



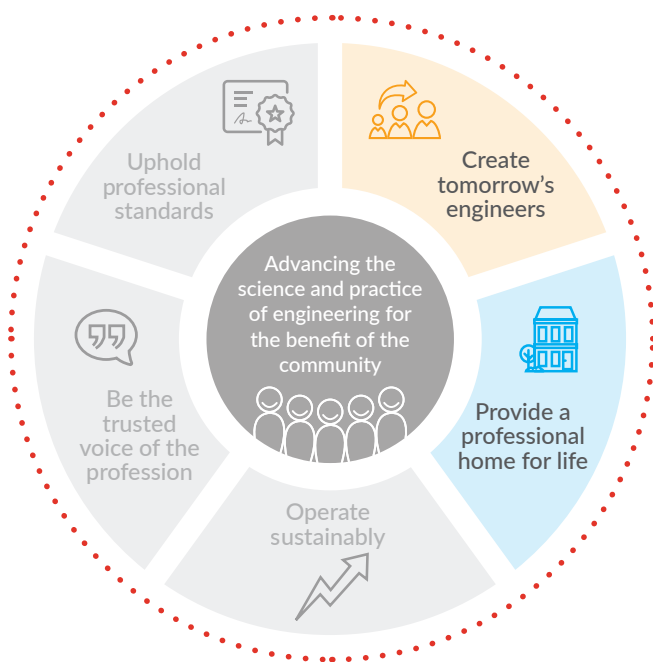
ENGINEERS AUSTRALIA



# Diversity & Inclusion Action Plan

2017-2020

The Engineers Australia Diversity and Inclusion Action Plan is guided by the organisation's strategic goals, especially **Create tomorrow's engineers** and **Provide a professional home for life**.



The Diversity and Inclusion Action Plan will focus on two areas:

- > Leadership
- > Capability Development.

This begins in 2017 by actively promoting the importance of gender diversity to the profession, members, the Engineers Australia office bearer community and staff. See over the page for specific action to be undertaken in 2017-2020.



## Create tomorrow's engineers



Australia has the quantity and calibre of engineers that it needs to prosper

### > Improve the diversity of the engineering profession

- > Inspire young people to shape the future as engineers
- > Work with others to increase the awareness and attractiveness of engineering opportunities across disciplines and sectors



## Provide a professional home for life



EA is the best source of support for all engineers throughout their careers

### > Improve the attraction and retention of women in engineering careers

- > Ensure a valuable offering to engineers in all locations, and at all career stages, and demonstrate how membership adds value to individuals, employers and the community
- > Focus on supporting students in entering the workplace
- > Provide customer-focused, high-quality learning outcomes for engineers across different disciplines, sectors and regions



What success looks like

November 2017

# Engineers Australia delivers benefit to the community through its 5 strategic goals.

## Diversity and Inclusion Actions for 2017-2020



### Leadership

> Develop and issue Engineers Australia Diversity Action Statement, "A Profession for all - It's time for targets"	2017
> Develop and promote Engineers Australia gender and diversity targets and publish on website	2017
> Promote the public policy positions around creating an engineering pipeline or long term workforce planning strategy	Ongoing
> Promote gender diversity through participation in the "Male Champions of Change for STEM" program	2018
> Promote the importance of Science Technology Engineering and Maths to all key stakeholders	Ongoing
> Monitor and report on progress against gender diversity targets	Annually



### Capability development

> Celebrate International Women's Day	March each year
> Provide a national continuing professional development program through Engineers Australia learned society bodies	2018
> Provide leadership and other development skills through Engineering Education Australia and the College of Leadership and Management	2018
> Support the Australasian Association for Engineering Education Academy of Early Career Engineering Educators	2018
> Identify partners to undertake research to better understand barriers for females in the engineering profession	2018
> Work in partnership with allied bodies to assist members and the engineering community to achieve their diversity goals, including through changes in organisational and/or professional culture	2017-2018
> Develop diversity and inclusion plans to address other groups	2019