



Concurrent Presentations

Theme:
Intersectionality

BIPOC in STEM spaces - How do we build a more inclusive space for us?

Presenter

Helen Yip, WISEST

WISEST (Women in Scholarship, Engineering, Science and Technology), exists to advance diversity while empowering women in STEM fields. WISEST achieves this vision by promoting the participation of underrepresented groups which includes young women, gender-diverse folks, 2SLGBTQ+, rural, Black, Indigenous and students of colour. Do you identify as being racialized or are you a newcomer or recent immigrant to Canada? Join us in this session where 2-3 BIPOC STEM professionals will talk about their perspectives and lived experiences as it relates to pursuing a career in STEM. We strongly encourage participants to join in on the conversation to add their perspectives and lived experiences as well. In an effort to better understand the needs and barriers racialized, newcomer/immigrant communities have, experiences shared will be used to inform an upcoming project designed to help female newcomers to Canada see STEM as a viable career path. If you identify as a racialized individual, newcomer or immigrant to Canada we invite you to share your voice as part of this conversational focus group. The panel is meant to be a free-flowing session, however, there will be a moderator to help facilitate the discussion if needed.

Breaking Down Barriers for Women and Creating a Culture Transformation through Collaboration

Presenters

Gurpreet Chana, Women's Enterprise Skills Training of Windsor Inc. (WEST of Windsor Inc.)

Stephanie Allen, Women's Enterprise Skills Training of Windsor Inc. (WEST of Windsor Inc.)

This interactive 60-minute session will tell the story of how a newcomer and refugee provider agency became an agent for change and partnered with education, unions and employers to create culture transformation while assisting women break barriers to explore careers in the skilled trades. Women's Enterprise Skills Training of Windsor Inc. (WEST) Women's Enterprise Skills Training of Windsor Inc. (WEST) was developed as a response to disproportionately high levels of unemployment among women attempting to enter the workforce. During the course of development, it became apparent that the most disadvantaged women were visible minorities. One exceptionally troubling issue that was recognized in our community was a mismatch between the abilities and talents of the currently unemployed workforce and jobs that are in need of workers with a particular skill set, especially in the traditionally male-dominated skilled trades sectors. A plan was implemented to design a program to meet the needs of the skilled trades industry and women facing barriers. •Learn, how a newcomer agency created collaborations with local partners to host a program geared towards improving women's

barriers to employment while addressing the unique needs of the local labour market. •Understand the reality and challenges for women in the skilled trades and how collaborative efforts between agencies, education, and employers can create positive culture transformation. •Reflect on the best practices learnt and challenge your organization to create partnerships to unlock untapped possibilities for creating culture change within SETT

Equitable Scholarship - Lessons learned from AWSN's new Scholarship Program for Alberta STEM students

Presenter

Alicia Bjarnason, AWSN Scholarship Chair

Traditionally the AWSN Scholarship program offered one \$3000 scholarship with a focus on underrepresented populations in STEM, specifically the attrition-prone third and fourth year of an undergraduate program. With the support of TC Energy, this Scholarship program was expanded to ten \$3000 scholarships and offered AWSN a chance to better define the word underrepresented. Through the guidance of a GBA+, the updated program design used an intersectional lens - defined as an interconnected analytical framework for understanding how the social and political identities of an individual intersect to create different types of systemic oppression and discrimination and lived experiences. As individuals, each of us has identifying factors that make us who we are and influences how we experience our day-to-day life. The spaces we inhabit can also (re)produce cultures that are unwelcoming and restrictive. The GBA+ lens was also used as part of a qualitative and quantitative analysis on all data collected to inform and support the AWSN Scholarship team to refine the application and adjudication process - such as identifying award distribution gaps, what community groups are being missed for scholarship application announcements, and to assist the adjudicators as they work together to combat unconscious bias and stereotyping through the evaluation process. AWSN's intentions were to design a scholarship program that would support dedicated and engaged STEM students with leadership potential who may otherwise be overlooked. This presentation will discuss the design of the program, lessons learned from the pilot year, and the plans for the scholarship going forward.

Intersectionality and Outreach: Engineers Canada's Commitment to the Next Generation

Presenters

Kim Bouffard, Engineers Canada

Jeanette Southwood, Engineers Canada

Engineers Canada's purposes include: fostering recognition of the engineering profession's value; sparking the next generation's interest; and promoting EDI in the profession that reflects Canadian society. As described by CCWESTT, achieving the goal of full participation of women at all levels involves attracting a wider pool of women and girls. Our submission focuses on promising emerging practices for incorporating intersections of diversity into outreach programs that: help foster an inclusion culture; inspire a wide range of students to pursue further SETT studies, with a focus on engineering; and inspire educators/parents to encourage diverse students to pursue SETT careers, with a focus on engineering. For example, students who identify as Black and are socio-economically challenged are subject to additional cumulative barriers. Our presentation will describe how Engineers Canada's approach, engaging youth from K-12 through post-secondary, is unique from most other professional associations and is enabling us to better mobilize the profession and achieve our vision to advance Canadian engineering through national collaboration. Through this presentation, we will discuss why Engineers

Canada is investing in the next generation of engineers with an intersectional lens. This presentation will: focus on our K-12 outreach efforts and provide brief case studies, including Engineers Canada's Future City Experience and the evolution of Engineers Canada's Girl Guide crest program; and share successes/lessons learned and how our unique position and approach is shaping the future of engineering. We will also include discussion of how strategic partnerships support our objectives, metrics to evaluate our efforts and future collaboration opportunities.