



ENGINEERS &
GEOSCIENTISTS
BRITISH COLUMBIA

REGISTRANT DEMOGRAPHICS REPORT

INSIGHTS BASED ON OPTIONAL REGISTRANT SELF-IDENTIFICATION INFORMATION

PUBLISHED OCTOBER 2, 2024

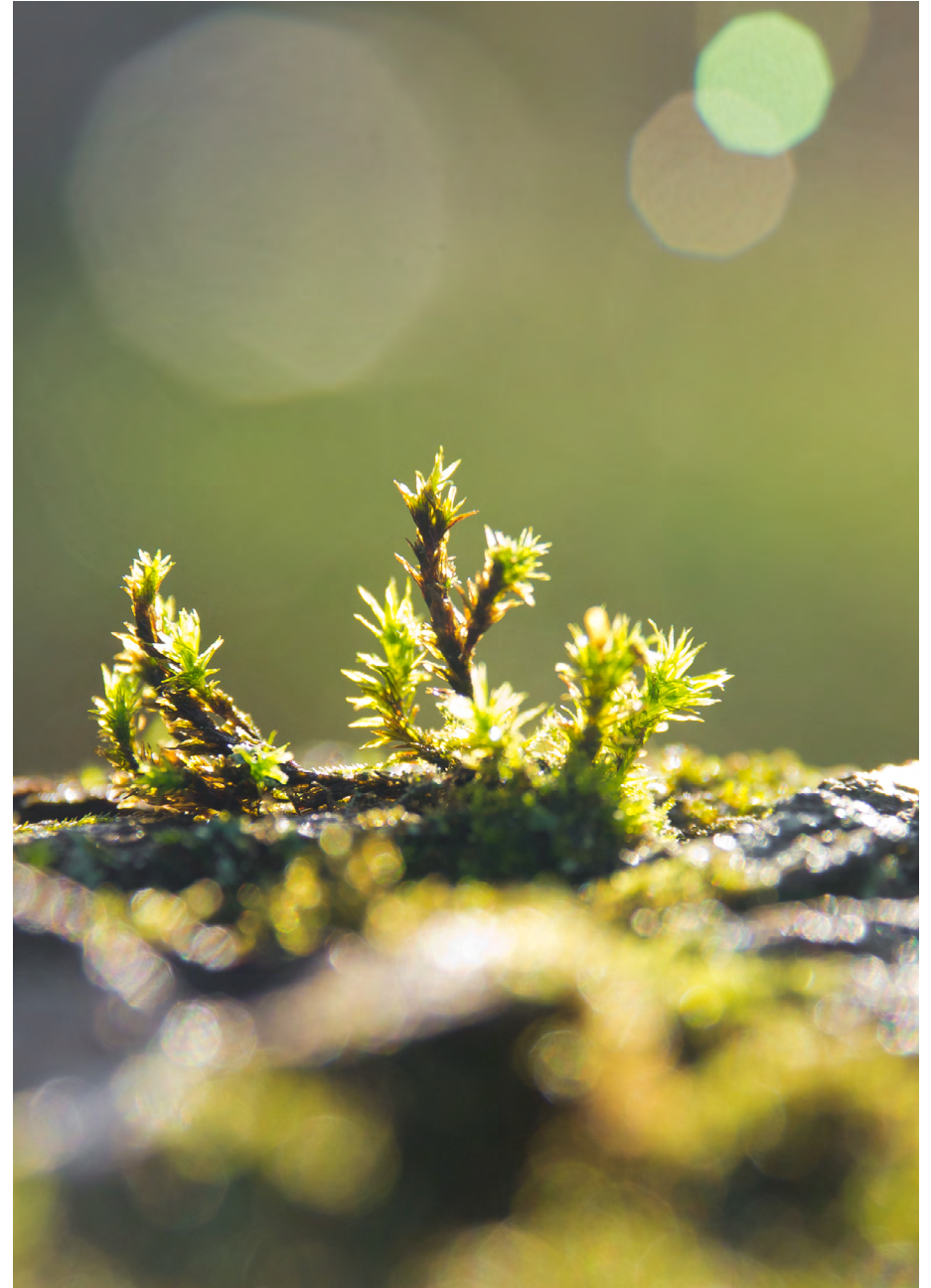
TERRITORIAL ACKNOWLEDGMENT

Engineers and Geoscientists BC respectfully acknowledges that we are privileged to live and work throughout the place we call British Columbia. We are grateful to all the Indigenous people, families, communities, and Nations who have cared for these territories, which includes the land, water, air, animals, and plants, around us since time immemorial.

Engineers and Geoscientists BC acknowledges that our office is located on the territories of the Coast Salish Peoples, including the territories of the həŋqəmínəŋ speaking peoples—the xʷməθkʷəy̓əm (Musqueam) and selílwitlh (Tsleil-Waututh) Nations—and the Sk̓wxwú7mesh-ulh Sníchim speaking peoples—the Sk̓wxwú7mesh (Squamish) Nation.

Engineers and Geoscientists BC regulates registrants and registrant firms across British Columbia and recognizes that within this region there are more than 200 First Nation communities and almost 40 Métis chartered communities.

Engineers and Geoscientists BC recognizes that colonialism has significantly impeded access, participation, and representation of Indigenous people within engineering and geoscience. It is our intention to use the data compiled in this and future reports to identify barriers within our policies, processes and organizational structure and to take action to address them.



MESSAGE FROM CHIEF OPERATING OFFICER

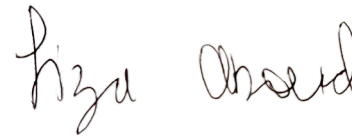
As the regulatory and licensing body for the engineering and geoscience professions, Engineers and Geoscientists BC is committed to ensuring that everyone is treated fairly and equitably. We are dedicated to setting standards of conduct and addressing issues related to equity, diversity, and inclusion (EDI) within professional environments.

In line with this commitment, we have introduced a number of optional self-identification questions as part of the Annual Reporting process for our registrants. After three years of gathering this data, we are pleased to share the results with you—our registrants and industry partners.

We are proud to be the first engineering and geoscience regulator in Canada to collect and share this level of information. We extend our sincerest thanks to those who participated in the survey. Your feedback will be instrumental in driving projects and initiatives within our organization and throughout our professions. We also fully respect the decision of those who chose not to participate for various reasons.

For many years, we have monitored gender representation, leading to targeted initiatives addressing the underrepresentation of women in our professions. With this new data, we see additional opportunities to develop initiatives that support other equity-deserving groups through our programs. We also hope that others within our industry find this data valuable and use it to drive their own EDI efforts.

We recognize that true inclusion and equity go beyond measuring representation—they encompass the lived experiences of individuals. This report focuses on representation, which is just the beginning of our ongoing EDI journey. We also acknowledge that this report examines only a limited set of identity factors. People have complex, multifaceted identities that go far beyond the categories in this report.



Liza Aboud, MBA, ABA, ICD.D

Chief Operating Officer

Engineers and Geoscientists BC

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INTRODUCTION

Engineers and Geoscientists BC recognizes the importance of fostering professions that reflect and welcome the diverse members of our society and enable our registrants to contribute to their full potential. We also know that advancing equity, diversity, and inclusion (EDI) is a journey that requires continuous improvement and efforts to advance our programs and actions.

To support our EDI journey, beginning in 2022, individual registrants had, and continue to have, the opportunity to complete a number of optional self-identification questions as part of the Annual Reporting process.

The questions focus on broad categories of self-identity and were developed after extensive research and consultation. Responses to these questions are optional, and registrants can also update or revise their responses if their information or comfort level with disclosure changes. Responses to the survey questions have been collected to allow us to report and measure the success of EDI initiatives and identify new measures that will help advance EDI within the professions.

Aggregate data will be used to improve and inform programs and actions, and for the creation of summary reports, such as this one, to provide information on the demographics of our registrant population. Over time, these reports will also include trends to track changes and progress.

Analysis and findings will inform our understanding and knowledge of the diversity and experiences of our registrants. This is important to help us identify and address the impacts of our policies, processes and decisions and to ensure that we are effectively supporting and engaging with registrants.

We recognize that the data and analysis will also be of interest to registrants, employers, and other interest holders looking to advance equity, diversity, and inclusion within the professions of engineering and geoscience.

Given that registrants will continue to be able to respond to the self-identification survey on an annual basis, Engineers and Geoscientists BC commits to updating this report on an annual basis and providing analysis of trends in data over time.

With gratitude, Engineers and Geoscientists BC acknowledges the contribution of those individuals who provided responses to the demographic data questions.

We are interested in hearing how you are using the information in this report and what you find valuable. You can share your feedback with us at diversity@egbc.ca.

The following resources are available to support in the understanding of the content and topics shared in this report:

- [Guide to Inclusive Practices](#)
- [Professional Practice Guidelines: Equity, Diversity, and Inclusion](#)

DATA USE AND PRIVACY

Engineers and Geoscientists BC recognizes the importance of collecting demographic data from registrants and applicants to understand the unique needs of diverse registrants in the engineering and geoscience professions.

The self-reported survey responses are recorded with registrant and applicant's existing registration information. Registrants had the opportunity to answer these survey questions voluntarily. Connecting these responses to the existing information, allows Engineers and Geoscientists BC to perform more meaningful analysis of the data, correlating the information with other registrant information such as practice discipline, geographic region, and practising status.

Responses collected as part of Engineers and Geoscientists BC's Demographic Data Project are collected, used, and stored in accordance with the *Freedom of Information and Protection of Privacy Act* for the purpose of improving future programs and to address issues of retention and support. Protecting the privacy and personal information of participants remains a top priority throughout this process.

If you have any questions about the collection of this information, contact diversity@egbc.ca.

DATA SOURCES

This report includes both registration information and self-reported survey data. Registrant's information includes gender identity, age (determined by birth date), and foreign trained credentials. This information is obtained from all registrants as a part of the registration or renewal process. Additionally, survey responses include responses that were voluntarily provided through the optional survey questions as part of the Annual Reporting. For this report, registrants who responded to these questions are referred to as "participants".

This report includes registrant data only. Although voluntary self-reported survey responses are also asked for during the application process, this report does not include applicant responses or data.

METHODOLOGY

Starting in 2022, optional self-identification questions were included in the Annual Reporting process. Registrants will be provided with the opportunity to answer the survey questions on an annual basis as a part of the renewal process. This report includes responses from all survey participants for 2024, reflecting any changes that individuals have made compared to previous years' responses.

For this report, active registrants were included in the analysis, which includes individual registrants who are either practicing or non-practicing. Individual registrants included in this report are limited to those with the following professional designations:

- Professional Engineer (P.Eng.)
- Professional Geoscientists (P.Geo.)
- Engineer in Training (EIT)
- Geoscientist in Training (GIT)
- Professional License Engineering (P.L.Eng.)
- Professional License Geoscience (P.L.Geo.)

Other registrant categories, including students, are not included in this report.

Within the report, the term engineering professionals includes P.Eng. EIT, and P.L.Eng. registrant categories. Similarly, geoscience professionals includes P.Geo., GIT, and P.L.Geo.

New applicants are also able to complete the optional questions after completing the application process, however, new applicants are not included in this report.

Following are the optional self-identification survey options that registrants see during Annual Reporting:

Check all characteristics that apply to you:

- I identify as an Indigenous person*
- I identify as a racialized person (note: racialized persons in this case are black or persons of colour, other than Indigenous persons)*
- I identify as someone with a disability (a disability includes a mental or physical limitation that affects your ability to work or perform other daily activities)*
- I have caregiving responsibilities (for children, parents, other family members, etc.)*
- My gender is different than my sex assigned at birth*
- I identify as lesbian, gay, bisexual, asexual, or pansexual*
- None of the above*
- I prefer not to disclose*

In collected responses to the self-identification questions, Engineers and Geoscientists BC does not ask individuals to provide or verify any of the elements that they select.

The optional survey questions are preceded by the following to explain that responding to the questions is voluntary: *Answering the following question is voluntary. Your answers help Engineers and Geoscientists BC develop and maintain fairness and equity in the profession. Your eligibility for renewal of your registration will not be impacted by your responses or your choice not to respond.*

BACKGROUND

Engineers and Geoscientists BC aims to understand the unique experiences of our registrants and to establish programs and policies that can prevent racism, harassment, and discrimination within the engineering and geoscience professions. It is also acknowledged that representation matters and that the professions of engineering and geoscience benefit from diverse teams.

To better understand our registrants and effectively take action that address issues, an evidence-based approach is needed. This report provides a baseline to identify gaps and provides a reference for future reports to measure progress and changes over time.

Engineers and Geoscientists BC's 2022–2027 Strategic Plan establishes a new vision for the organization, charting a course for the organization to become a modern and progressive regulator. Integral to the plan and vision are equity, diversity, and inclusion, identifying the need to reflect the diversity of the public we serve, having a positive impact on the world through advancing EDI, and committing to continuous education and meaningful action.

This commitment to continuous education and meaningful action is a further development of the work that Engineers and Geoscientists BC has been advancing for a number of years as outlined here.

Understanding the importance of measuring and tracking representation, Engineers Canada reports representation of newly licensed women in engineering across Canada as part of their 30 by 30 initiative. Reporting has demonstrated change over time, but even more important, the data sets have generated awareness and action with regulators, employers, post-secondary institutions, advocacy groups, and more.

This report aims to similarly increase understanding of the representation of registrants in BC, particularly those in equity-deserving groups. In reporting data that includes a range of identity factors, this report provides a broader perspective as well as an opportunity to consider intersectionality.

DEFINITIONS

Equity-Deserving Group(s)

Groups that have been historically, systemically, and persistently marginalized in Canadian society, and seek to address the inequities they continue to face. Equity-deserving groups are often not considered the default norm for whom processes, physical spaces, and systems are designed, which they often need to adapt to or navigate. Examples of equity-deserving groups include people who are marginalized, disadvantaged, or discriminated against based on their race, place of origin, religion, sexual orientation, gender identity, age, or disability.

Discrimination

An action, decision, or practice that has an adverse effect on an individual or group based, in part, on a protected characteristic, such as race, place of origin, religion, sexual orientation, gender identity, age, or disability.

Marginalization

The intentional or unintentional exclusion of a group of people based on stereotypes, unconscious bias, misinformation, and/or superiority.

Intersectionality

Intersectionality is a framework for conceptualizing a person or group of people as affected by overlapping discrimination and disadvantage. It takes into account the layering of an individual's unique identity and/or characteristic factors, such as race, place of origin, religion, sexual orientation, gender identity, age, or disability. It affects how other people and systems treat them, often with cumulative adverse impacts based on multiple identity and/or characteristic factors. It also recognizes that the layering of individual identity and/or characteristic factors creates a unique lens through which individuals view and experience the world.

If you are looking for additional definitions, refer to [Engineers and Geoscientists BC Professional Practice Guidelines: Equity, Diversity, and Inclusion](#).

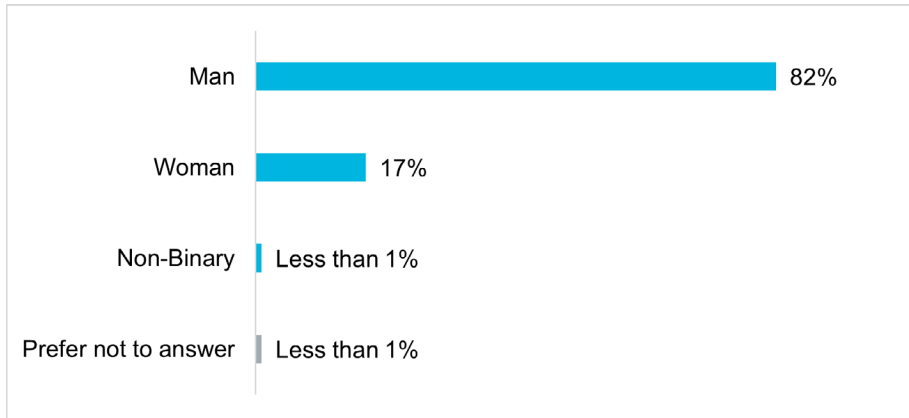
1.0 INDIVIDUAL REGISTRANT INFORMATION

As of August 31, 2024, Engineers and Geoscientists BC has approximately **42,000 active registrants***. The data in this section are based on required registration information that is collected from all active registrants.

GENDER IDENTITY OF ACTIVE REGISTRANTS

Of the active registrants, 82% identify as men, 17% identify as women, less than 1% identify as non-binary, and less than 1% prefer not to disclose their gender identity.

Figure 1. Gender Identity of Active Registrants

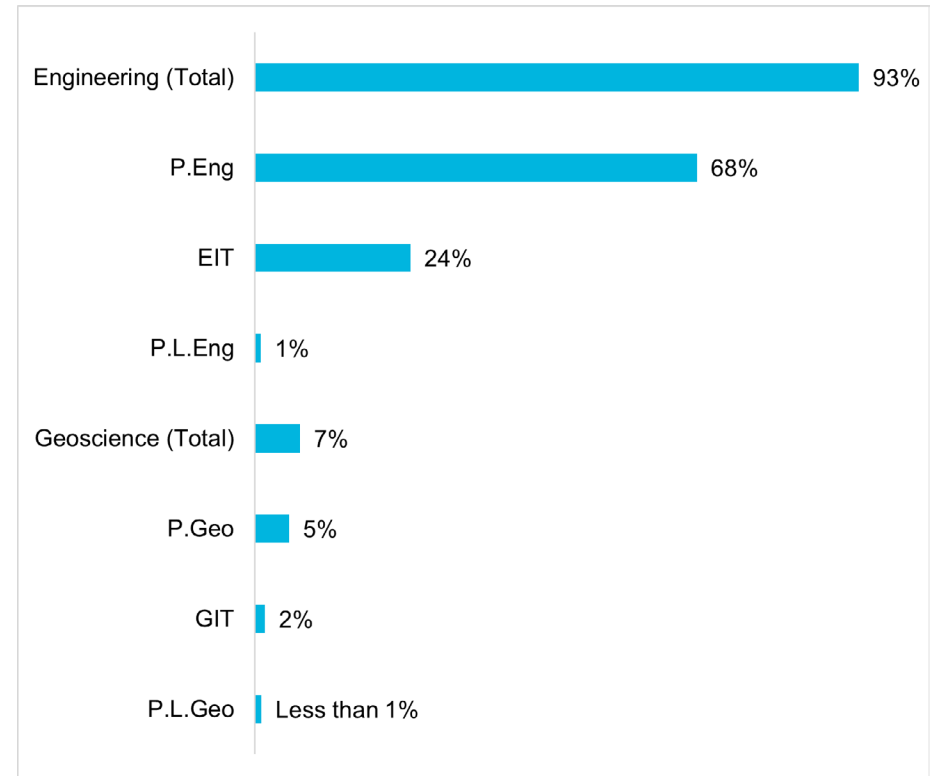


All data in the report was pulled on August 31, 2024.

PROFESSION OF ACTIVE REGISTRANTS

Of the active registrants, 7% are geoscience professionals and 93% are engineering professionals.

Figure 2. Professional Designation of Active Registrants



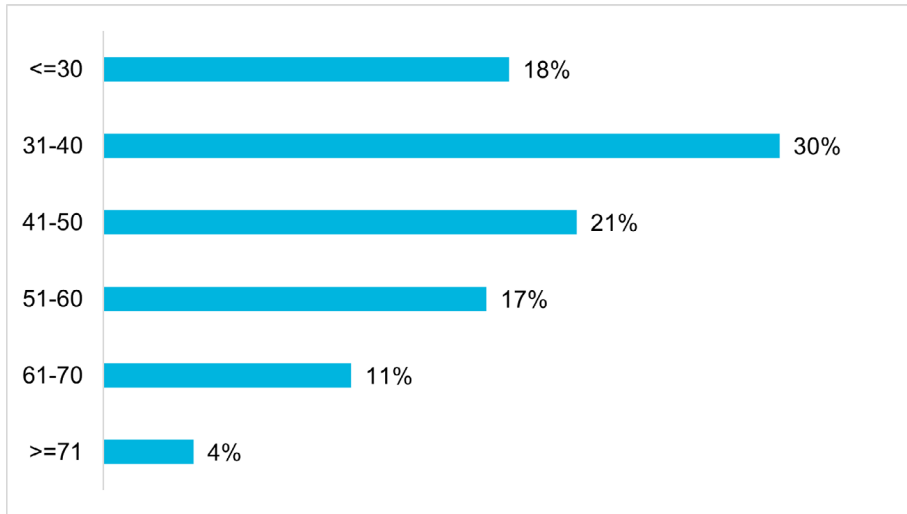
All data in the report was pulled on August 31, 2024.

* Active registrants include practicing and non-practicing registrants, but excludes all other categories such as retired, resigned, and revoked. This also excludes students and others registrants who do not hold one of the following registrant designations: P.Eng., P.Geo., EIT, GIT, P.L.Eng., or P.L.Geo.

AGE OF ACTIVE REGISTRANTS

Active registrants' age is calculated by date of birth and then grouped into 10-year bands.

Figure 3. *Age Distribution of Active Registrants*



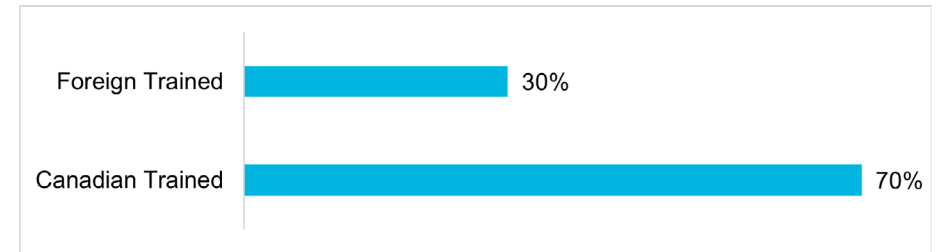
All data in the report was pulled on August 31, 2024.

FOREIGN TRAINED ACTIVE REGISTRANTS

Registrants are considered foreign trained if their first degree was awarded from an institution outside of Canada.

30% of active registrants are foreign trained.

Figure 4. *Distribution of Active Registrants with Foreign Training*



All data in the report was pulled on August 31, 2024.

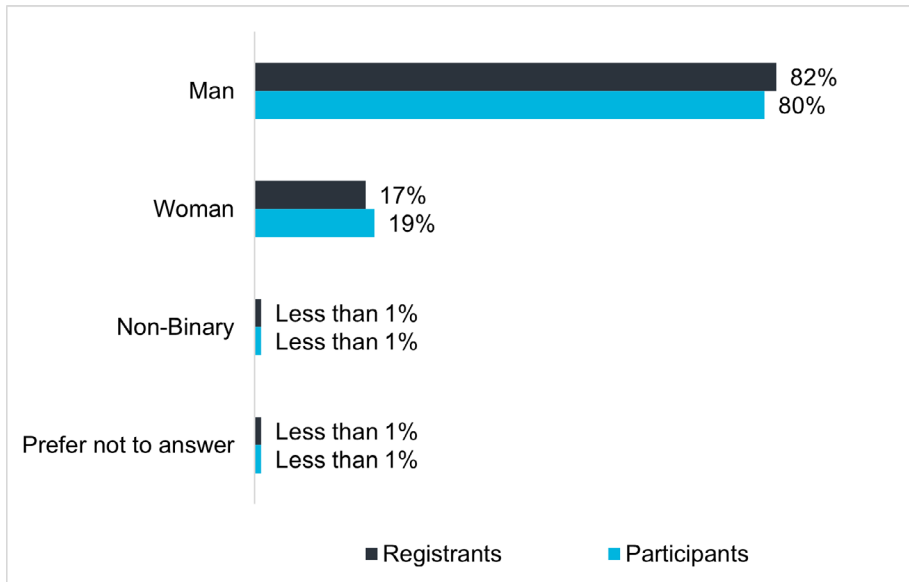
2.0 SURVEY PARTICIPANTS

About 75% of active registrants responded to the optional demographics questions asked during Annual Reporting. The data in this section compares the required registration information of the survey participants with the required registration information of all individual registrants.

GENDER IDENTITY OF SURVEY PARTICIPANTS

The gender identity of survey participants is similar to the gender identity of all active registrants.

Figure 5. Gender Identity of Survey Participants

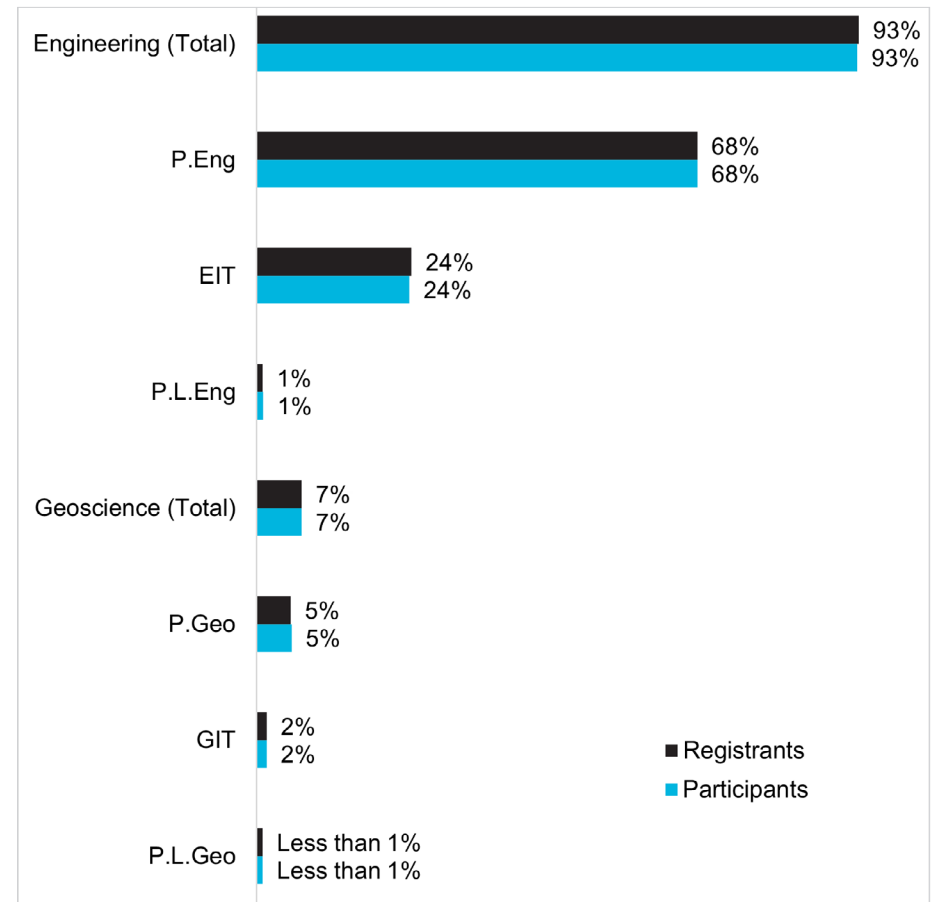


All data in the report was pulled on August 31, 2024.

PROFESSION OF SURVEY PARTICIPANTS

Of the survey participants, 93% are engineering professionals and 7% are geoscience professionals. This is the same representation as all active registrants.

Figure 6. Professional Designation of Survey Participants

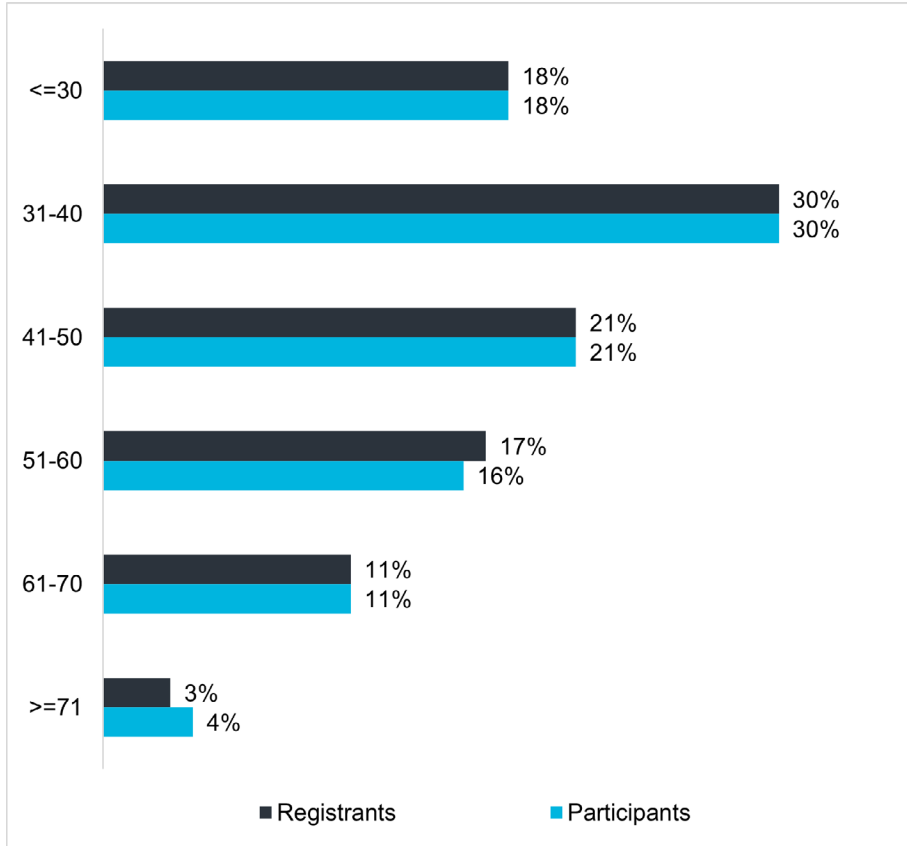


All data in the report was pulled on August 31, 2024.

AGE OF SURVEY PARTICIPANTS

The age distribution of survey participants is similar to the age of all active registrants.

Figure 7. Age Distribution of Survey Participants

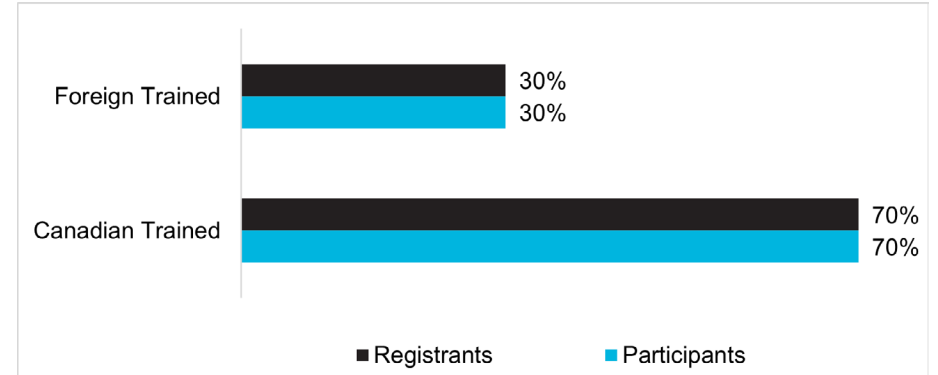


All data in the report was pulled on August 31, 2024.

FOREIGN TRAINED SURVEY PARTICIPANTS

Of the survey participants, 30% are foreign trained, which is the same representation as that of all active registrants.

Figure 8. Distribution of Survey Participants with Foreign Training



All data in the report was pulled on August 31, 2024.

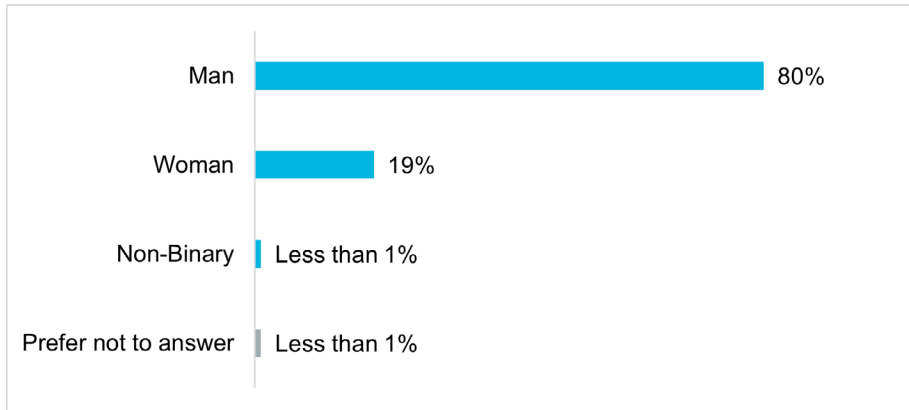
Comparison between active registrants and survey participants with respect to profession, gender identity, age, and foreign training reveals similar representation. This indicates that the survey data set is representative of all active participants in these categories, providing a high level of confidence in the data shared in this report.

3.0 GENDER IDENTITY OF SURVEY PARTICIPANTS

Gender identity is collected from registrants' required registration information. Registrants are asked to select their gender identity, with the following answer options: man, woman, non-binary, and prefer not to disclose. The data in this section represent only those individuals who responded to the demographics survey questions (survey participants).

Of survey participants, 80% identify as men, 19% identify as women, less than 1% identify as non-binary, and less than 1% prefer not to disclose their gender identity.

Figure 9. Gender Identity of Survey Participants



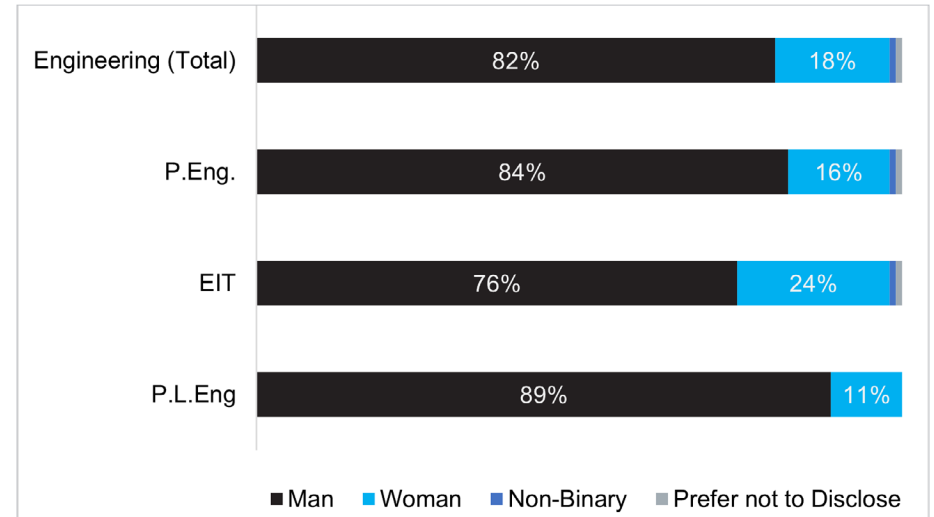
All data in the report was pulled on August 31, 2024.

GENDER IDENTITY BY SURVEY PARTICIPANT PROFESSION

The graphs in this section show the gender identity distribution of survey participants based on profession and professional designation.

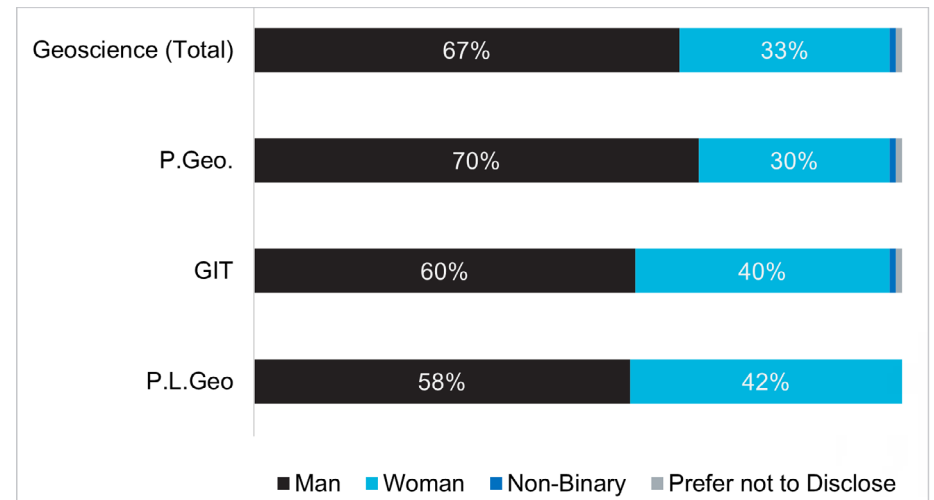
Gender identity differs between engineering and geoscience, with 33% of geoscience professionals identifying as women, compared to 18% of engineering professionals identifying as women.

Figure 10. Gender Identity of Survey Participants in Engineering



All data in the report was pulled on August 31, 2024.

Figure 11. Gender Identity of Survey Participants in Geoscience



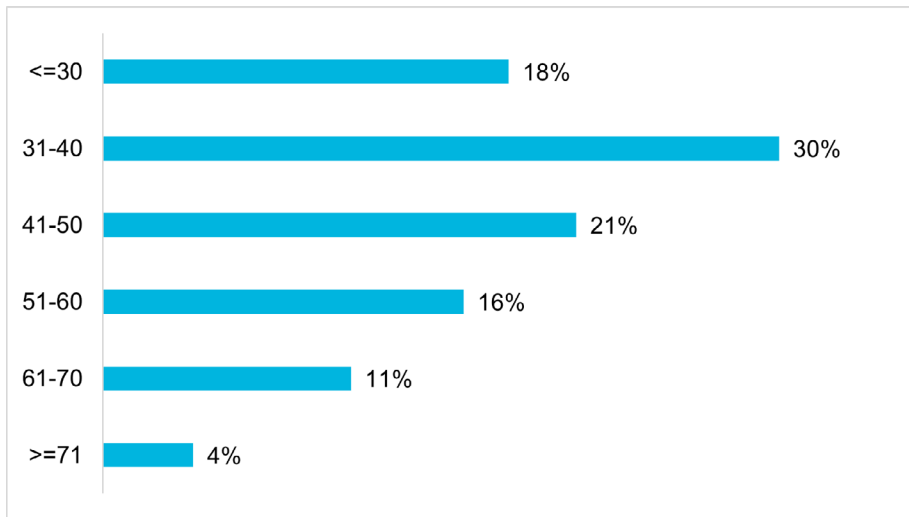
All data in the report was pulled on August 31, 2024.

4.0 AGE OF SURVEY PARTICIPANTS

Age is determined based on registrants' required registration information and is calculated based on date of birth and grouped into 10-year bands. The data in this section represent only those individuals who responded to the demographics survey questions (survey participants).

The largest group of survey participants (30%) are between the ages of 31 and 40 years.

Figure 12. Age Distribution of Survey Participants



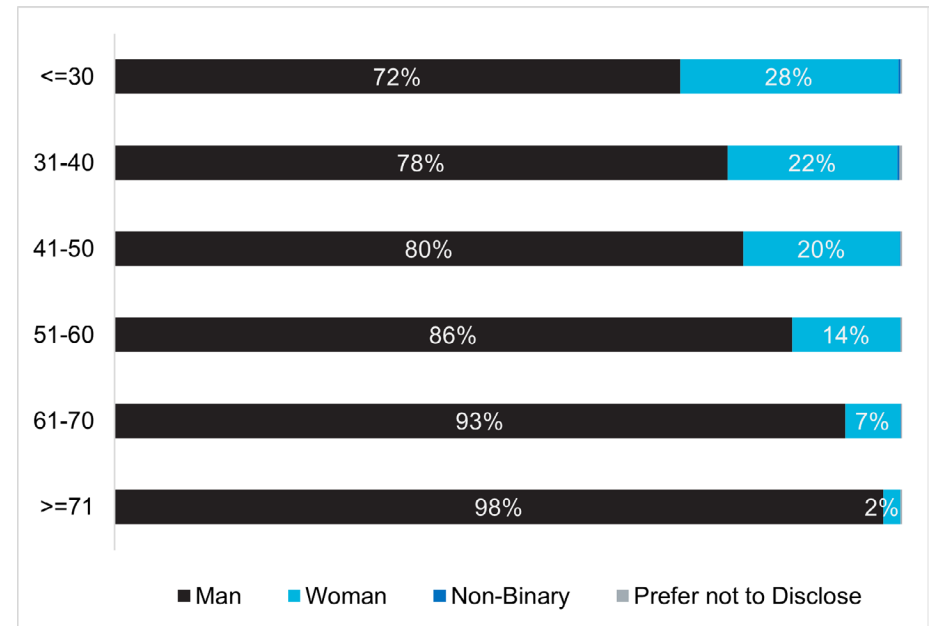
All data in the report was pulled on August 31, 2024.

GENDER IDENTITY OF SURVEY PARTICIPANTS BY AGE GROUP

The graph in this section shows the gender identity of survey participants based on age group.

The gender identity of survey participants changes based on the age group, with the percentage of women decreasing as the age group increases.

Figure 13. Gender Identity of Survey Participants by Age Group



All data in the report was pulled on August 31, 2024.

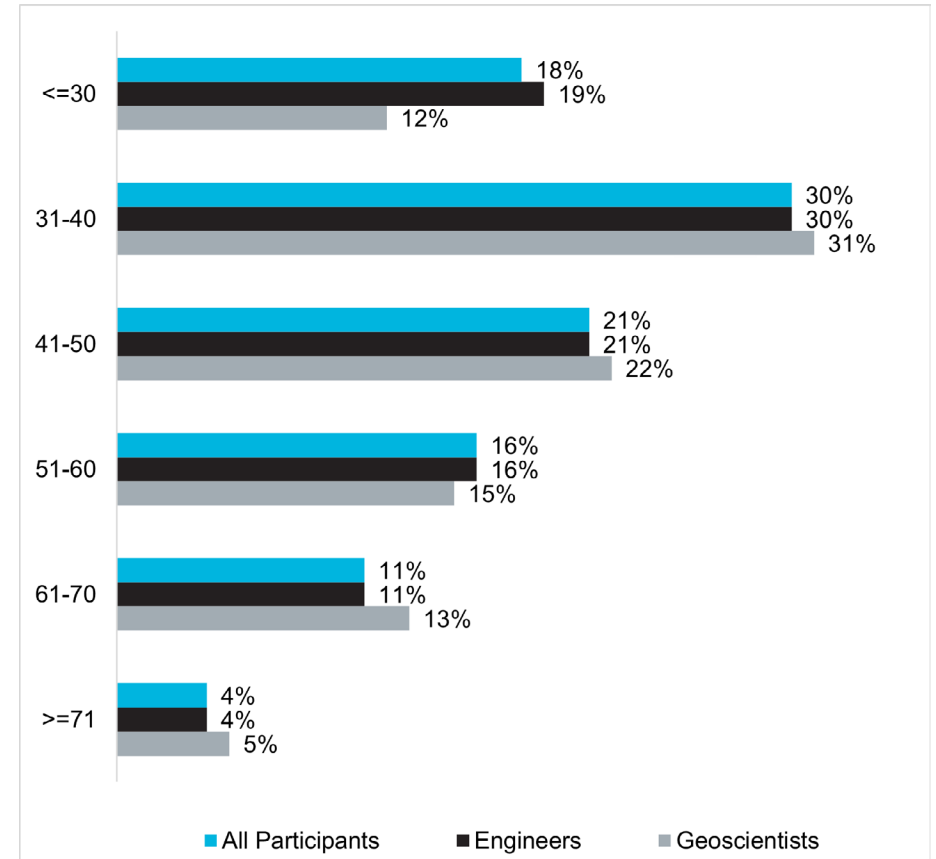
AGE OF SURVEY PARTICIPANTS BY PROFESSION

The graph in this section shows the age distribution of all survey participants, engineering professionals, and geoscience professionals.

The age distribution of engineering professionals follows the trend of the data presented for all survey participants.

Geoscience professionals have a slightly different age distribution. Of the geoscience professionals, only 12% are under the age of 30, but there are slightly more than the overall distribution for the age groups: 31-40, 41-50, 61-70, and 71+.

Figure 14. Age Distribution of Survey Participants by Professional Designation



All data in the report was pulled on August 31, 2024.

5.0 INDIGENOUS IDENTITY OF SURVEY PARTICIPANTS

The optional survey questions ask registrants to select the categories that they identify with, including “I identify as an Indigenous person.” If a survey participant selected this, a follow-up drop down is shown asking the participant to select from the following options:

- First Nations
- Métis
- Inuit
- Indigenous person from outside of Canada
- Prefer not to disclose

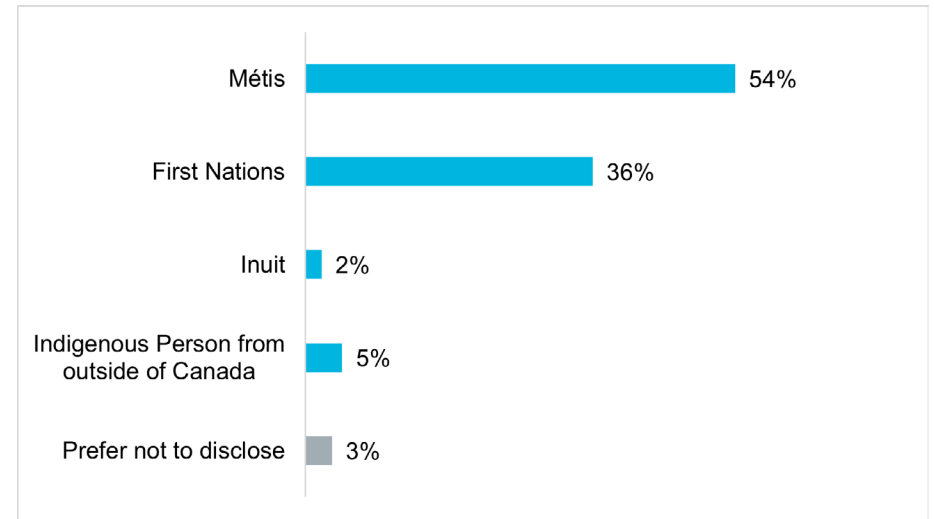
Data in this section represent only those individuals who responded to the demographics data questions (survey participants).

Just over 1% of survey participants identified as Indigenous. This includes all responses to all the above listed identity options.

INDIGENOUS REPRESENTATION OF SURVEY PARTICIPANTS

The graph in this section shows the distribution of identity selections (First Nations, Métis, Inuit Indigenous person from outside of Canada, and Prefer not to disclose) of the survey participants who identified as Indigenous.

Figure 15. *Indigenous Representation of Survey Participants*



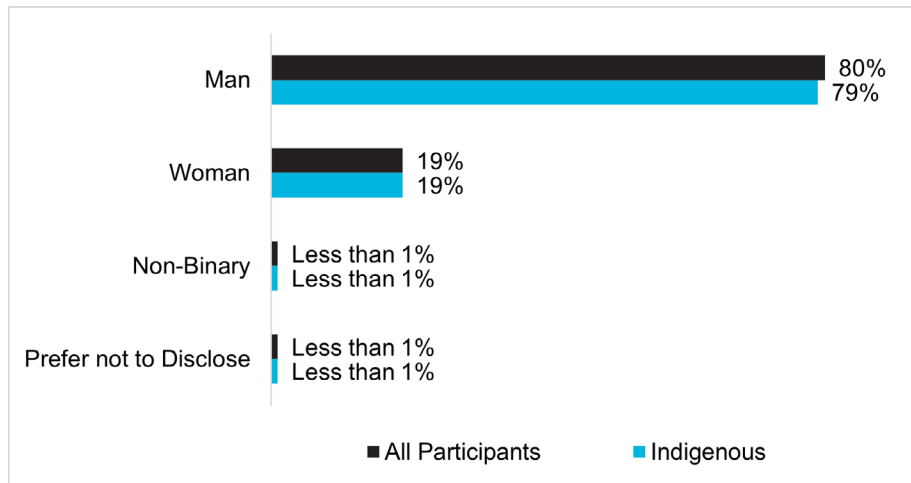
All data in the report was pulled on August 31, 2024.

GENDER IDENTITY OF INDIGENOUS SURVEY PARTICIPANTS

The graph in this section shows the gender identity distribution of the survey participants who identify as Indigenous.

The gender identity distribution of survey participants that identify as Indigenous is very similar to the gender identity distribution of all survey participants.

Figure 16. *Gender Identity of Indigenous Survey Participants*



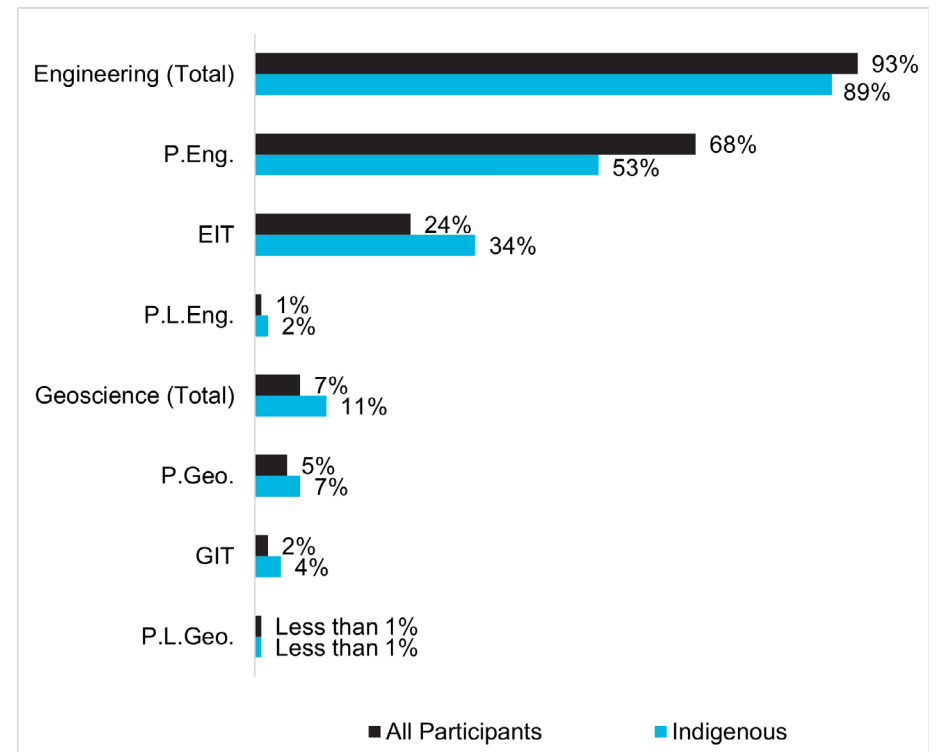
All data in the report was pulled on August 31, 2024.

PROFESSION OF INDIGENOUS SURVEY PARTICIPANTS

The graph in this section shows the distribution of profession and professional designation of survey participants who identify as Indigenous.

Of those survey participants who identified as Indigenous, 11% were geoscience professionals and 89% were engineering professionals, revealing a slightly higher representation of Indigenous people within the geoscience professions when compared to all survey participants.

Figure 17. *Professional Designation of Indigenous Survey Participants*



All data in the report was pulled on August 31, 2024.

6.0 RACIALIZED IDENTITY OF SURVEY PARTICIPANTS

The optional survey questions ask registrants to select the categories that they identify with, including “I consider myself to be a racialized person (note: racialized persons in this context are black or persons of colour, other than Indigenous).”

Data in this section represents only those individuals who responded to the demographics data questions (survey participants).

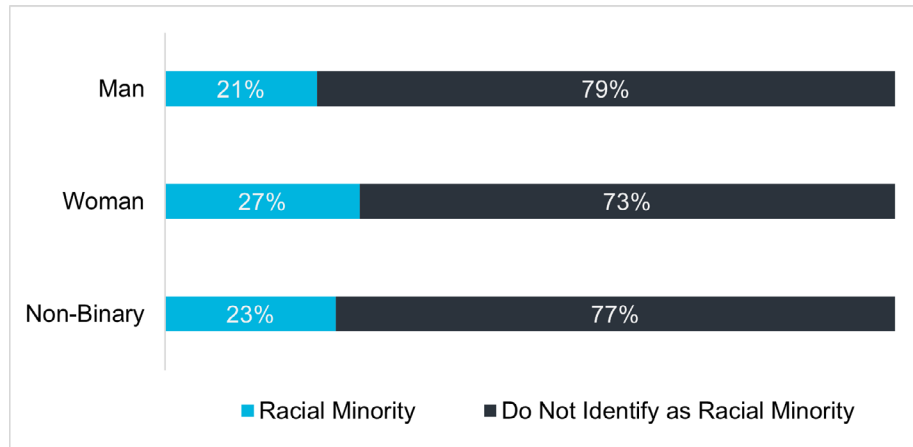
22% of survey participants identify as racialized.

GENDER IDENTITY OF SURVEY PARTICIPANTS WITH RACIALIZED IDENTITIES

The graph in this section shows the representation of racialized identities by gender identity.

The percentage of individuals with racialized identities varies with gender identity, with men being the lowest at 21% and women the higher at 27%.

Figure 18. Gender Identity of Survey Participants with Racialized Identity



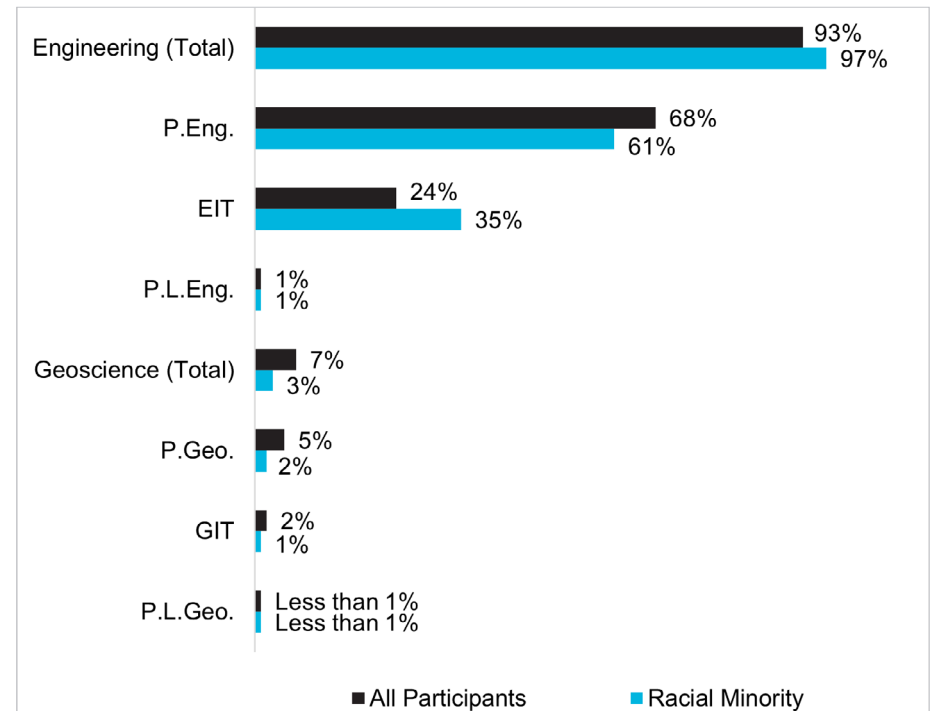
All data in the report was pulled on August 31, 2024.

PROFESSION OF SURVEY PARTICIPANTS WITH RACIALIZED IDENTITIES

The graph in this section shows the distribution of profession and professional designation of survey participants who identify as racialized.

Of the survey participants who identified as racialized, 97% are engineering professionals and 3% are geoscience professionals. This differs from the representation of all survey participants between the professions.

Figure 19. Professional Designation of Survey Participants with Racialized Identity



All data in the report was pulled on August 31, 2024.

7.0 SEXUAL MINORITY IDENTITY OF SURVEY PARTICIPANTS

The optional survey questions ask registrants to select the categories that they identify with, including “I identify as lesbian, gay, bisexual, asexual, or pansexual.” Selecting this category indicates that the individual identifies as part of a sexual minority.

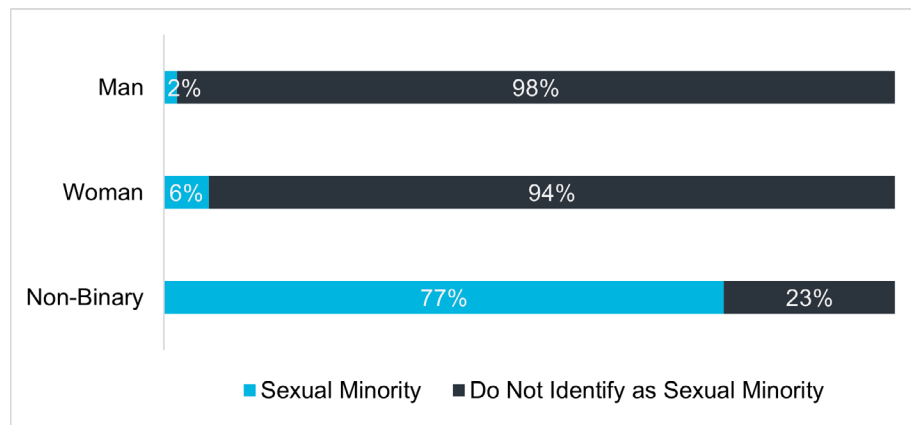
Data in this section represent only those individuals who responded to the demographics data questions (survey participants).

Just under 3% of survey participants identified as being part of a sexual minority.

GENDER IDENTITY OF SURVEY PARTICIPANTS WHO IDENTIFY AS PART OF A SEXUAL MINORITY

The graph in this section shows the representation of sexual minority identities by gender identity. The gender identity of survey participants who identify as part of a sexual minority varies, with over 75% of people who identify as non-binary also identifying as part of a sexual minority.

Figure 20. Gender Identity of Survey Participants Who Self-Identify as Sexual Minority



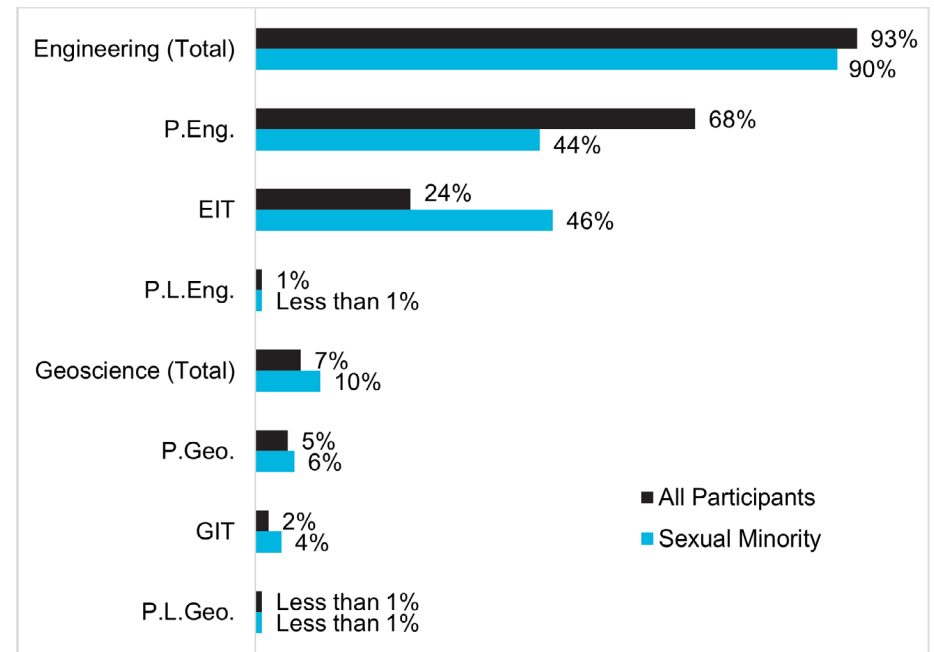
All data in the report was pulled on August 31, 2024.

PROFESSION OF SURVEY PARTICIPANTS WHO IDENTIFY AS PART OF A SEXUAL MINORITY

The graph in this section shows the distribution of profession and professional designation of survey participants who identify as part of a sexual minority.

The percentage of people who identify as part of a sexual minority is similar between engineering and geoscience professions overall, however, there are differences between the different professional designations.

Figure 21. Professional Designation of Survey Participants Who Self-Identify as Sexual Minority



All data in the report was pulled on August 31, 2024.

8.0 TRANSGENDER IDENTITY OF SURVEY PARTICIPANTS

The optional survey questions ask registrants to select the categories that they identify with, including “my gender is different than my sex assigned at birth”. Selecting this category indicates that the individual identifies as transgender.

Data in this section represent only those individuals who responded to the demographics data questions (survey participants).

Less than 1% of survey participants identified as transgender.

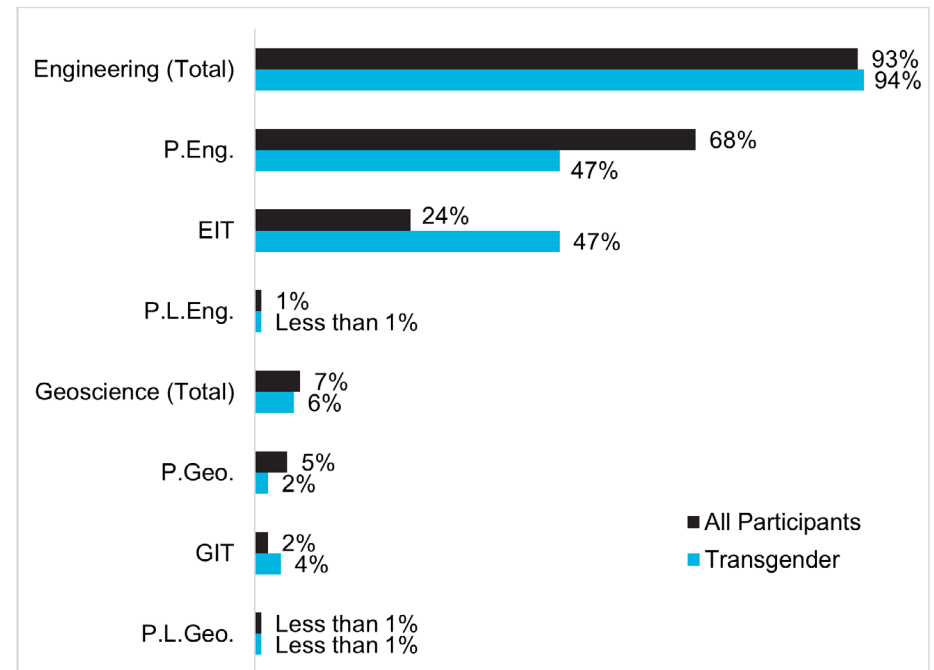
Given the small number of survey participants who identify as transgender, the analysis of this data set is limited.

PROFESSION OF SURVEY PARTICIPANTS WHO IDENTIFY AS TRANSGENDER

The graph in this section shows the distribution of profession and professional designation of survey participants who identify as transgender.

Of the survey participants who identified as transgender, 94% were engineering professionals and 6% were geoscience professionals. This is similar to the representation of all survey participants between the professions.

Figure 22. Professional Designation of Survey Participants Who Self-Identify as Transgender



All data in the report was pulled on August 31, 2024.

9.0 SURVEY PARTICIPANTS WITH A DISABILITY

The optional survey questions ask registrants to select the categories that they identify with, including “I identify as someone with a disability (a disability includes a mental or physical limitation that affects your abilities to work, or perform other daily activities)”.

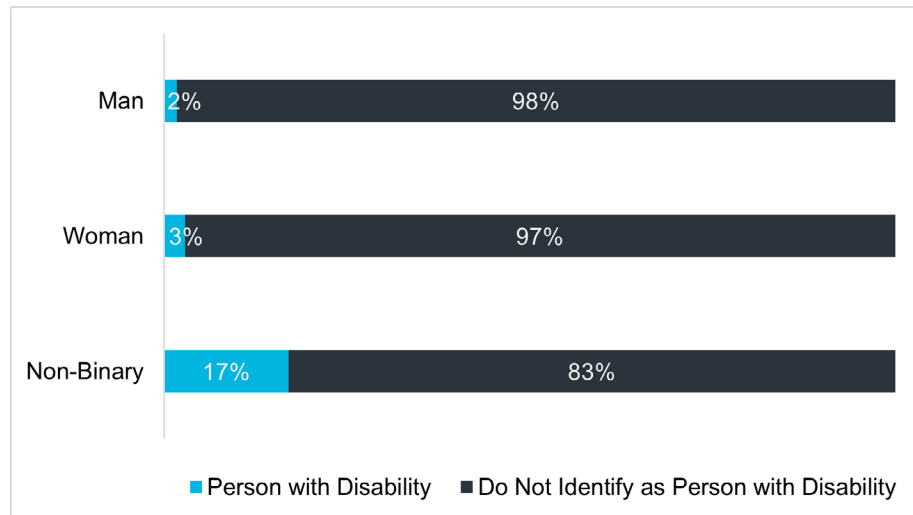
Data in this section represents only those individuals who responded to the demographics data questions (survey participants).

2% of survey participants identify as having a disability.

GENDER IDENTITY OF SURVEY PARTICIPANTS WHO IDENTIFY AS HAVING A DISABILITY

The graph in this section shows the representation of people with a disability by gender identity. Overall, 2% of survey participants identify as having a disability, but for individuals who identify as non-binary, over 15% identify as having a disability.

Figure 23. Gender Identity of Survey Participants with Disability



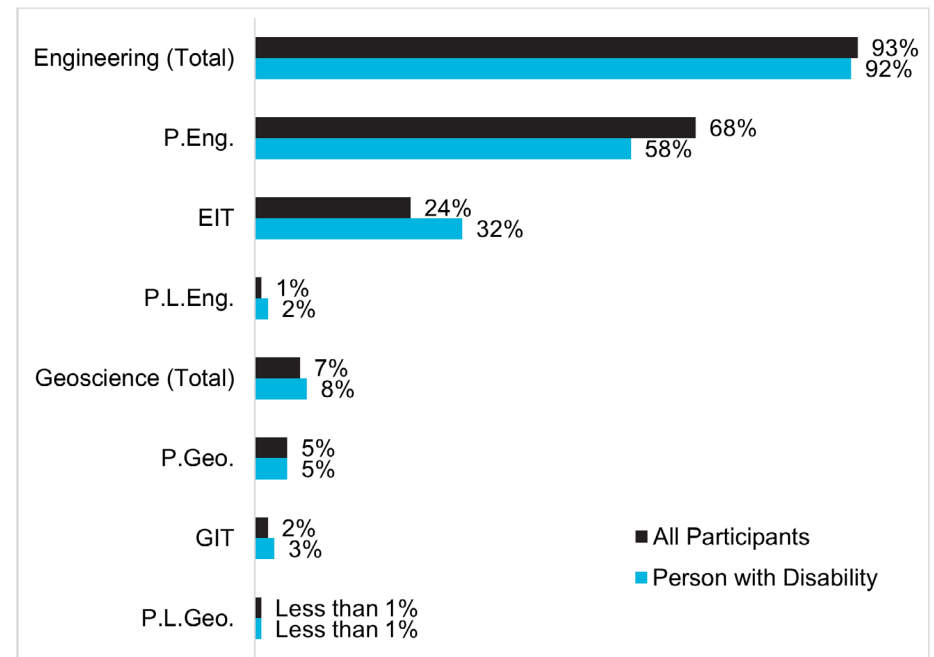
All data in the report was pulled on August 31, 2024.

PROFESSION OF SURVEY PARTICIPANTS WHO IDENTIFY AS HAVING A DISABILITY

The graph in this section shows the distribution of profession and professional designation of survey participants who identify as having a disability.

The percentage of people who identify as having a disability is the same overall between engineering and geoscience (2%), however, there are differences between the different professional designations.

Figure 24. Professional Designation of Survey Participants with Disability



All data in the report was pulled on August 31, 2024.

10.0 CAREGIVING RESPONSIBILITIES FOR SURVEY PARTICIPANTS

The optional survey questions ask registrants to select the categories that they identify with, including “I have caregiving responsibilities (for children, parents, other family members, etc.)”

Data in this section represent only those individuals who responded to the demographics data questions (survey participants).

Overall, 19% of survey participants have caregiving responsibilities.

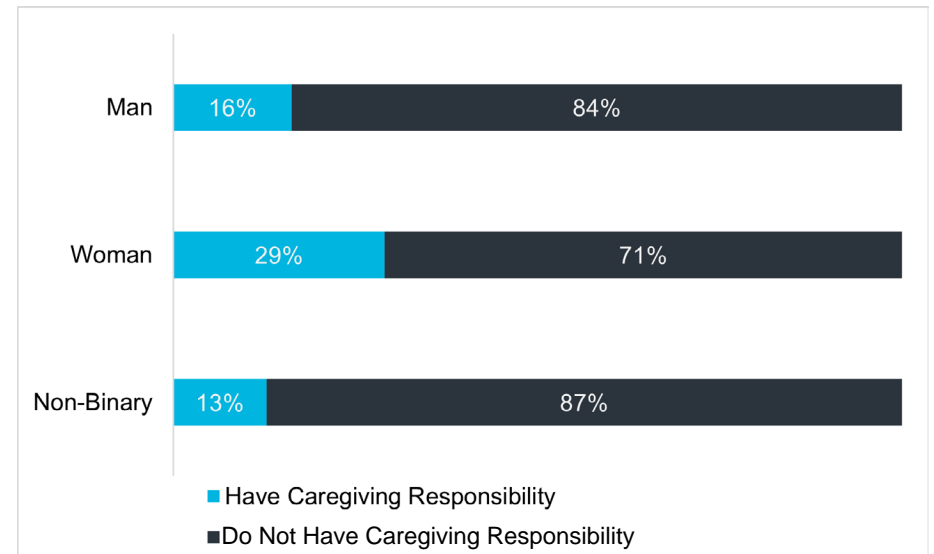
The category of caregiving responsibilities may appear to differ from the other inherent identity factors in this report. However, it is an important factor when seeking to understand the experiences and needs of registrants, particularly when considered through an intersectional lens. For example, caregiving responsibilities can impact an individual’s available time to participate in programs and initiatives.

GENDER IDENTITY OF SURVEY PARTICIPANTS WITH CAREGIVING RESPONSIBILITIES

The graph in this section shows the representation of people with caregiving responsibilities by gender identity.

Caregiving responsibilities vary based on gender with almost 30% of women having caregiving responsibilities, compared to 16% of men.

Figure 25. *Gender Identity of Survey Participants with Caregiving Responsibility*



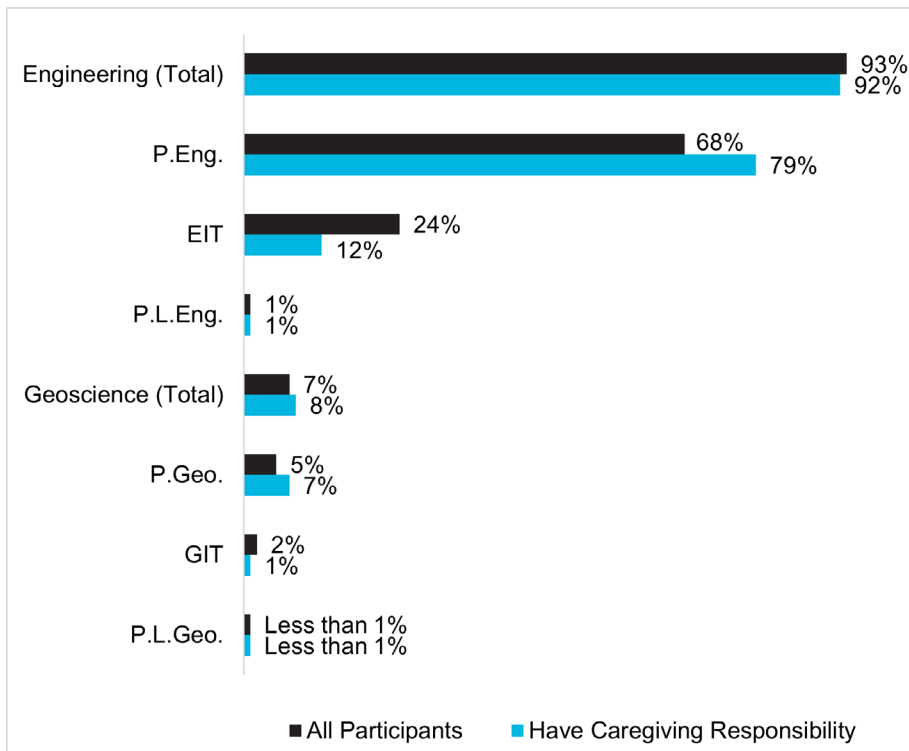
All data in the report was pulled on August 31, 2024.

PROFESSION OF SURVEY PARTICIPANTS WITH CAREGIVING RESPONSIBILITIES

The graph in this section shows the distribution of profession and professional designation of survey participants who have caregiving responsibilities.

Caregiving responsibilities differ between engineering and geoscience, with 22% of geoscience professionals having caregiving responsibilities, compared to 18% of engineering professionals with caregiving responsibilities.

Figure 26. Professional Designation of Survey Participants with Caregiving



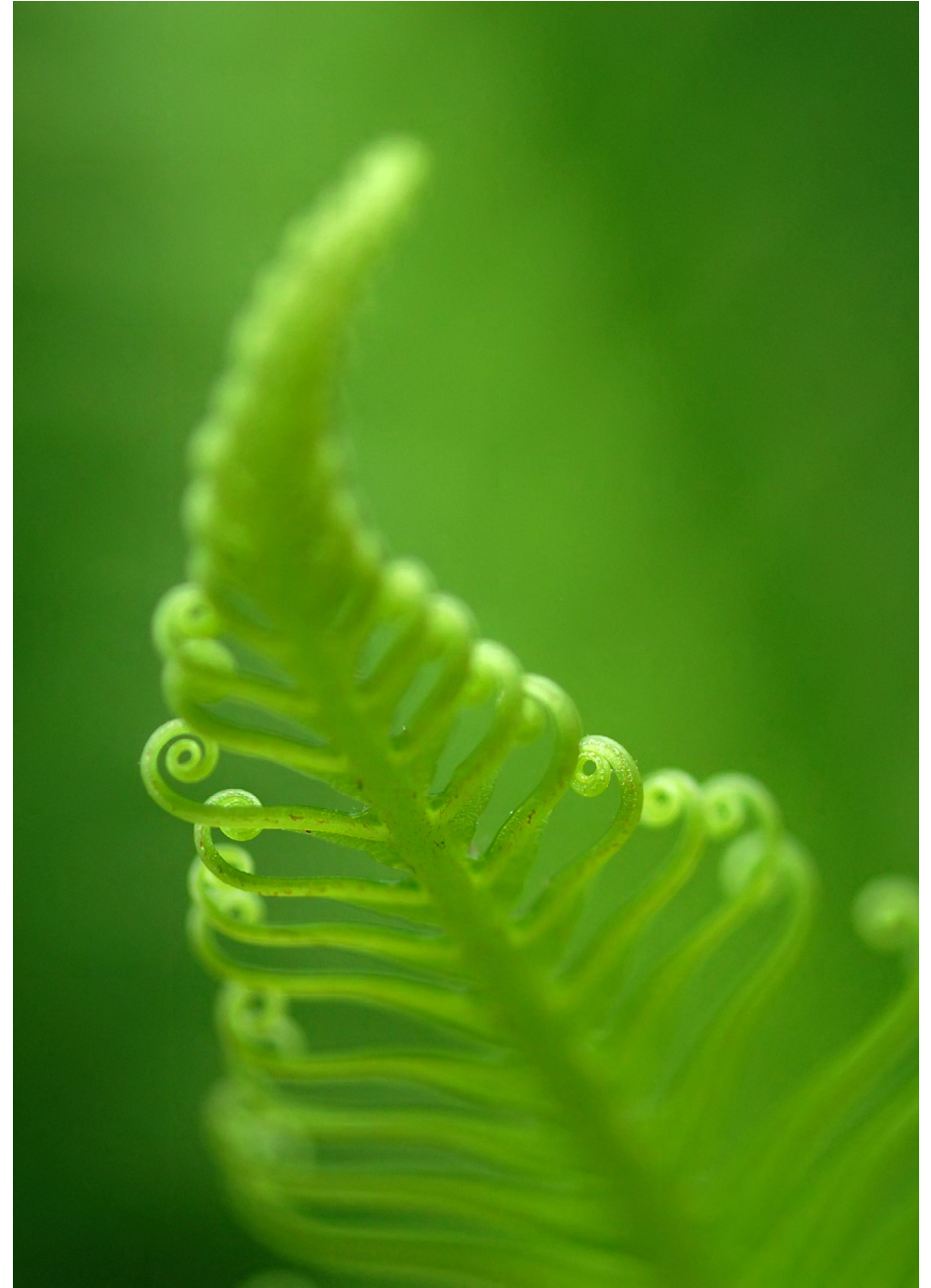
All data in the report was pulled on August 31, 2024.

LIMITATIONS

While this report provides valuable insights and the response rates provide a high level of confidence in the data, it is important to acknowledge limitations that may impact the interpretation and generalizability of the findings:

1. The response rate to these voluntary self-identification questions was about 75% of all active registrants. This means 25% did not participate, which means the findings are not a direct representation of all registrants.
2. Survey participants provided self-reported data which means there was no verification, and it is susceptible to their perception and understanding of the question.
3. Survey participants are asked to select the options that best describe their identity. The identity dimensions provided may not include all the identity dimensions that an individual would use to describe themselves.
4. This is a new initiative. Currently, historical data do not exist to monitor trends over time, but we intend to do so in the future.

Understanding these limitations is crucial for interpreting the survey results accurately and for considering them within the appropriate context.



CLOSING

This registrant demographic report sheds light on the demographic profile of the engineering and geoscience professionals who are registrants of Engineers and Geoscientists BC. This information, which covers a range of demographic factors including Indigenous identity, age, gender identity, racialization, and further insight is crucial for Engineers and Geoscientists BC as it continues its equity journey. The insights uncovered from the survey responses reported here will be used in the development and improvement of programs, actions, and initiatives. These insights also inform decisions and actions related to policies, processes, and programs.

To maximize the impact of the data gathered, Engineers and Geoscientists BC is disseminating the findings widely among relevant interest holders, including registrants, relevant policymakers, and partners who can use it to better understand representation within engineering and geoscience in British Columbia, inform their decision-making processes, and improve their programs and services. Additionally, the results will serve as a baseline for future comparisons, allowing for the monitoring of demographic trends over time and the evaluation of programs and action implemented to address identified challenges.

If you have questions about this report or would like to provide feedback, please contact Engineers and Geoscientists BC at diversity@egbc.ca.

Engineers and Geoscientists BC commits to updating this report on an annual basis and to including data trends over time. To demonstrate how we are using these survey responses to drive action, we also commit to releasing a future update that will explain how survey responses are being used to inform our programs and actions.