



ENGINEERS
AUSTRALIA



Engineers Australia's Diversity and Inclusion Positioning Statement

Engineers Australia is committed to an engineering profession that is as diverse as the community it serves and as the peak body for Australian engineering, we must lead the way.

This commitment involves working across cultural, institutional, societal and organisational factors with our members, industry partners, government agencies, academia and the broader community that limit diversity and inclusion in the profession.

Our positioning statement is guided by the organisation's strategic goals to **create tomorrow's engineers, provide a professional home for life and be the trusted voice of the profession.**

The purpose of this document is to inform industry, academia and government stakeholders and our members of the actions that Engineers Australia is undertaking to promote diversity and inclusion within our profession, and to provide tools and information to assist our stakeholders and members implement their own diversity and inclusion goals and actions.

Our Strategic Priorities



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"

– McKinsey & Company, *Delivering through Diversity 2018*

Why is diversity and inclusion important?

As a nation we need to ensure we are providing equal opportunity across the **whole** of society; to create economic prosperity, to compete globally in innovation and, because it is fair and just.

Diversity and inclusion go hand in hand. To employ a diverse workforce is only half the effort, to then create a culture of inclusivity where that diversity of thought is embraced and encouraged is the other half.

Diversity and inclusion efforts are most successful when they are driven by a commitment from organisational leaders. For this commitment to be meaningful it requires leaders to understand why diversity and inclusion matter.

Research over many years identified key outcomes when a diverse leadership and workforce are prevalent, some of these are:

- > **The relationship between diversity and business performance persists** – International research has shown the statistically significant correlation between diverse leadership teams and financial out performance. For example, the research shows companies in the top quartile for ethnic/cultural diversity were 33% more likely to have industry leading profitability. The research also found there is a penalty for opting out with companies on the bottom quartile for both gender and ethnic/cultural diversity were 29% less likely to achieve above average profitability³.
- > **Attraction and retention of talent** – more diverse and inclusive organisations are better able to secure top talent and improve their customer orientation, resulting in higher employee satisfaction, increased productivity and lower staff turnover rates⁴.
- > **Increased innovation and group performance** – the collective intelligence of a diverse team can better mitigate risk and enhance productivity by embracing different thinking styles to solve complex problems⁵.
- > **Better understanding and delivering of customers' needs** – by creating a diverse workforce, engineering companies better align their own organisation with the customers and communities they represent, delivering far better outcomes⁶.

Engineering Statistics^{1,2}

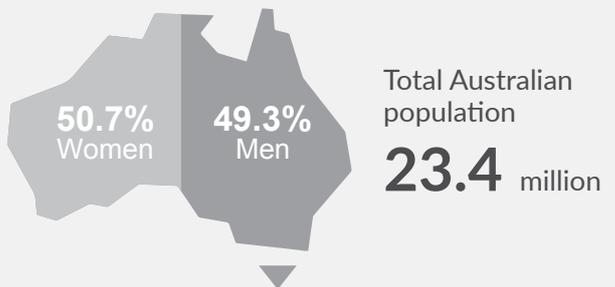
Diversity and inclusion must be a priority for the engineering profession. Why? We are predominantly comprised of overseas born engineers (which is in contrast to other professions), we are the most under-represented STEM profession when it comes to gender balance and we are challenged with retention issues of qualified engineers within the engineering workforce.

Population born overseas

40.9% in other professions

57.3% in engineering

Australian population



STEM Workforce



Engineers Australia's Commitment

Engineers Australia is committed to representing and supporting our profession towards achieving a more diverse and inclusive workforce.

We demonstrate this commitment by participating in a number of activities, including the following:

- > Promoting Gender diversity through participation in the Male Champions of Change (MCC) STEM group
- > Ongoing focus on gender balance and female membership through the national Women in Engineering Committee
- > Promoting diversity and inclusion best practice as an active member of the Diversity Council
- > Promoting our LGBTQI+ activities as an active member of Pride in Diversity
- > Further developing our Indigenous Engineers Group (IEG) activities and membership through the College of Leadership and Management
- > Creating an InterEngineer community to support and connect our LGBTQI+ engineers
- > Working in partnership with allied bodies to assist our members and the engineering community to achieve their diversity goals.

Our public pledge and by providing industry and academia with appropriate resources, this is an expression of Engineers Australia's commitment to driving a diverse and inclusive workforce of the future. It complements ongoing efforts on our policy work, leading our profession in the application of the Code of Ethics and our collaboration with Government and academia to achieve our vision of a truly diverse and inclusive profession.

“Engineers Australia has committed to a target of 30% female representation on all national boards and committees by the end of 2020”

Practical Implementation for our Profession

As part of our commitment, Engineers Australia will continue to assist industry partners and academia achieve their diversity and inclusion goals by providing meaningful resources addressing important areas such as:

- > Gender pay gap analysis
- > Diverse representation on industry speaking panels
- > Recruitment process review
- > Unconscious Bias
- > Mentoring and Sponsorship programs
- > Workplace Culture Review
- > Flexible working environments
- > Evaluating and encouraging parental leave for all employees

Visit our website for more detailed information and links to resources:

www.engineersaustralia.org.au/Diversity-Strategy

References:

1. Australian Bureau of Statistics, 2016 Census DataPacks, 2016
2. Office of the Chief Scientist, Australia's STEM Workforce: Science, Technology, Engineering, Mathematics. Australian Government, Canberra, 2016. Available from https://www.chiefscientist.gov.au/sites/default/files/Australias-STEM-workforce_full-report.pdf
3. McKinsey&Company - "Delivering through Diversity", Jan 2018 <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>
4. McKinsey&Company - "Diversity Matters" Feb 2015 <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>
5. Catalyst - "Why Diversity Matters" - 2013 <https://www.catalyst.org/research/why-diversity-matters/>
6. Innergise - "Engaging people to profit" 2019 - <http://innergise.com.au/2019/03/engaging-people-to-profit/>