

The image features a white background with several abstract geometric elements. A large blue semi-circle is positioned on the right side. A purple circle is located in the upper left quadrant. An orange square is partially visible on the left edge. An orange triangle is in the upper right. A teal circle is in the top right corner. A dashed teal line is in the lower left. The text 'Diversity is Key to Inclusion' is centered within the blue semi-circle.

Diversity is Key to Inclusion



Agenda

Understanding Inclusion

Understanding Diversity

Diversity in Engineering - South Africa

Strategies for Promoting Diversity and Inclusion

A Slightly Different Point of View






Understanding Inclusion

“is the act or practice of integrating and welcoming diverse individuals, things or ideas into a group or organisation”

“It involves creating conditions where everyone, regardless of their background or identity, can participate fully and feel a sense of belonging. Inclusion is about action and implementation, ensuring that people are not only present but also engaged and valued.”

An inclusive environment has huge impacts on:




- Job Satisfaction
 - Increase individual performance
 - Co-operation within the team
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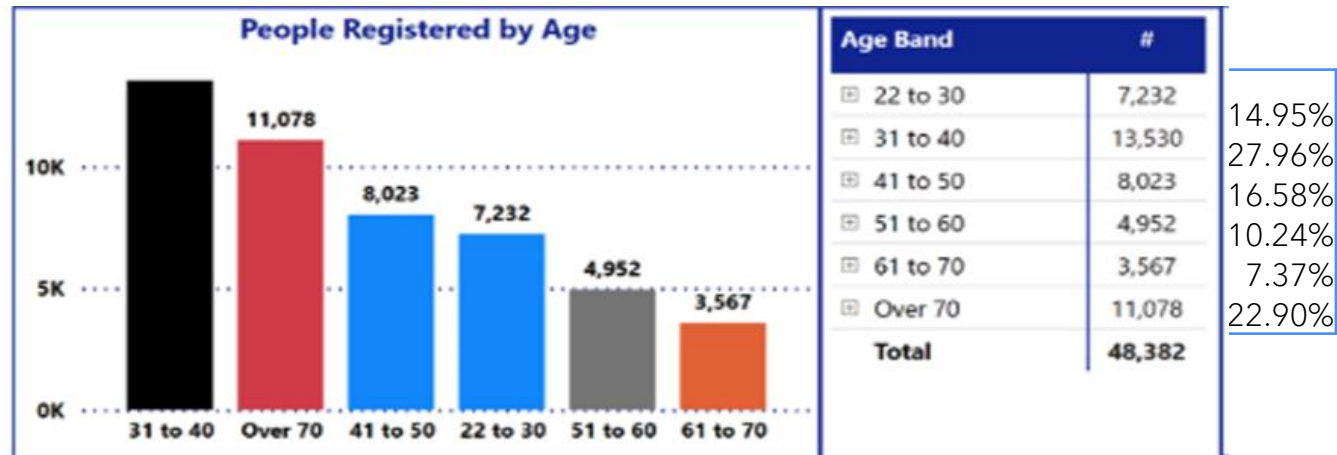
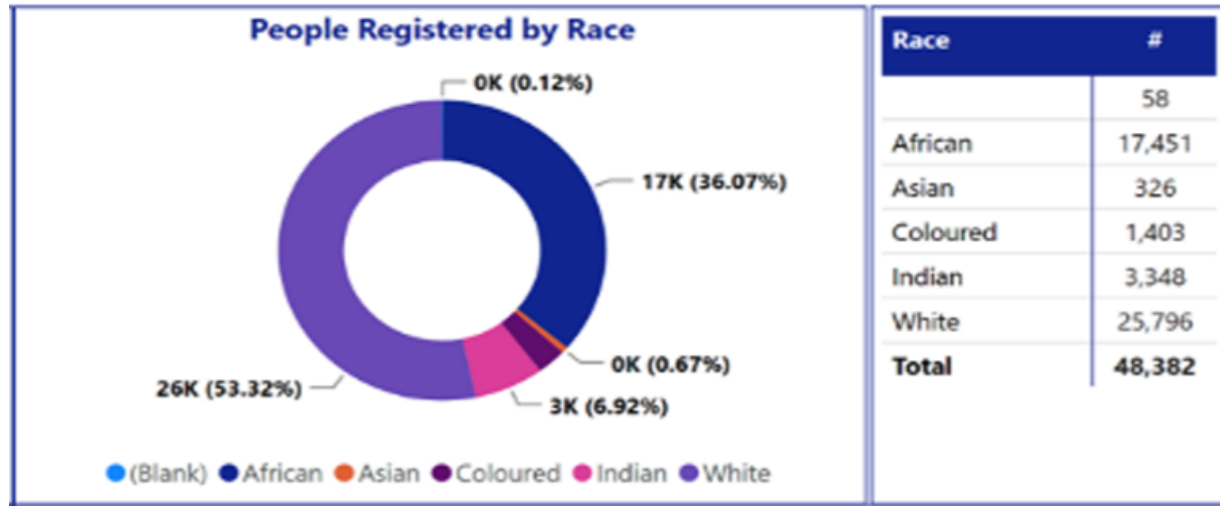
Understanding Diversity

“the presence and representation of many differences within a given setting, group or organization.”

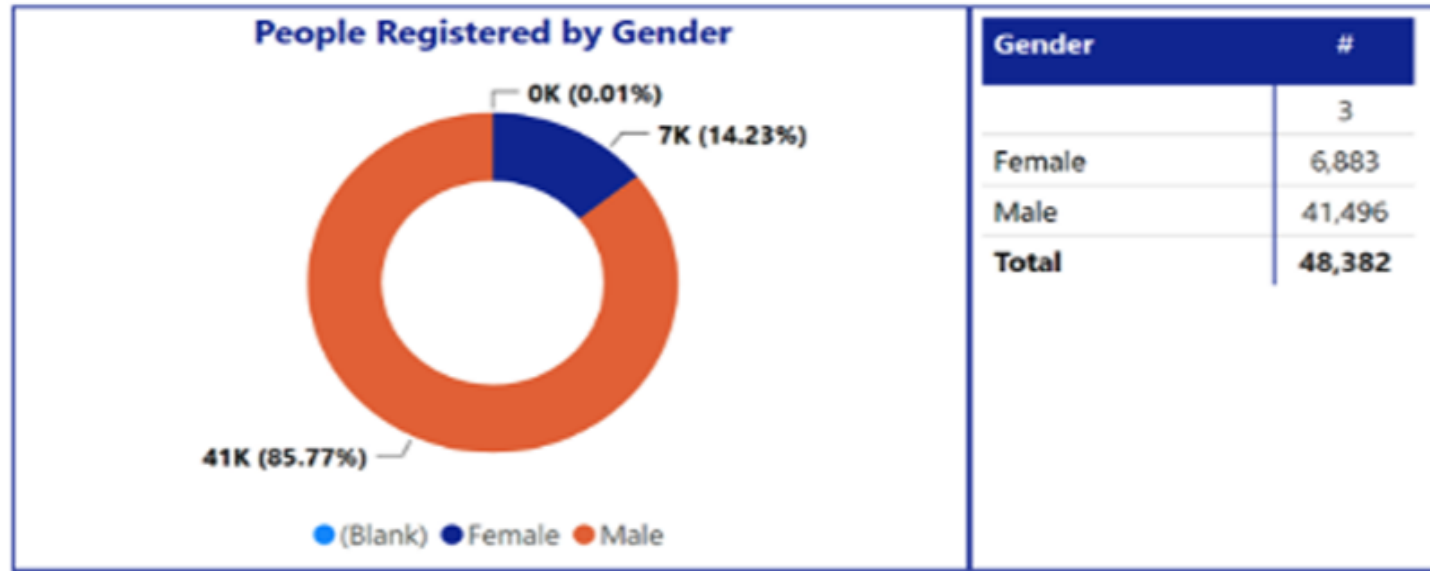
Differences can include but are not limited to:

- Race and Ethnicity
 - Gender
 - Age
 - Religious beliefs and other attributes.
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- A diverse group of individuals brings a variety of perspectives, experiences and approaches which can lead to more optimized and innovative solutions to complex problems.
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Diversity in Engineering – South Africa

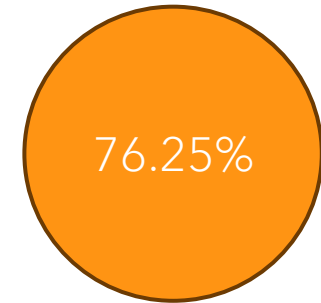
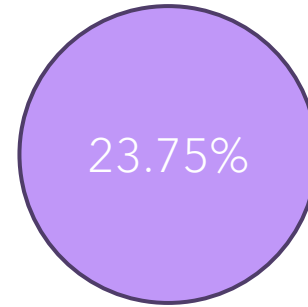


Diversity in Engineering – South Africa



Diversity in Engineering – South Africa

Professional Engineer				
		Total Registration (2022-2023 ECSA Annual Report)	Gender Split by Race (%)	Split by Race (%)
Total		19303		
African	Male	2134	83.20	13.29
	Female	431	16.80	
White	Male	14224	93.49	78.82
	Female	991	6.51	
Indian/ Asian	Male	963	79.85	6.25
	Female	243	20.15	
Coloured	Male	282	88.96	1.64
	Female	35	11.04	



CATEGORY	MALE	FEMALE	TOTAL
Candidate Engineer	7 533	2 346	9 879

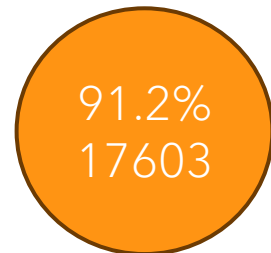
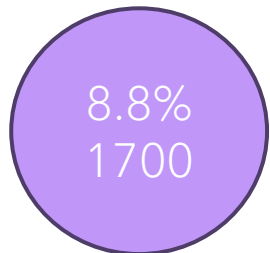
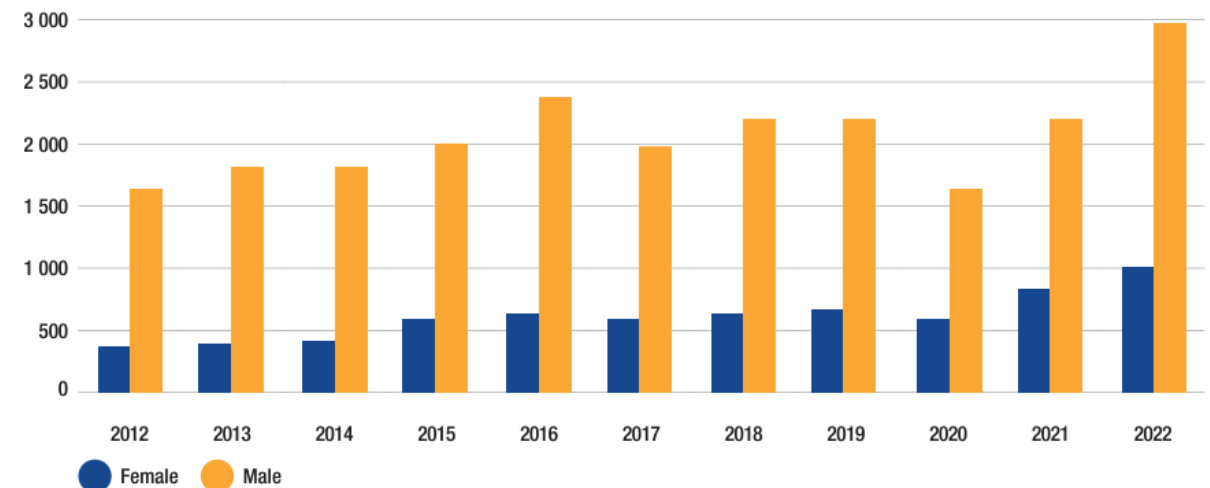
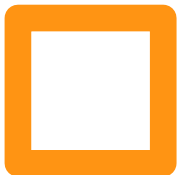


Figure 21: Registered Persons by Gender



Strategies for Promoting Diversity and Inclusion

- Promote STEM Education to underrepresented groups
- Foster an Inclusive Workplace Culture
- Create a Supportive Work Environment
- Mentorship Programs
- Addressing Unconscious Bias
- Create a Supportive Work Environment



A Slightly Different Point of View

What are you and I doing?

- First a bit about me. YAY
 - University
 - My work experience... thus far
 - Why I choose to stay



it's possible

A Slightly Different Point of View

What are you and I doing?

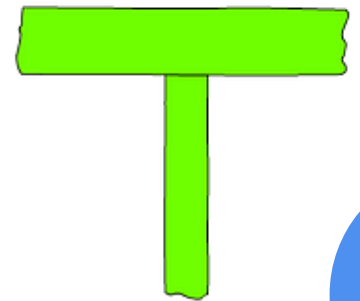
- A bit about me. Yay
- Diversity in terms of our Engineering Skills
 - University
 - Field/Sector
 - Get comfortable and "Specialise"
 - Diverse Skills gets people included in diverse projects



'I-shaped'
Expert at one thing



Generalist
Capable in a lot of things
but not expert in any



'T-shaped'
Capable in a lot of things
and expert in one of them

A Slightly Different Point of View

What are you and I doing?

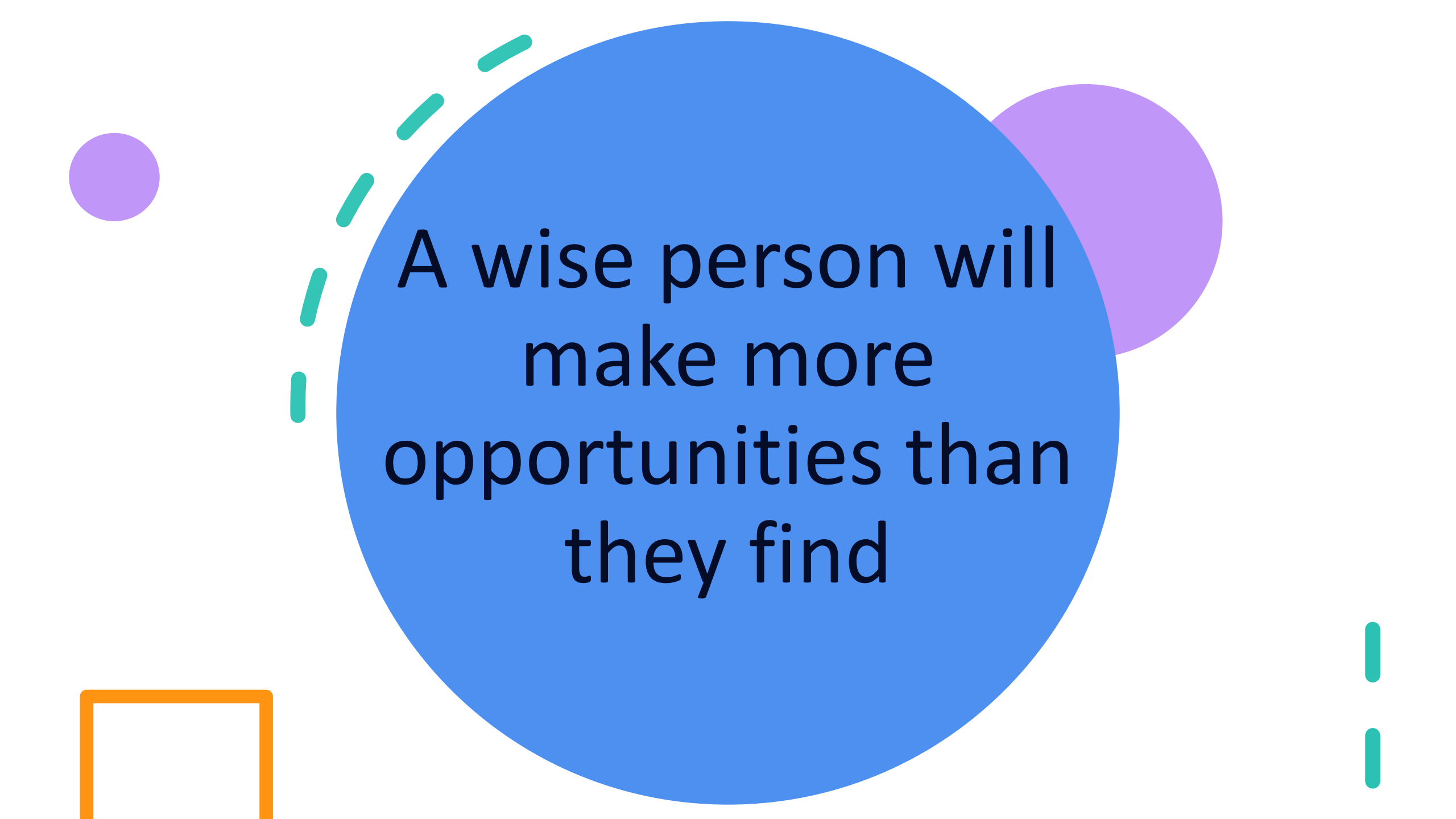
- A bit about me. Yay
- Diversity in terms of our Engineering Skills
- Diversity in terms of Networking
 - Work then Home and Remote Working
 - Engineering Organisations - YPF groups
 - Conferences and Presentations
 - LinkedIn Profile



A Slightly Different Point of View

What are you and I doing?

- A bit about me. Yay
- Diversity in terms of our Engineering Skills
- Diversity in terms of Networking
- Speaking Up, Listening and Understanding



A wise person will
make more
opportunities than
they find



Thank you

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