Gender inclusive policies and practices in engineering

What are the benefits of a gender inclusive workplace culture?

Our research suggests that employees’ perceptions of the inclusivity of their workplace can have important implications for their day-to-day experiences on the job.

Key Finding #1: For women, the presence of gender inclusive company policies is linked to reduced social identity threat

Social identity threat: an anxiety or concern experienced in situations where one’s social group is underrepresented, devalued, or stereotyped to be inferior

Key Finding #2: Gender inclusive policies help by creating a positive social climate between men and women

SUMMARY

Our findings suggest that female engineers’ perceptions of the gender inclusivity of their workplace (via the presence of gender inclusive policies) relates to their day-to-day experience of social identity threat, which in turn predicts levels of psychological burnout.

IMPLICATIONS

Women are underrepresented in STEM fields and choose to leave at a higher rate than men. By understanding the factors that contribute to gender inclusive workplace cultures, we can bolster the representation and retention of women in STEM.
REFERENCES


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