



## GEOWOMEN TALK

### **APEGA 30 by 30 Initiative Update and APEGA WAGE Grant Results Overview**

Speaker: Mohamed El Daly, P.Eng., M.Sc., CCIP | APEGA

February 15, 2022 | 12:00 - 1:00 pm (Mountain Time)

#### **ABSTRACT**

##### **Background on the 30 by 30 Initiative:**

In 2010, APEGA set the goal of having women compose 30 per cent of professional members in engineering and geoscience by 2030. In 2011, Engineers Canada adopted this goal, but modified it slightly to achieving 30% representation of women in newly licensed members by 2030.

In 2018, APEGA was awarded a three-year, \$350,000 grant from the Federal department of Women and Gender Equality Canada (WAGE) to investigate the barriers that women face in the engineering and geoscience workplace. This presentation will share the research findings and final recommendations from three years of work (2018-2021) by APEGA's EDI team on the barriers that women face in the Engineering and Geosciences workplace in Alberta. The research included an online survey of professional members, follow-up focus groups, a detailed analysis of women's labour market participation in the Engineering and Geoscience industries in Alberta, as well as an historic pay equity analysis of 5 years (2014-2018) of APEGA's voluntary salary survey data. Generally, the results show that men and women experience very different worlds at work; with the top-mentioned barriers to workplace inclusion for women being the traditionally masculine work environment, issues with career development and advancement, bias, discrimination, and harassment, and issues related to maternity/parental leave, among other reasons.

On February 15, 2022, we will present recommendations and action items that individuals, leaders, and organizations can take to remove the barriers that women experience and shift the Engineering and Geoscience workplace to a more inclusive one. Through the adoption of these behaviour and policy changes, our industries will not only become more welcoming to women, but more inclusive for members of many different traditionally underrepresented identity groups.

#### **BIOGRAPHY**



**Speaker:** Mohamed El Daly, P.Eng., M.Sc. is Director, Outreach & Product Services at APEGA. In his role, Mohamed oversees APEGA's Outreach, and Diversity & Inclusion portfolios while providing guidance to hundreds of volunteers in APEGA's 10 branches across the province. He has over 20 years of project management and leadership experience and has led many projects to successful completion. Mohamed is a registered professional engineer (P.Eng.) with APEGA, holds a Masters degree in civil engineering, and is a graduate of Cornell University's Diversity & Inclusion program. He also holds a Canadian Certified Inclusion Professional (CCIP) designation from the Canadian Centre for Diversity and Inclusion (CCDI) and was recently recognized by CCDI as the Diversity & Inclusion Practitioner of the Year. Mohamed is also the recipient of the Human Rights Award from the John Humphrey Centre for Peace & Human Rights for his efforts to promote STEM education of underrepresented groups and Indigenous communities.



**Moderator:** Alicia Bjarnason PGeol. MA, CCIPTM, (She/Her), Bjarg Consulting

Alicia is passionate about the enhancement of innovative thought within the technology, energy, and resource sectors. As a STEM professional, Alicia has over 15 years of experience on topics that include CO2 sequestration, resource development, environmental assessments, and executive leadership. In 2015, Alicia returned to school and received a master's degree in human geography with a focus on corporate culture, equity, diversity, and inclusion. She is registered as a Canadian Certified Inclusion Professional (CCIPTM) from the Canadian Centre for Diversity and Inclusion (CCDI), and currently subcontracts as an EDI Strategist with a Calgary-based company called Canadian Equality Consulting. Alicia is also the Co-Host and Co-Producer of the (Ex)clusion Podcast – an exploration of all things equity, diversity and inclusion.

Over the past 8 years, Alicia has led a variety of projects within the resource and non-profit sectors with a focus on EDI and corporate culture in STEM. Groups

Alicia has worked with or volunteered for include: AWSN (Alberta Women's Science Network), Women in APEGA, CCWESTT (Canadian Coalition for Women in Engineering, Science, Trades and Technology), Operation Minerva – Telus Spark, MentorUP, BESTT (Bridging Engineering, Science and Technology Talent), CSPG, GeoConvention, and GeoWomen. Alicia has successfully applied for and led a multitude of grants for both research and program delivery within the Alberta STEM ecosystem, including federal grants from Women and Gender Equality Canada (WAGE) and the National Sciences and Engineering Research Council of Canada (NSERC), as well as public-private partnerships with groups such as: Alberta Status of Women, YWCA Calgary, TC Energy, the Women in Leadership Energy Forum, and the Canadian Dam Association. Alicia has won awards for her work, including the prestigious Alberta Government's Stars of Alberta Volunteer Award in 2019.

Most important, Alicia is a proud mother of two inquisitive children. She enjoys teaching geology and geography in their classrooms and finding reasons to explore Alberta's great outdoors.

<https://bjarg.ca/>

<https://canadianequality.ca/who-we-are/alicia-bjarnason/>

<https://exclusion.buzzsprout.com/>