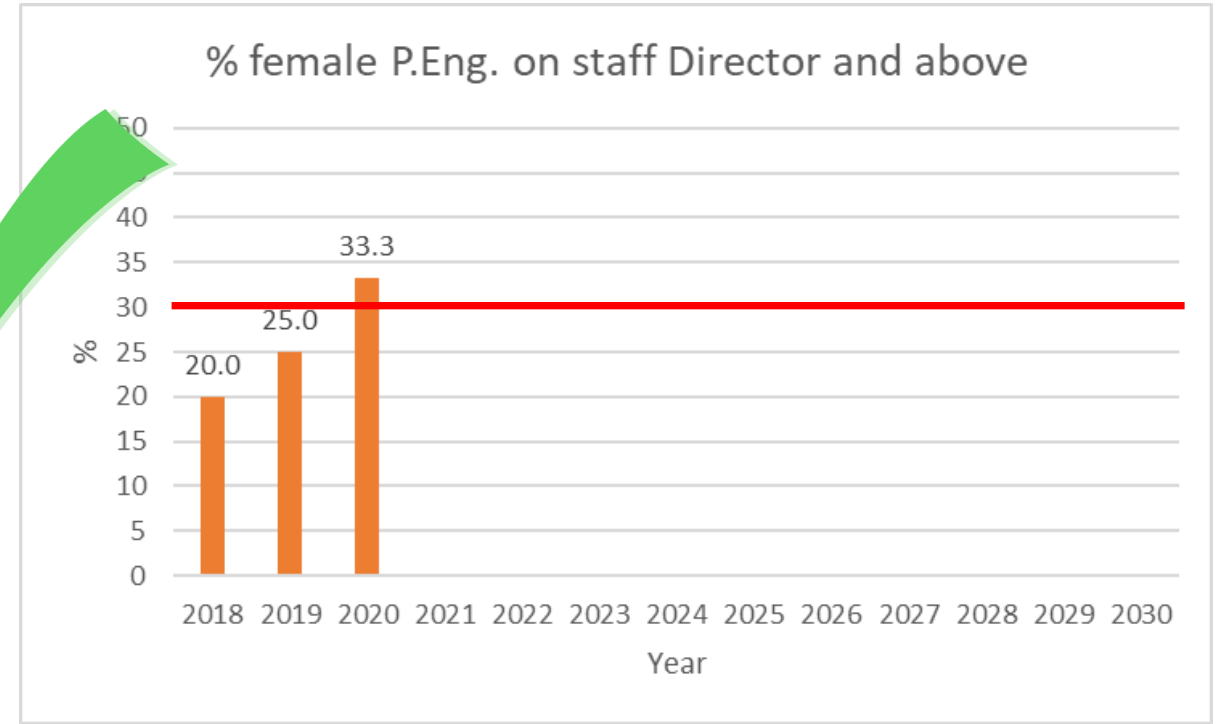
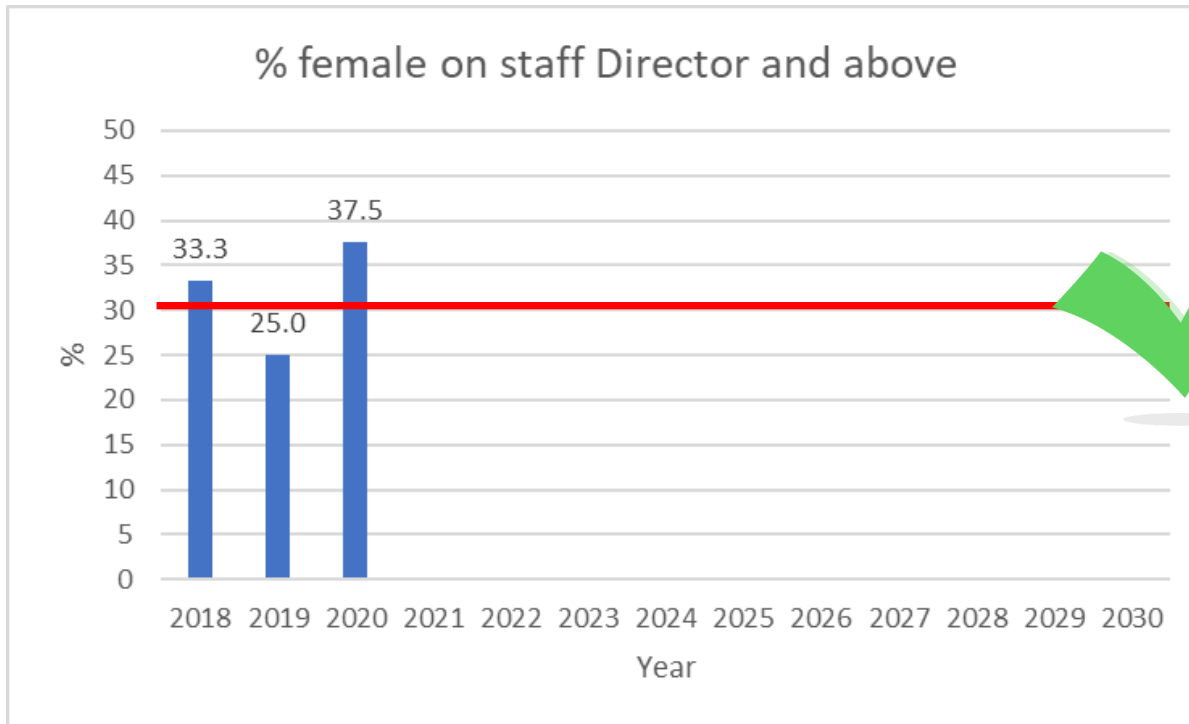
PEO Staff Leadership

37.5% female staff Director and above

(note: this represents 3 females out of 8 total in 2020 incl. P.Eng.)

33% female P.Eng. Director and above

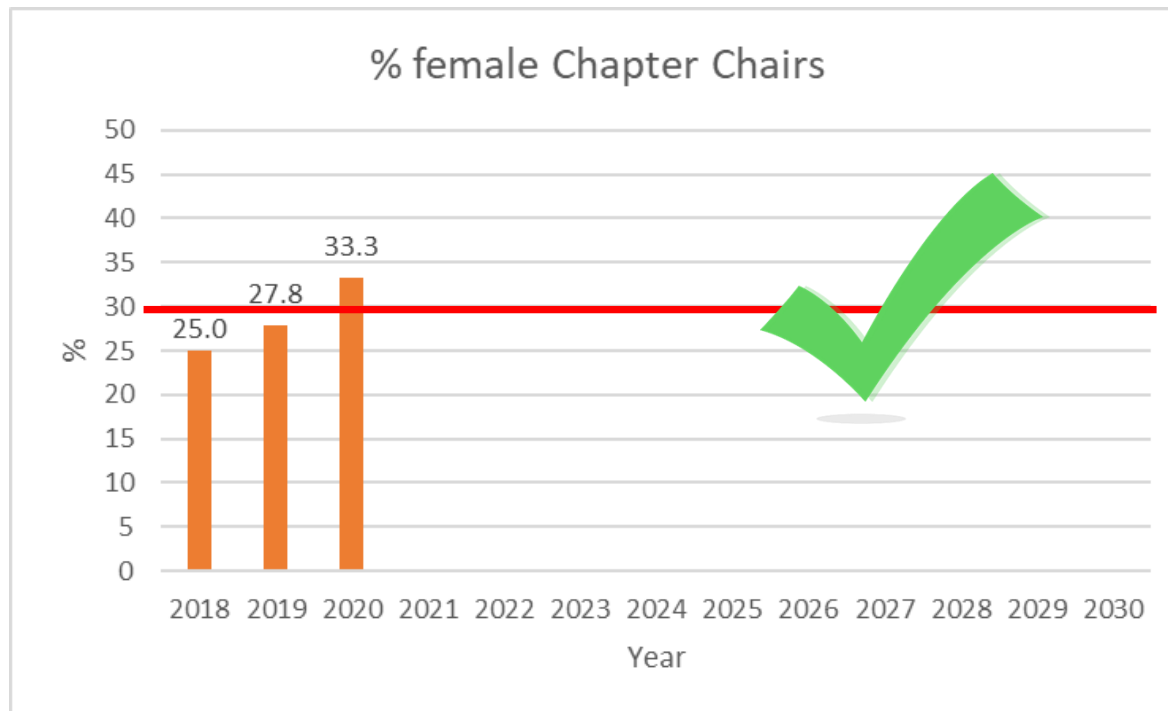
(note: this represents 1 female P.Eng. out of 3 total in 2020)



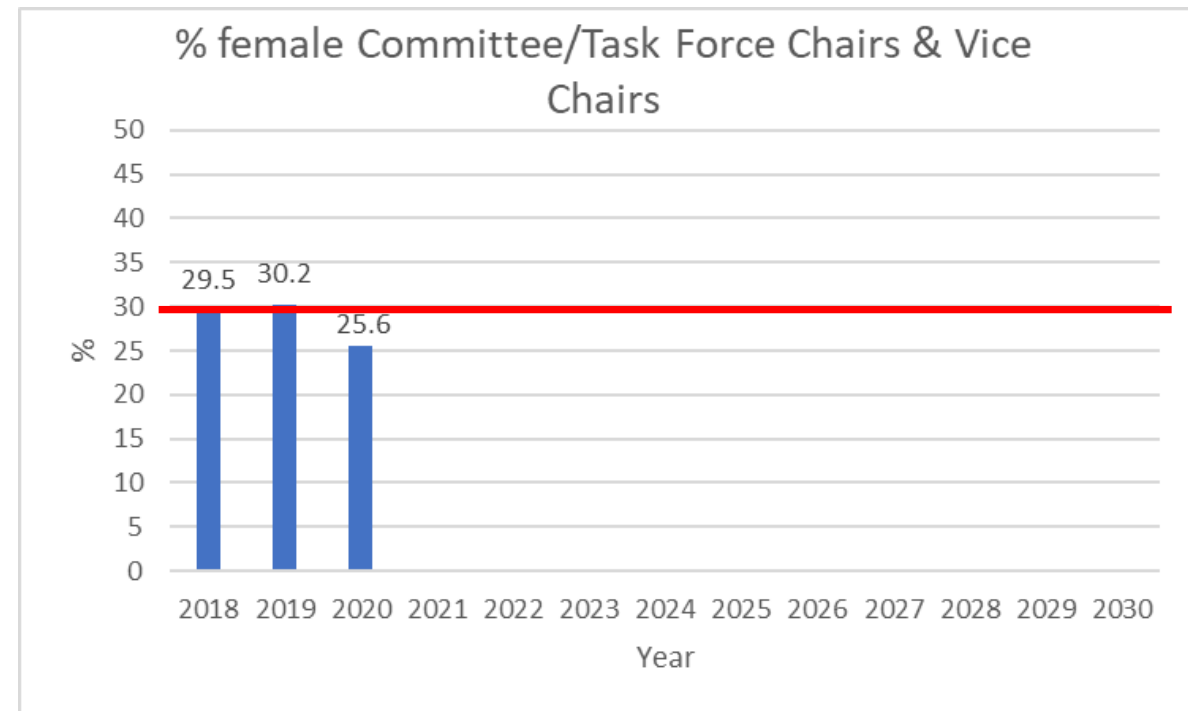


PEO Volunteer Leadership

33% female Chapter Chairs



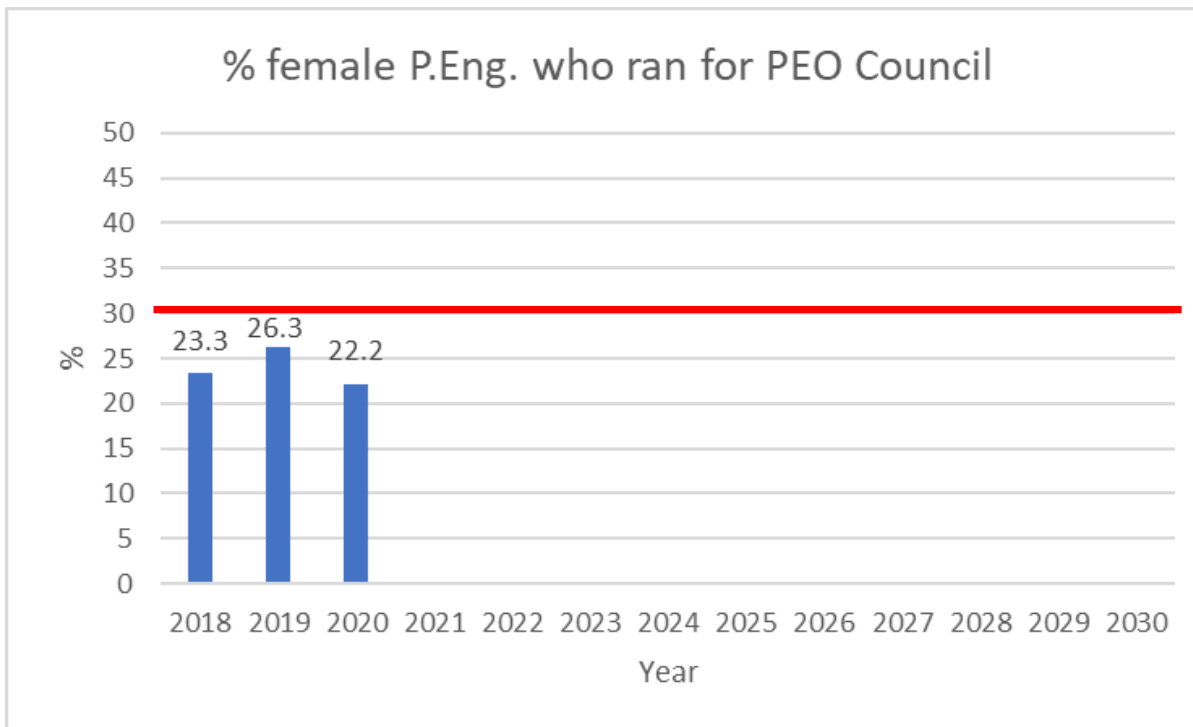
26% female Committee/Task Force Chairs & Vice chairs



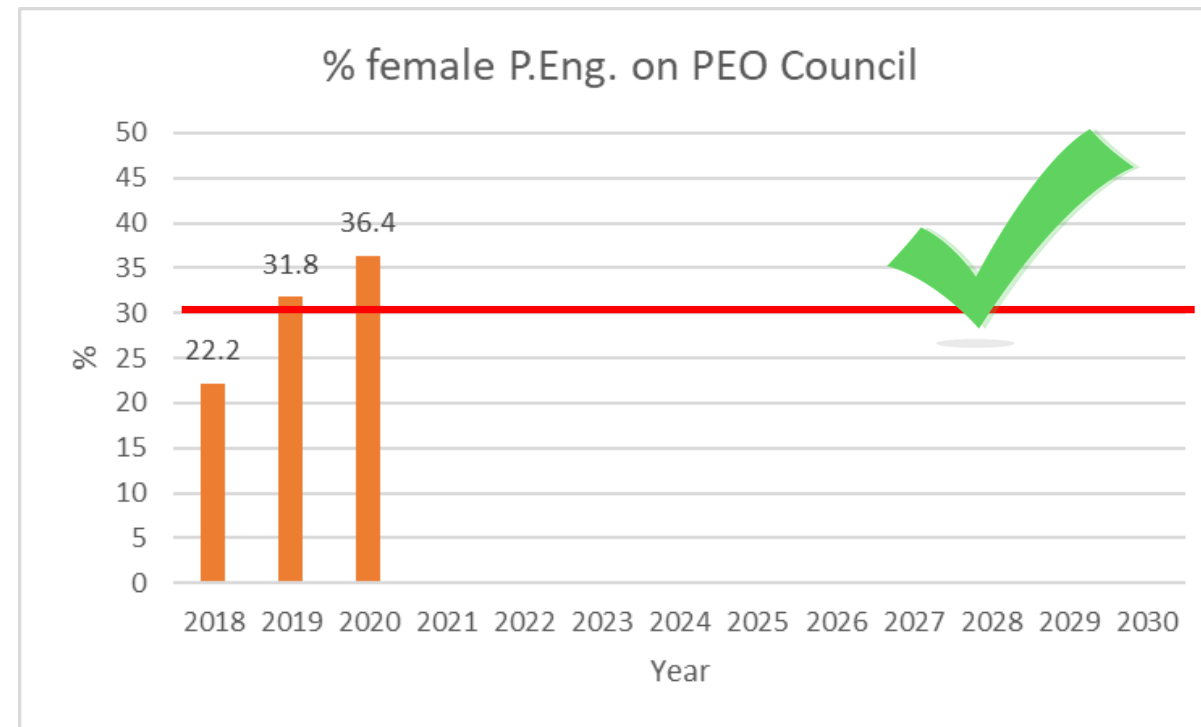


PEO Council

22% female P.Eng. who ran for Council



36% female P.Eng. on PEO Council





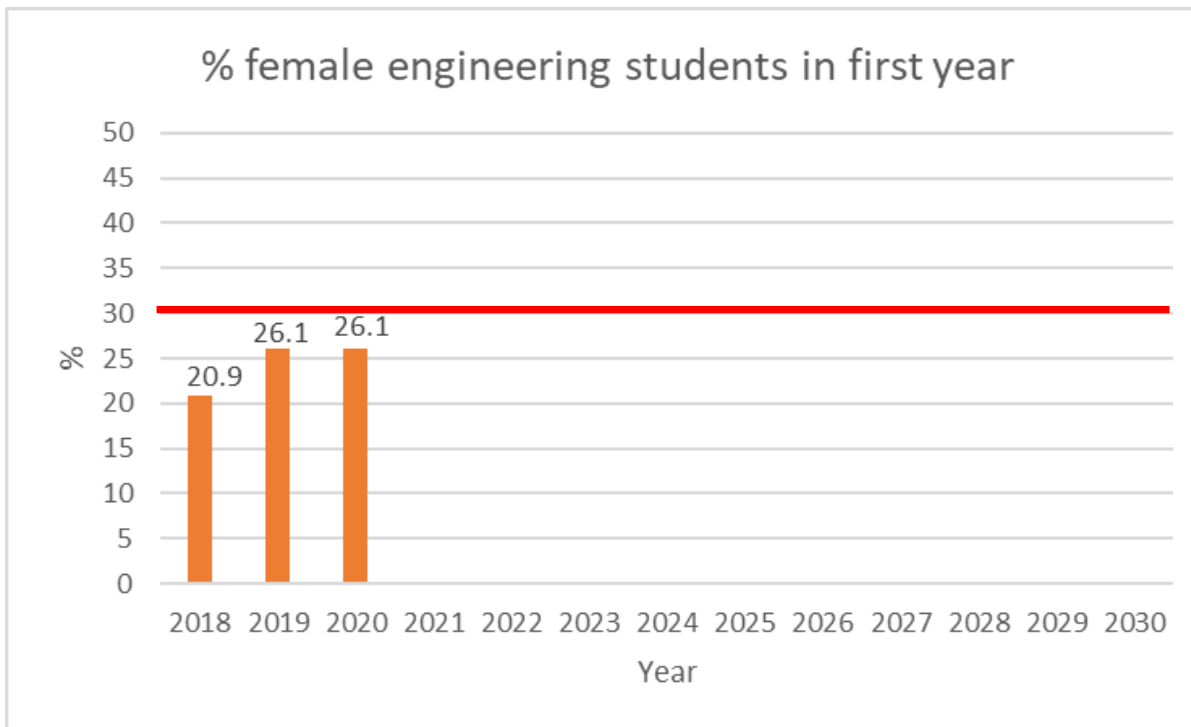
UNIVERSITY METRICS



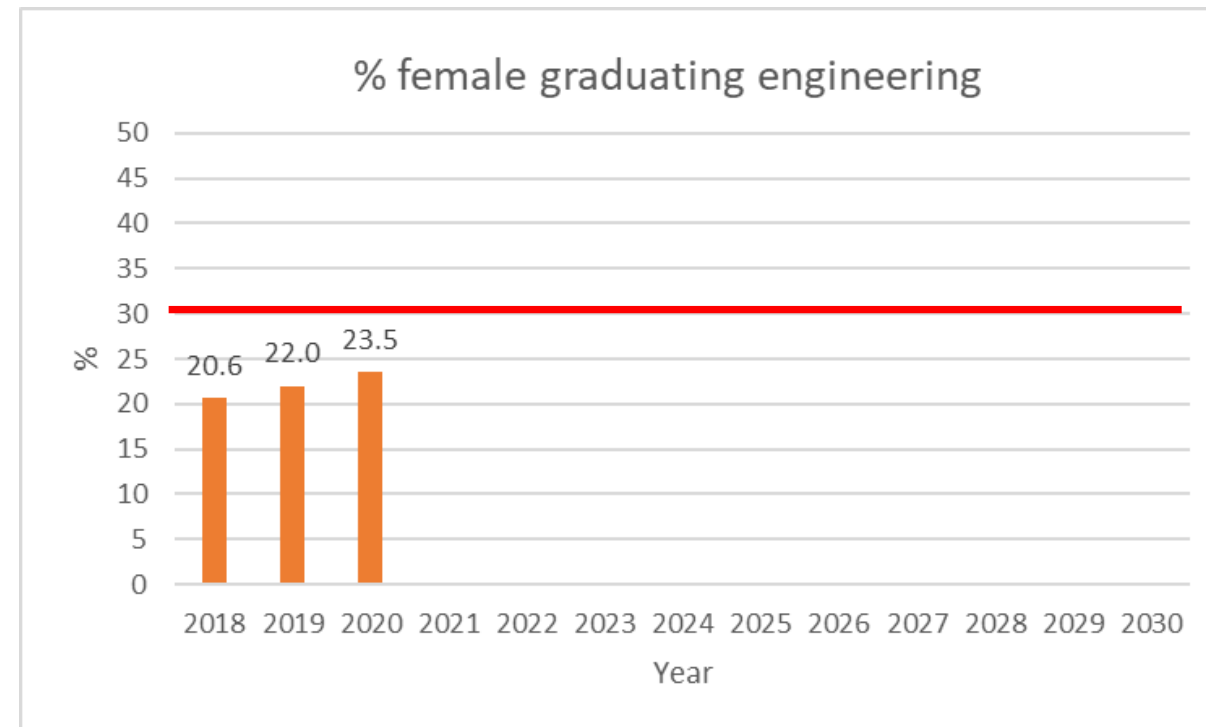


Engineering students

26% female engineering students in first year



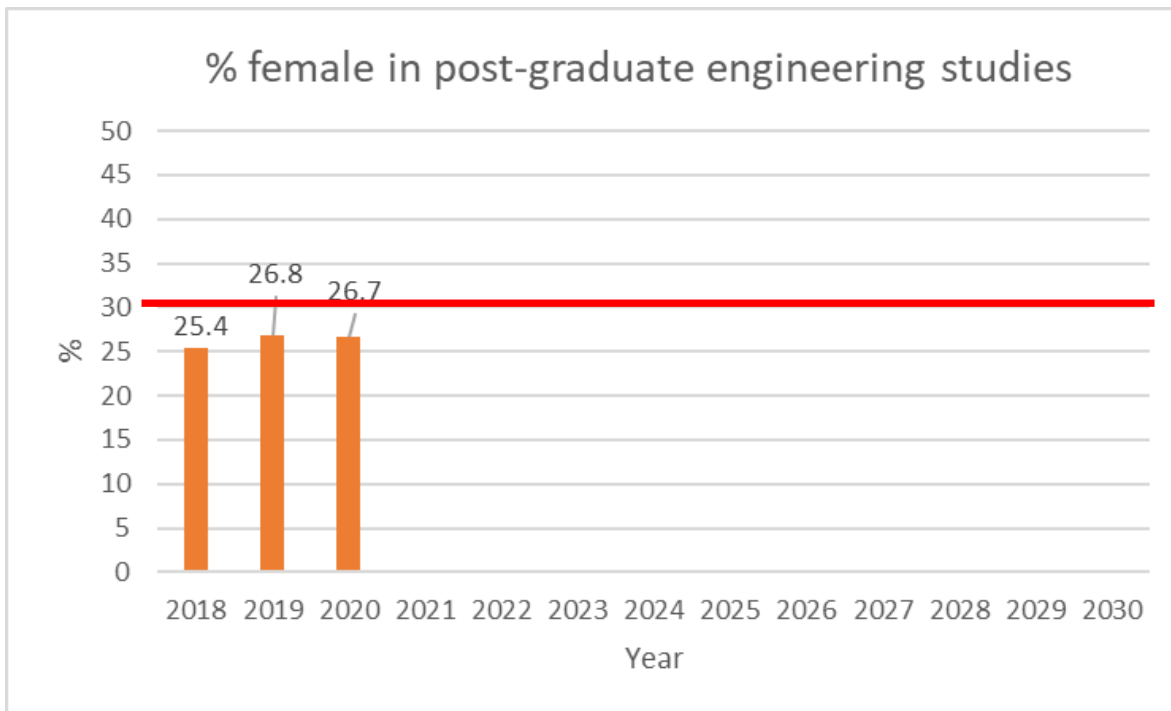
23.5% female engineering students graduating



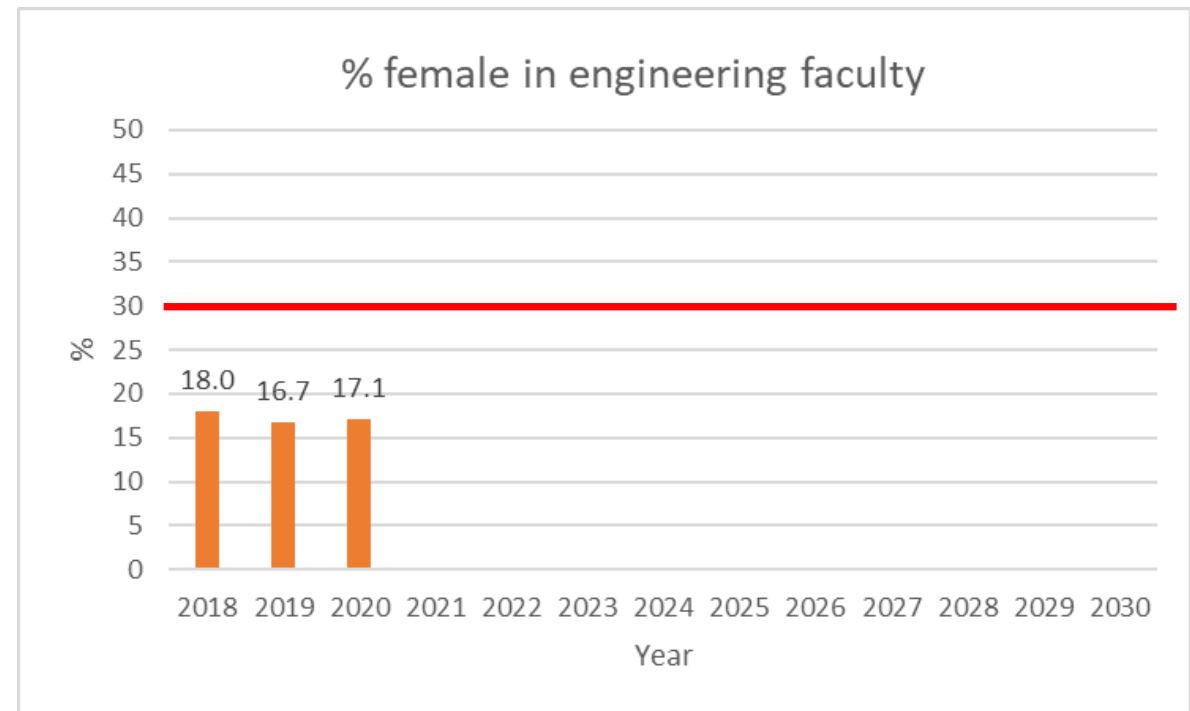


Post-grad & Faculty

27% female in post-grad studies



17% female in engineering faculty





EMPLOYER METRICS





Employer Metrics

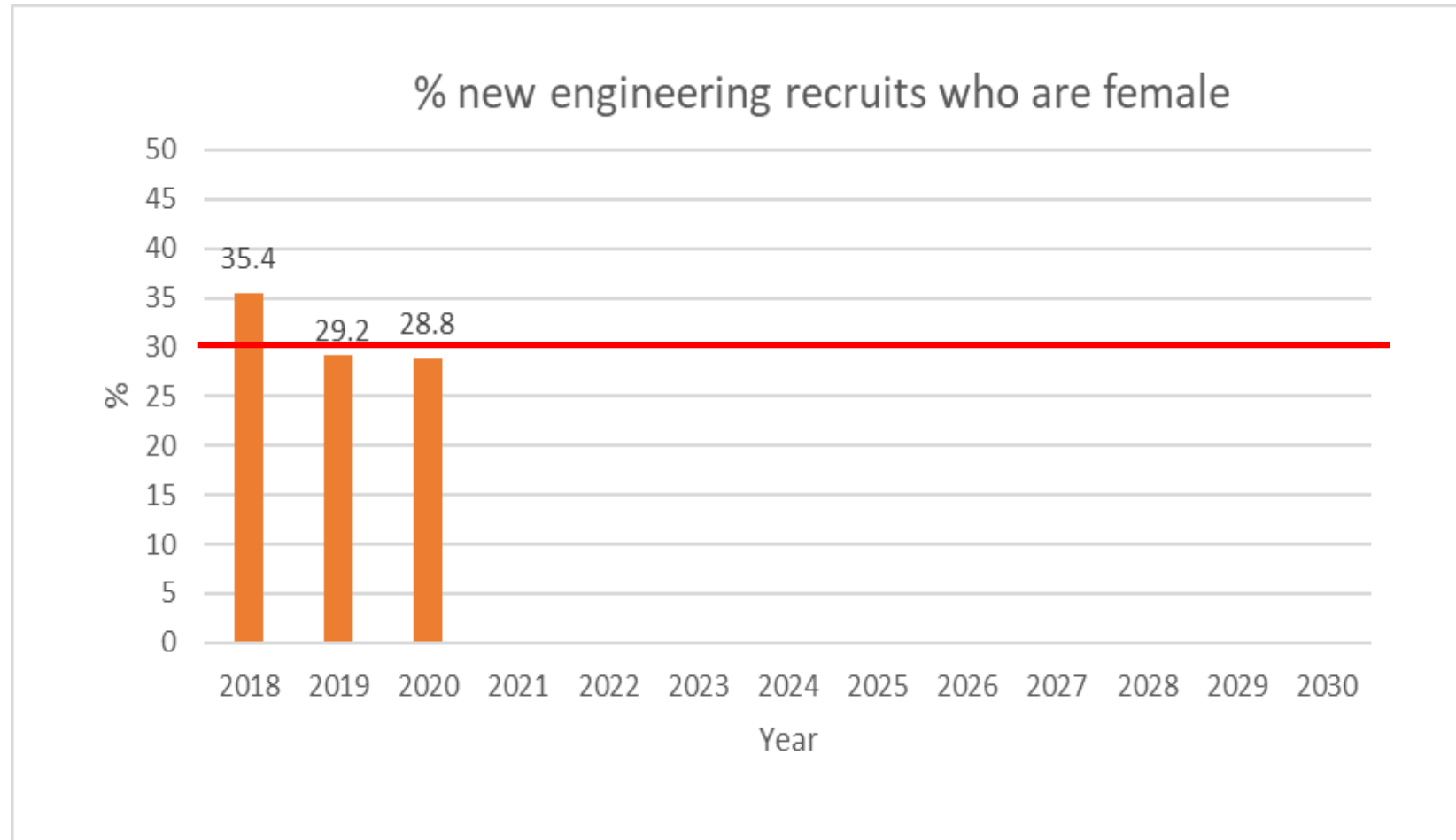
METRICS TO BE OBTAINED FROM EMPLOYERS WHO AGREE TO TRACK

- % new engineering recruits who are female
- % of female engineering recruits who obtain their licence
- % female engineers in leadership positions (C-suite; management)



Employer Metrics

Percentage
new engineering
recruits
who are female

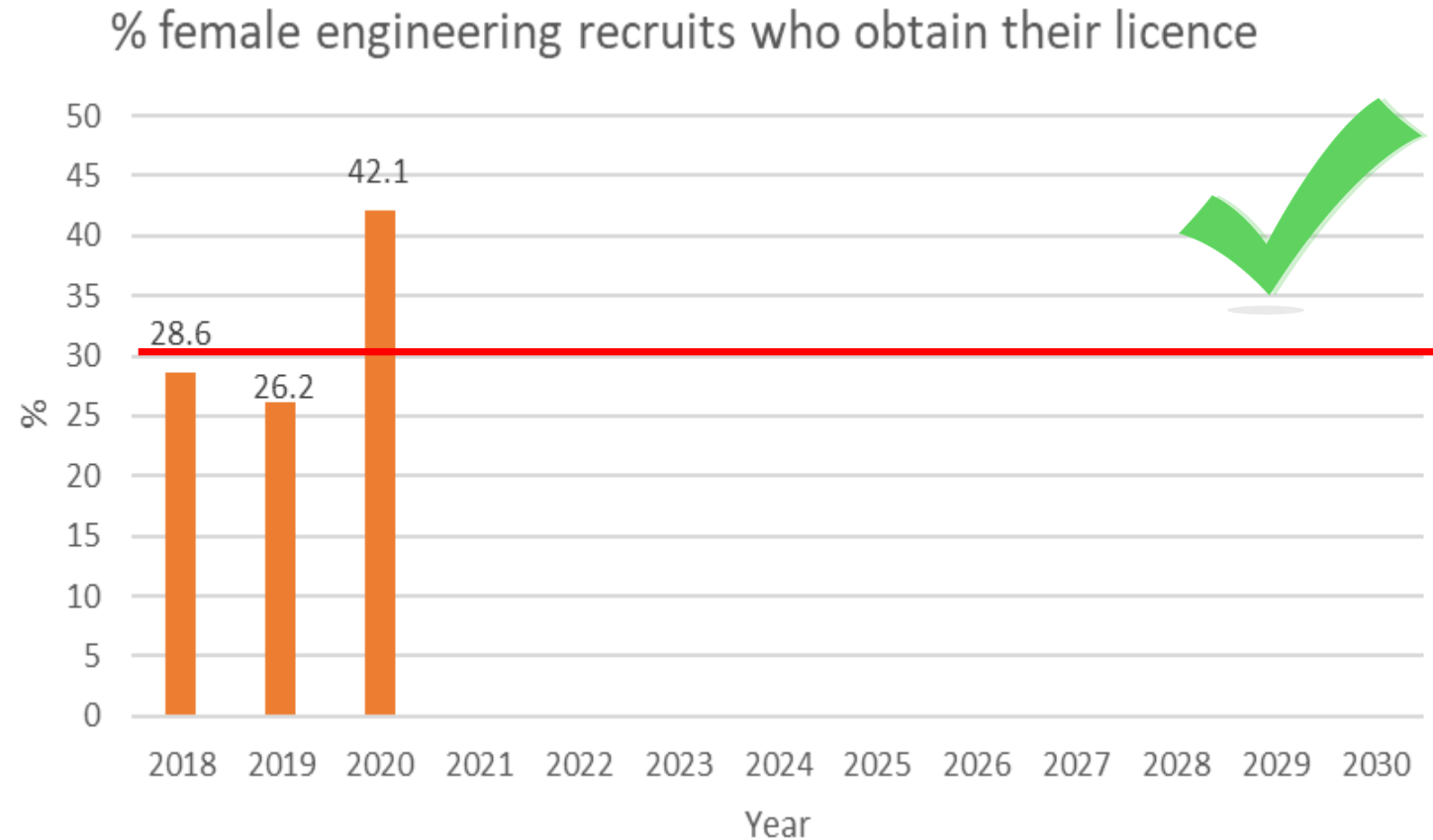


Note: this percentage includes two employers as of 2021; another eight employers have expressed an interest in the 30 by 30 and considering becoming a champion in the future.



Employer Metrics

Percentage
engineering recruits
obtaining licensure
who are female



Note: this percentage includes two employers as of 2021; another eight employers have expressed an interest in the 30 by 30 and considering becoming a champion in the future.

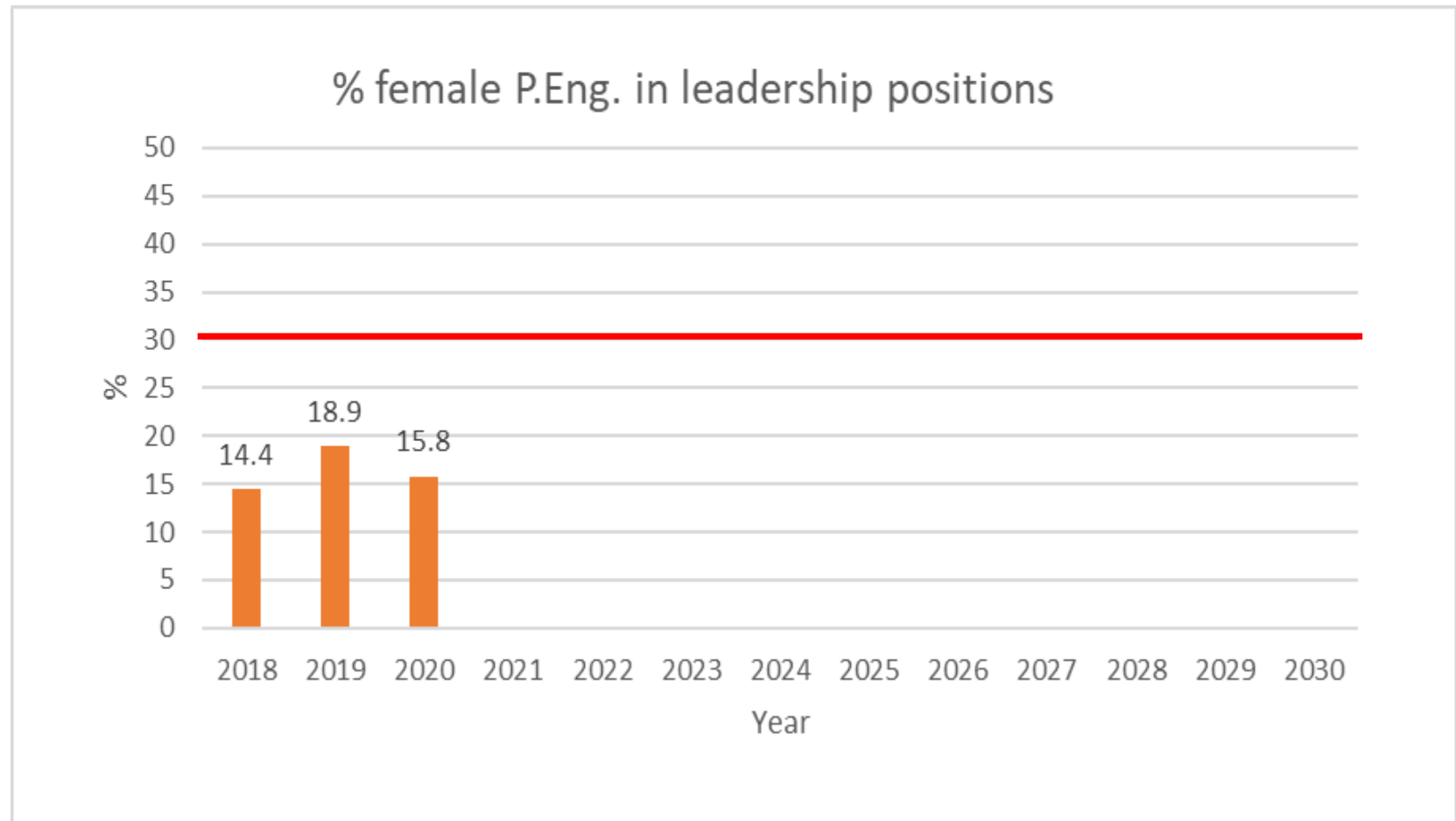


Employer Metrics

Percentage

Engineers in leadership positions

who are female



Note: this percentage includes two employers as of 2021; another eight employers have expressed an interest in the 30 by 30 and considering becoming a champion in the future.



PEO 30 by 30 Task Force

ACTIVITIES SINCE PEO'S 30 BY 30 ANNUAL CHECK-IN, SEPT. 2020

- ✓ PEO Chapter Hosted 30 by 30 Employer Awareness Sessions: Western Region and East Central Region
- ✓ Increased engagement with PEO Chapters
- ✓ Expanded reach with employers across Ontario
- ✓ Contract with U of T's Rotman School of Business to conduct a gender audit research study on PEO's licensing process and internal operations
- ✓ PEO's 30 by 30 Task Force Staff Advisor participated as a Guest speaker at Engineers Canada's 30 by 30 Virtual Conference (June 2021)
- ✓ Attendance at Engineers Canada's 30 by 30 Early Career and Industry Working Group Teleconference Meetings by PEO's 30 by 30 Task Force Staff Advisor
- ✓ Hosted PEO's inaugural 30 by 30 Annual Check-In on September 28th, 2021 with key stakeholder groups – approximately 50 in attendance representing universities, engineering employers and PEO leadership



PEO 30 by 30 Task Force & Staff

FUTURE ACTIVITIES FOR 2021 Q4 TO 2022 Q1/Q2

- ✓ Oversee the Rotman Gender Audit Research Study on PEO's licensing process and internal operations
- ✓ Continue Chapter Hosted 30 by 30 Employer Awareness Sessions: West Central Region, Eastern Region, Northern Region
- ✓ Chapter Hosted 30 by 30 Action Planning Sessions with Employers
- ✓ Participate in guest speaking engagements at Engineering Student and other 30 by 30 related events
- ✓ Identify and obtain formal endorsement from Employer 30 by 30 Champions
- ✓ Host annual check in/progress reporting in 2022



Conclusion

30 by 30 PEO Metrics

- Still work in progress, but increase in 2020 of women graduating from undergraduate engineering programs and women obtaining licensure
- More work to be done, especially with engagement of employer stakeholder group and strengthening of the LAP program with chapters
- 10 year commitment and reporting