

## ENGINEERS GEOSCIENTISTS MANITOBA DIVERSITY EMPLOYER AWARD

### PURPOSE

The Diversity Employer Award is intended to recognize engineering and geoscience employers that have demonstrated, in action and spirit, support for recruiting, training, retaining, fostering respect for, and/or advancement of career opportunities for people defined within the “Diverse Employee Group” below. In celebrating these accomplishments, the award has the intended purpose of encouraging involvement of organizations in diversity-related activities, regardless of company size.

### DEFINITION OF DIVERSE EMPLOYEE GROUP

Diverse employee group includes: internationally educated professionals, women, visible minorities, people from different ethnic groups, indigenous peoples, those identifying as LGBTTQ\*, and people with physical and/or mental disabilities.

### ELIGIBILITY

The following are the eligibility requirements:

1. The company or employer must have a registered office in Manitoba.
2. The employer must be involved in providing engineering and/or geoscience services or manufacture of related engineering/geoscience products in Manitoba. The candidate company must employ (a) professional engineer(s) or geoscientist(s) registered with Engineers Geoscientists Manitoba.

### SELECTION CRITERIA

In rating candidate companies or employers, consideration will be given to those organizations providing leadership and respect for diversity in the engineering and geoscience profession and within the community. All engineering and geoscience companies are encouraged to apply, whether they have only a few employees or are very large organizations. Candidate companies or employers will be rated on the following general criteria, using the percentage weightings shown in parentheses.

1. **Diversity Programs and Professional Development Opportunities (35%)** - Programs such as those intended to encourage retention, to address cultural issues, to accommodate specific needs, or to promote career advancement for the purpose of developing a diverse workforce.
2. **Internationally Educated Professionals (30%)** - This is reflected in the number of internationally educated professionals in the total technical workforce, the level at which they are employed, employment opportunities in a technical capacity, and concessions (e.g., flexible work time) to facilitate taking courses for obtaining a professional designation.
3. **Employment equity (25%)** - It is expected that employers considered for the award will have a reasonable representation from the Diverse Employee Group in their engineering

and geoscience workforce. Nominations can include employment policies and practices that support employment equity and advancement.

4. **Promoting diversity in the workplace and community (10%)** – Activities/programs that demonstrate respect for ethnic and cultural practices; active outreach in the community to attract diverse groups/individuals to serve as professionals, technicians, or support staff.

## **NOMINATIONS**

The names of potential candidate employers for review by the Awards Committee shall be solicited from the members of the Association.

To help ensure the quality and usefulness of their eventual submissions to the Committee:

1. Each nomination shall be submitted using a "Diversity Employer Award Nomination Form", which includes a concise description of the work and achievements of the employer nominated for the award.
2. The nominator may provide additional attachments that help to demonstrate the company or employer is best qualified for the award. Such additional attachments shall be of limited length (not to exceed 3 pages).
3. Chair or delegate of the Awards Committee will contact the nominator for more background information, if needed, for the company or employer to be placed on short list.

Nominations for candidate employers will be in the hands of the Awards Committee Chair normally by February 1 of each year.

Recommendations for the Award will be made to the Association's CEO by the Awards Committee normally by June 1 of each year.

The Awards Committee has the authority after reviewing all applications for the award, to recommend to the Association's CEO whether or not an award is to be given.

## **TIMING/PRESENTATION**

The Diversity Employer Award will be presented at the Engineers Geoscientists Manitoba Awards Gala Dinner. This traditionally takes place in the same week as the Annual Conference and the Annual General Meeting.