



WOMEN IN CONSULTING ENGINEERING CONFERENCE

NOVEMBER 25-26
2025
CALGARY, ALBERTA



November 25, 2025

5:00pm **Registration Desk**

Cocktail Reception/Networking Fair

6:00pm - 11:30pm **Welcome
Dinner**

Keynote Speaker - Legacy Leadership: Inspiring Women to Lead with Impact, Jennifer Price, Eng., MBA, NACD, President & CEO, McElhanney Ltd.

In today's fast-paced, results-driven world, it's easy for leaders to focus on short-term wins. But the most influential leaders, the ones who leave a lasting mark, are those who lead with purpose, authenticity, and vision. This keynote challenges women to redefine leadership through the lens of legacy, not just what we accomplish, but what we leave behind.

Networking

November 26, 2025

7:15am - 4:30pm **Registration Desk**

7:30am - 8:30am **Networking Breakfast**

8:15am - 8:30am **Welcome by Michael Jackson, CEA President**

8:30am - 9:30am **Striving for Equity Throughout Career Progression**, Sandra Renihan, P.Eng., M.Eng., DIALOG, Cindy Go, CPHR, B.Mgt., DIALOG

Sandra and Cindy will walk the audience through ways to attract and retain women within the consulting engineering profession through the lens of career progression from grade school student to Partner or Executive and beyond. They will share ways to increase the diversity of the engineering talent pool in the future, retain women with parental leave support and (demonstrably) fair compensation, develop and nurture women leaders, and create space for women at the leadership table. They will discuss DIALOG's support of youth STEM programs like WISEST, and provide examples from various DIALOG equity initiatives such as Project DIAL (2020 strategic initiative supported by Deloitte to improve gender equity in leadership) and more.

Negotiate for the Compensation you Deserve, Sophie Warwick, P.Eng. (Non-Practicing), M.Eng., The Thoughtful Co.

This workshop will enable you to feel confident in asking for the compensation you deserve. We'll guide you through the entire process, from navigating conversations with leadership about salary increases to understanding critical details before signing a new employment contract. Plus, we'll highlight common negotiation pitfalls and how to avoid them. We leave time for group discussion and Q&A to ensure all your questions are answered. This workshop is led by Sophie Warwick. Key takeaways include: All the elements of compensation & benefits that are negotiable (beyond salary); How compensation decisions are made within employers; What you should and shouldn't use as rationale for a pay increase; The biases women face in negotiations, and how to work around them. When you should be bringing up compensation, and how to frame the ask in a positive & confident manner.

9:30am - 10:00am **Enhancing Retention and Equity: a Data-Informed Approach**, Carma Holmes, P. Eng., MBA, LEED® AP, Associated Engineering

Associated Engineering's Women in Science and Engineering Retention (WISER) committee was started over 10 years ago. The aim of the WISER committee is to mitigate the impacts of biases and systematic obstacles faced by women and to foster equitable opportunities across the company. Some of the outcomes have had broad ranging benefits for women and men at Associated. In 2019, WISER conducted a series of 'stay interviews' with professional female staff who had been with the company for ten years or more to learn about support mechanisms we can strengthen to improve retention. In 2024, WISER had a renewed interest in understanding the challenges women may be facing in our current hybrid work environments. These stay interviews were conducted by assembling focus groups of different cohorts across the company, including men and women. This presentation will share some of the fascinating findings from our stay interviews, and how we are implementing the recommendations.

10:00am - 10:30am **Networking Coffee Break/Fair**



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10:30am - 11:30am **The Key to Retention: Finding Purpose**, Leanne McLaren, P.Eng., M.Eng., G.I.T., Thurber Engineering Ltd.

There is still a discrepancy between retention of men and women in the engineering industry despite years of efforts to even out the numbers. There are plenty of things that advocates, supporters, employers and society can do to change this, including increasing flexibility to allow for parental responsibilities, calling out toxic behaviour towards women and promoting women into leadership roles. But I wanted to look at what I can do as a woman to keep myself in this industry and I found that the key is to have a deeply motivating purpose. I would like to share my journey of finding engineering consulting, struggling and floundering, then finding my purpose and using that to drive me forward.

Lessons and Tales from Almost 40 Years in Consulting Engineering, Monica Wagner, P.Eng., M.Eng., Klohn Crippen Berger Ltd.

Over almost 40 years in consulting engineering, I have watched the industry evolve from a male-dominated profession to one that welcomes diversity, is more proactive in addressing equity issues and embraces inclusion. I have seen work-life balance evolve from “work IS your life” to a much healthier model that respects our personal lives. I have seen the level of respect on construction sites shift from dismissal to acceptance. My projects have taken me from Baffin Island to the Mackenzie Delta and from Africa to Argentina. Along the way, I have faced floods, bears, cockroaches, a conference hall of irritated placer miners, and local uprisings. Each of these experiences shaped me into a leader. This talk will take the audience along on my journey through the world of consulting engineering, the opportunities presented and taken, the challenges faced and overcome, and the lessons learned along the way.

Leveling the Site: The Role of Sponsorship and Mentorship in Supporting Women, Carolyn Osadczuk, P.Eng., PCL Construction

With over 20 years in the construction industry, Carolyn Osadczuk has built both projects and pathways. As the first woman to serve as Manager, Special Projects for PCL in Edmonton, she has challenged norms and opened doors for others. Her leadership has helped shift PCL's culture to actively support women through mentorship and sponsorship. Carolyn designed a formal framework connecting sponsors with protégés, ensuring women have the backing they need to thrive across the industry. A passionate advocate for change, she now shares how we can all be allies in attracting and retaining women in construction and consulting engineering. She emphasizes the importance of both mentoring and sponsorship in helping women move into leadership roles. From increasing visibility to meeting women where they are, Carolyn will explore how she's helped others grow—and what she's learned along the way.

11:30am - 12:00pm

The Women Behind the Projects

Engineering Resilience: The Women Behind the Springbank Off-Stream Reservoir, Candice Lukaszewicz, P.Eng., Stantec Consulting Ltd., Tamara Georgies, P.Eng., Government of Alberta

The Springbank Off-Stream Reservoir (SR1) near Calgary is a landmark flood mitigation project that recently reached substantial completion. Developed in response to the catastrophic 2013 floods—the costliest natural disaster in Canadian history—SR1 protects thousands of residents and critical infrastructure. It features a 4.7-kilometre diversion channel and a 3.3-kilometre dam capable of storing up to 80 million cubic meters of floodwater. This presentation celebrates the technical excellence and leadership behind SR1, with a special focus on the women who played pivotal roles in its delivery. From design to construction oversight, female professionals led key aspects of the project across all fronts. Their contributions exemplify how inclusive leadership strengthens outcomes in complex infrastructure projects. Attendees will gain insight into the challenges faced, the collaborative solutions developed, and how this project serves as a model for empowering women in engineering and leadership roles.

How I Survived as Drumheller Flood Mitigation Program Director, Deighen Blakely, P. Eng., CPESC, Kerr Wood Leidal Associates Ltd.

In the fall of 2021, I stepped into the role of Drumheller Flood Mitigation Program Director, taking on the previously male-dominated role responsible for delivering on the Town's \$55M Flood Mitigation program, including overseeing the design and construction of 12 berm projects and the purchase of 70 properties. Public opposition to the program was at an all-time high, at this point and trust of the program management team at a low. I will share the challenges I faced as a female lead in this role, the strategies I used to persevere and the measures I took for self-care to ensure I could be at my best in this demanding role.



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11:30am - 12:00pm **Breaking Barriers in Technical Leadership**, Amy Hunter, P.Eng., PTOE, PBX Engineering Ltd.
(Continued)

The session is designed to inspire and equip engineers to lead with confidence, influence project outcomes and shape the future of our profession. It explores the unique challenges and opportunities women face in advancing to technical leadership roles within the consulting engineering sector. Drawing from real project experiences and industry insights, it highlights strategies for building technical credibility, navigating male-dominated networks, and balancing leadership responsibilities while maintaining technical expertise. Attendees will learn actionable approaches for overcoming common barriers, from establishing themselves as subject matter experts to managing a diverse team of professionals.

12:00pm - 1:00pm **Networking Luncheon**

1:00pm - 2:00pm **Empathy at Work: Keeping Women in Consulting Engineering**, Erin Thorp, P.Eng., ACC, ELF Solutions Inc.

In consulting engineering, women often leave or stall in leadership pipelines—not due to lack of skill, but lack of support. This session explores how empathy can be the missing strategy for retaining, advancing, and attracting women in engineering leadership. Empathy strategist Erin Thorp introduces her Inside-Out Empathy™ framework and Empathy Change Formula to help leaders operationalize empathy in fast-paced, high-stakes environments. Through neuroscience-backed insights and practical micro-behaviors, participants will learn how to create psychologically safe teams, reduce emotional exhaustion, and foster inclusive leadership cultures that support women to rise—and stay. Attendees will walk away with tools to immediately strengthen retention, boost leadership readiness, and make engineering a place where women thrive.

Be More Than a Bystander, Jarrett Zilinski, P.Eng., McElhanney Ltd.

2:00pm - 2:30pm *McElhanney has rolled out a 2-hour primarily in person presentation, run by McElhanney trained facilitators to educate our staff on allyship, respect and safety for all in the workplace. The workshop is delivered to approximately 20 people at a time and is a required learning for all staff. Throughout the past year we have delivered the presentation to over 750 staff including nearly all our senior leadership. We have already begun to see a noticeable difference in many of our offices, and company wide more open conversations regarding the female experience in engineering and geomatics are being had not only between women but with all people in our workplaces.*

2:30pm - 2:45pm **Networking Coffee Break**

From Leave to Leadership: Diverse Stories of Strength and Return Panel

2:45pm - 3:30pm *Panelists from the industry (all genders) will share their personal experiences returning to work after parental leave. Each journey is different—some smooth, some challenging—but all valid. The panelists will be a mix of consulting engineers, clients and other collaborators with a moderator. Questions may include thoughts about stigmatism, external pressures, mom-guilt, as well as helpful strategies and success stories. Through the diverse stories, we'll explore how reintegration looks different for everyone and why career growth should never hinge on a single definition of showing up. Whether balancing family, ambition, or both, these voices remind us that every path deserves respect, support, and opportunity.*

Accelerate Action: Advancing Gender Quality in Consulting Engineering Panel, Women in Consulting Engineering (WCE) - Calgary

3:30pm - 4:30pm *This dynamic panel will explore how to accelerate progress toward gender equality and foster greater diversity in the consulting engineering profession. Distinguished leaders will share candid stories from their career journeys, reflecting on the mentorship, sponsorship, and allyship that propelled them into leadership roles. They will discuss the practical steps they've taken to support, elevate, and empower women in their workplaces—creating ripple effects of change across the profession.*

Conference Wrap Up & Closing