

The Key To Retention: Finding Purpose

Women in Consulting Engineering Conference - CEA

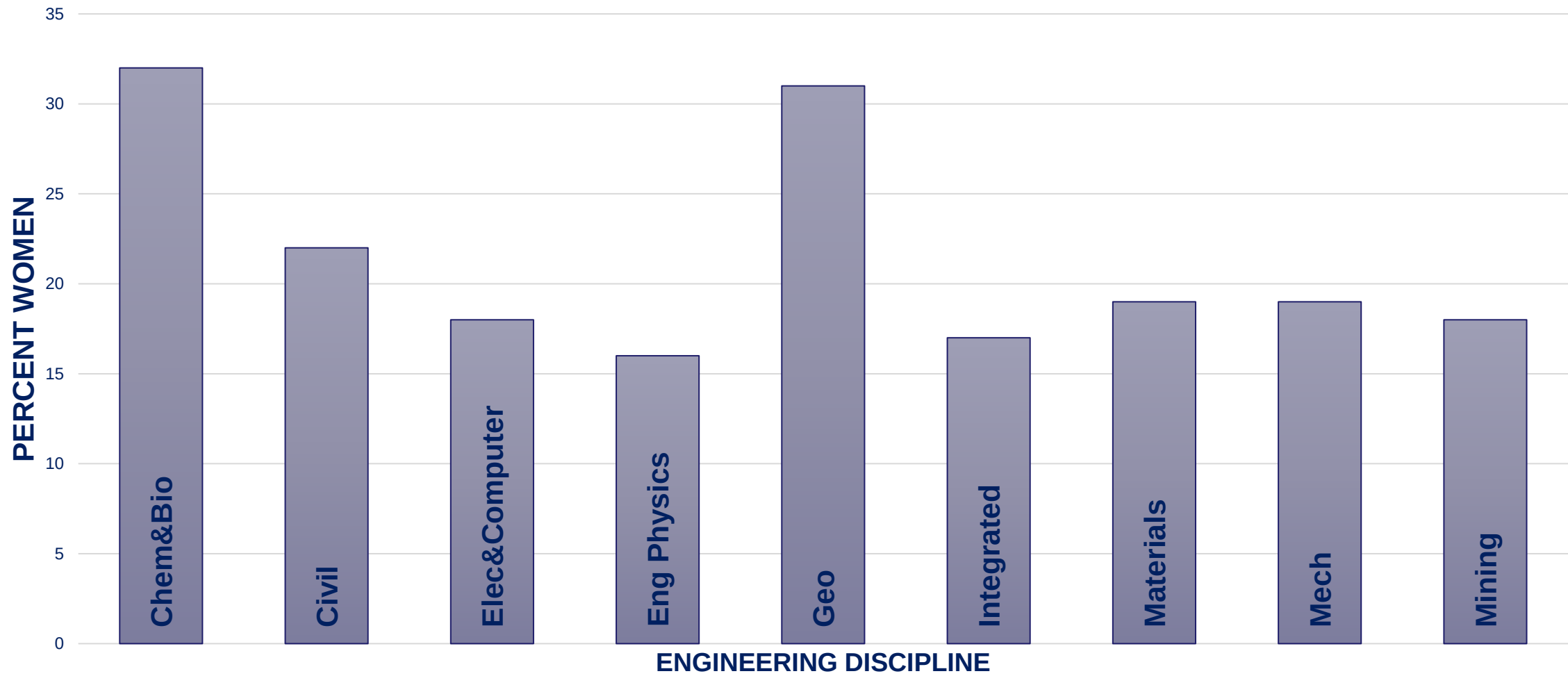
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The School Years

Percentage of Women in UBC 2014 Engineering Graduating Classes



Early Career – Working in the Field



Reading Slope Inclinometers near Peace River



Construction Inspection at a CIP Secant Pile Wall in Peace River

Early Career – Working in the Field



The Reasons for Leaving



Burnout, bullying, and under-representation: Examining the retention of women in engineering with Dr. Jean Hutchinson. Trapezoid article, August 19, 2025.

The Reasons for Staying - External

- Promotion and normalization of parental leave – for both parents
- More women in leadership roles
- More fair and transparent pay (not solved but getting better)
- Increased allyship
- Systems set up for reporting toxic behaviour

My Deep Purpose

- What can I do for myself?
- My purpose: to be there for young engineers
 - Champion
 - Listen
 - Mentor
 - Support



Your Deep Purpose

- What can you do for yourself?
- Your purpose
 - Promote EDI
 - Smile at coworkers
 - Make a difference in the community
 - Make a difference to your family



YOU DESERVE TO BE HERE

