

## **The 30 by 30 Initiative: Lessons from 5 Years of the Women in Engineering Summit**

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In this session, attendees will learn key EDI lessons learned from hosting the Women in Engineering Summit (WES) since 2018 to over 600 attendees - first in Edmonton, then in Calgary, and now online due to the Covid-19 Lockdowns.

WES is a non-profit organization whose mission is to create an engaging space to explore practical strategies toward inclusion and retention of women in the engineering profession. WES strongly believes women engineers and geoscientists must be valued, respected and recognized for their contributions to the field, to ensure they remain in the profession until retirement.

These are the 3 key lessons learned, to meet the 30 by 30 Initiative by Engineers Canada:

1. Offering flexible work opportunities, not just to women in engineering, but to all other genders.
2. Enforcing work policies to protect women in engineering from discrimination and harassment.
3. Supporting women employees with engineering degrees, to pursue their P.Eng. designation.

The idea for hosting the Women in Engineering Summit was born in 2016 when founder Claudia Gomez-Villeneuve, a pipeline engineer at the time, saw the challenges and the rewards for a woman engineer to stay in the profession. Then she learned of the “30 by 30 Initiative by Engineers Canada” and saw the opportunity to create a space where experiences and practical solutions for staying in the profession from graduation until retirement could be shared.

This initiative, first conceived by the Association of Professional Engineers and Geoscientists of Alberta (APEGA) in 2010, was adopted by Engineers Canada as the national goal of raising the percentage of newly licensed engineers who are women to 30 per cent by the year 2030. Thirty per cent is universally held as the tipping point for sustainable change—reaching 30 by 30 will help drive the shift in the overall membership of the engineering profession as more and more women continue to enter the profession.