Diversity and Inclusion: Learning Resources for Engineers

Inclusion and Diversity Focus Group
WA Division Committee

What every Engineer needs to know.
-Definitions
-Equity and Value

Culture Awareness Learning
-First Australians
-LTGBTIQ
-Workplace flexibility
-All ability inclusion
-Age inclusion
-Mental Health understanding
-Domestic Violence Understanding
-Gender

Inclusion Leadership Learning
-Unconscious bias learning
-Leading diverse teams
-Development of culture
-Workplace flexibility
-Dimensions of inclusion
-Recruitment Bias
-Gender Pay Gap Analysis
-Gender Pay Gap

Extracting Business Value through diversity and inclusion
-Power of diverse thinking
-Innovation
-Risk reduction
-Build the business case
-Build the business case
-Social licence to operate
-McKinsey Studies

Legal and Statutory Requirements
-Human Rights Commission
- *Workplace Gender Equality Act 2012*
-International Standard
-WA Equal Opportunity Legislation

Links to Case Studies
-Australia Post
-Canadian Exploration Industry Guide

EA Expectations of professional engineer
-EA D&I Strategy
Code of Ethics
-EA Position Statement
-EA Reconciliation Action Plan
-Minimum requirements to maintain Chartered status.

Definitions

ENGINEERS AUSTRALIA

What is diversity?

A diverse workplace understands that each individual is unique, recognising individual differences. These can be along the dimensions of gender, race, ethnicity, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, or other ideologies. They are the same attributes that represent our diverse community.

What is inclusion?

Inclusion, while closely related, is a separate concept from diversity. An inclusive workplace can be defined as "the achievement of a work environment in which **all** individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organisation's success".

An inclusive culture is about creating a deep sense of belonging, where every employee is valued and their ideas heard.

> "It makes sense that a diverse and inclusive employee base – with a range of approaches and perspectives – would be more competitive in a global economy"
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> – McKinsey & Company, Delivering through Diversity 2018

https://www.engineersaustralia.org.au/sites/default/files/resource-files/2020-05/EA%20Diversity%20and%20Inclusion%20Positioning%20Statement%20%20FINAL.pdf

Diversity
Acknowledgement and celebration of the different knowledge, skills, backgrounds and perspectives that people bring to their work. Differences can be based on age, gender, ethnicity, sexual orientation, disability, family responsibilities, social or cultural background.
Source: Australian Government, Workplace Diversity and Inclusion, 2020

Inclusion
A safe and inclusive work environment where all employees are respected, valued and supported.
The full workforce has access to inclusive and flexible work practices. Managers, organisational structures, workplace conditions and systems support professional and personal circumstances.
Source: Australian Government, Flexibility and Inclusion Action Plan, 2020

Gender
Gender is used to describe the characteristics of women and men that are socially constructed, while sex refers to those that are biologically determined. People are born female or male, but learn to be girls and boys who grow into women and men. This learned behaviour makes up gender identity and determines gender roles.
Source: WHO Europe, Gender definitions

Cognisant of this definition, throughout the report we will refer to "females" and "males" to maintain consistency with survey questions and prior CME diversity reports.

Equity
Equity is the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically, or geographically.
Source: WHO, Equity

Equality
The full workforce accesses and enjoys the same rewards, resources and opportunities. To achieve this requires:
- Workplaces provide equal pay for work of equal or comparable value
- Removal of barriers to the full and equal participation of the full workforce
- Access to all occupations and industries, including leadership roles, regardless of gender; and
- Elimination of gender discrimination, particularly in relation to family and caring responsibilities.
Source: WGEA, About Workplace Gender Equality, 2020

Diversity in the Western Australian Resources Sector 2019 Report
The Chamber of Minerals and Energy of Western Australia

https://cmewa.com.au/wp-content/uploads/2020/05/Diversity-in-the-Western-Australian-Resources-Sector-2019-Report-FINAL-2.pdf

Definitions

Diversity speaks to the variety of unique dimensions, qualities and characteristics that make us different as individuals.

Inherent diversity – race, gender, religion
Acquired diversity – work experience, language skills
Gender diversity – an umbrella term that refers to a wide range of gender-related identities and ways of expression

Inclusion is the *collective*. It is creating a culture that strives for equity, and embraces, respects, accepts and values individual differences.

Diversity & Inclusion means respect for, and appreciation of, differences in ethnicity, gender, age, national origin, disability, sexual orientation, education, and religion; and to create an environment that values, celebrates and respects individuals for their talents, skills and abilities to the benefit of the collective.

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Additional Resources

Learning Links

-Diversity Council of Australia

-Engineers Australia

-Women for Elections Australia

-Workplace Gender Equality Agency

-Queensland Govt Resources

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