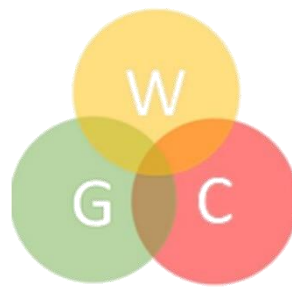


Introducing Women Geoscientists in Canada (WGIC)

WHO ARE WE?

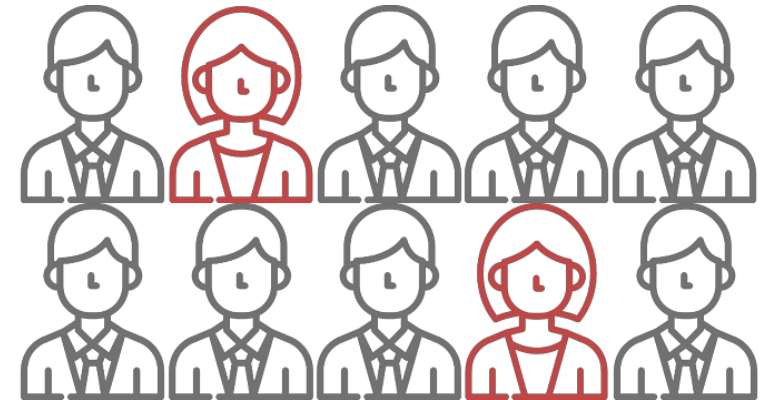


- There are approximately 12,600 geoscientists in Canada
- Geoscientists = geologists, geochemists, and geophysicists
- How many are women?
 - Any guesses?
 - 10%?
 - 20%?
 - 30%?
 - 40%?

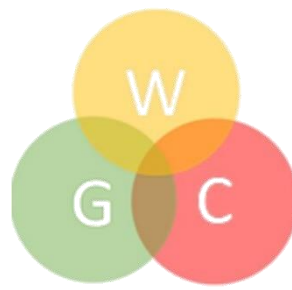
WHO ARE WE?



- There are approximately 12,600 geoscientists in Canada
- Geoscientists = geologists, geochemists, and geophysicists
- How many are women? Only 19% are women



IN UNIVERSITY



- 40-50% of undergraduate geoscience degrees in the US and Canada, depending on the source. Yet our workforce only consists of 19% women.

- So what happens after graduation?

- How do we stop the “leaky pipeline”?

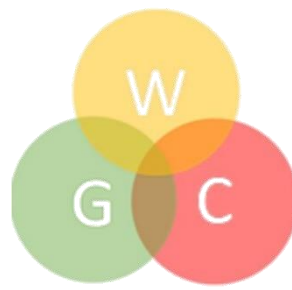
- Retention is a key issue in our industry!

Table 1. US and Canadian comparisons of geoscience degrees awarded to women and the percentages by rank of female geoscience faculty. Note that the Canadian data report student enrolment rather than degrees awarded.

Academic Rank/Degrees Awarded	USA percentages as of 2002 (Holmes et al. 2008)	Academic Rank/Student Enrolments	Canadian percentages as of 2005-06 (CAUT 2009)
Full Professor	8.0	Full Professor	10.6
Associate Professor	14.0	Associate Professor	23.7
Ph.D. Degree	34.0	Ph.D. Enrolment	34.4
Masters Degree	45.0	Masters Enrolment	48.9
Bachelors Degree	42.0	Bachelors Enrolment	45.0

Nentwich, 2010, Geoscience Canada, Vol 37, No 3
<https://journals.lib.unb.ca/index.php/GC/article/view/18399/19870>

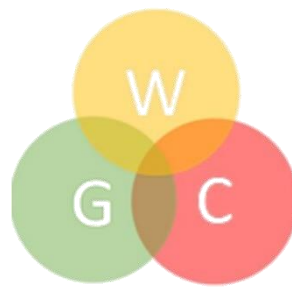
IN INDUSTRY



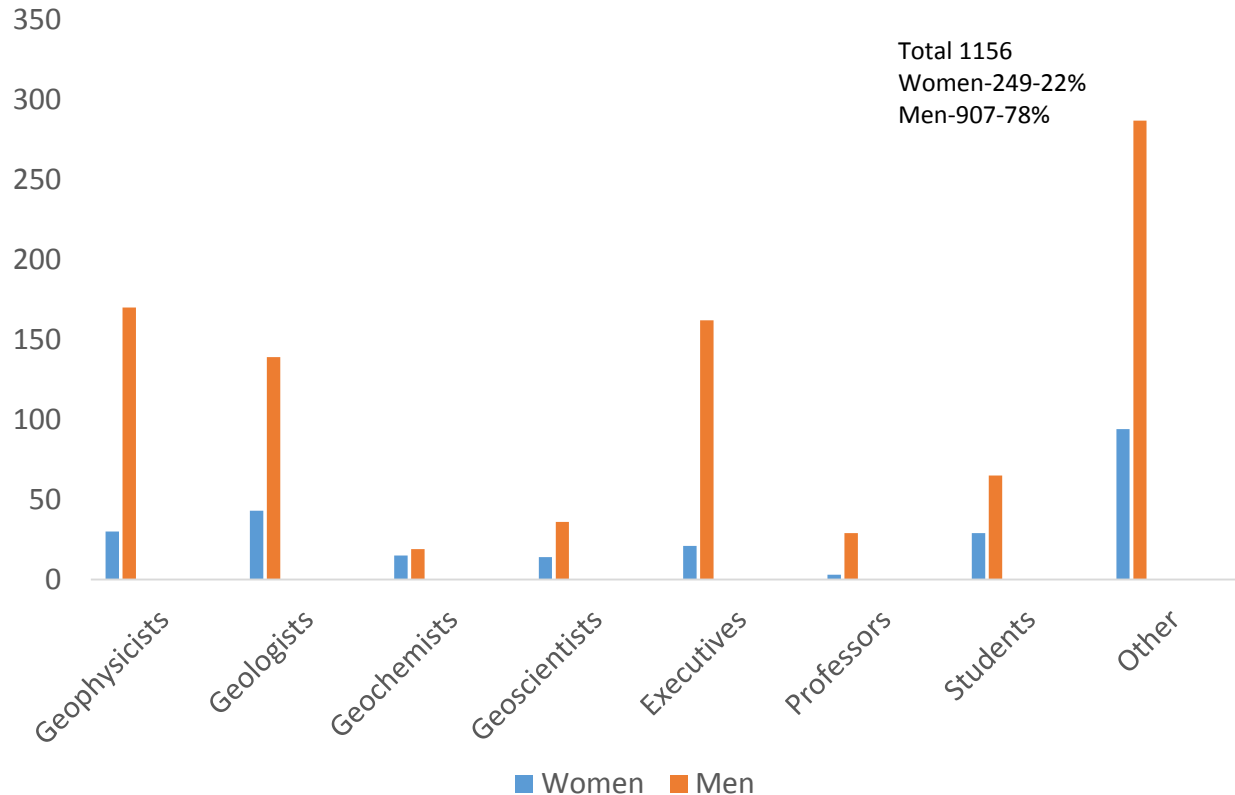
- A tremendous cost goes into training every newly hired geoscientist
 - Why lose that talent 5–10 years in?
- Our industry is aging... we need fresh ideas and people to take over
- More diverse teams have shown to be more productive and more risk-averse

Why WGC?

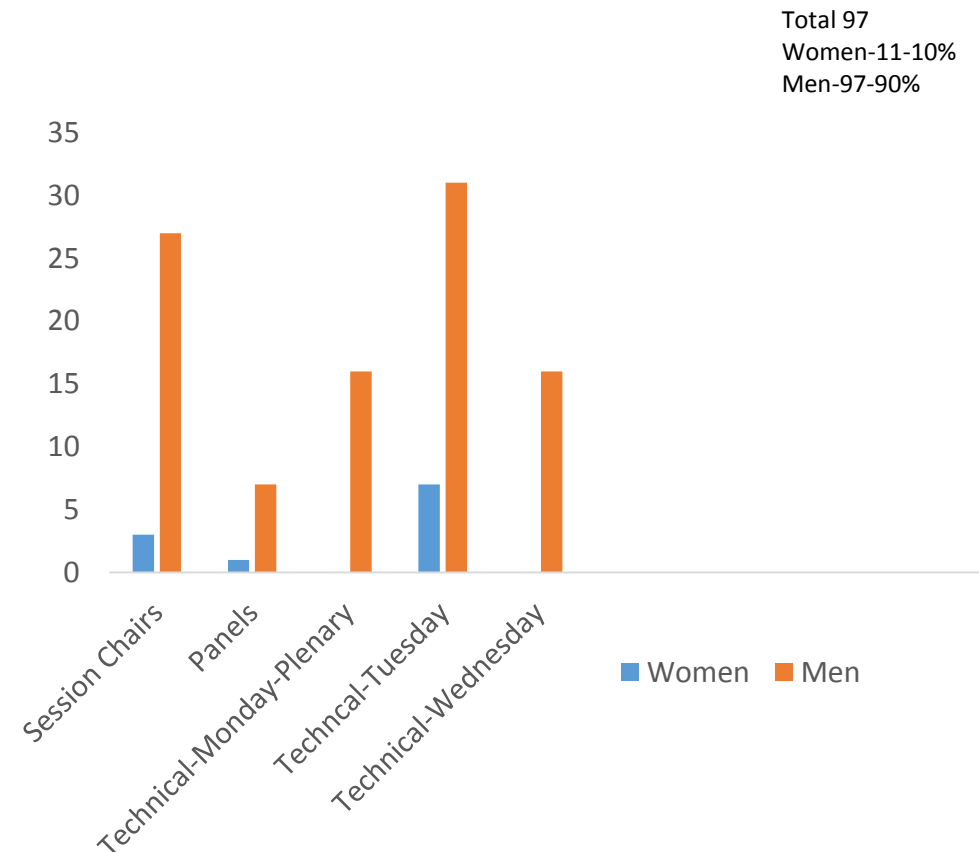
Is there anything we can do to change things for Exploration '27?

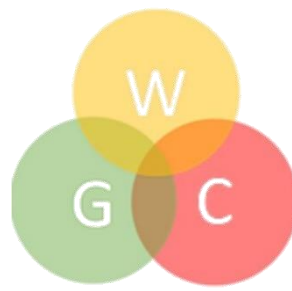


Exploration '17 Conference Stats



Exploration '17 Presenter Stats





WOMEN GEOSCIENTISTS IN CANADA

- Our mission
 - Retain women in geoscience to ensure gender diversity at all career levels
- Our strategy
 - Online community to foster relationships and belonging
 - Encourage participation to elevate women into leadership positions
 - Demand action from societies and companies to break down barriers
 - Mentorship program to coach and direct young geoscientists

OUR FIRST YEAR

- Started a Slack community and created a website
- Held 5 meet-ups in Vancouver, Toronto, and Keystone
- Presented talks in Saskatoon, Sudbury, Vancouver and Ottawa
- Co-sponsored a public speaking workshop
 - Sponsored 2 female students to attend
- Monthly newsletter and blog posts
- Social media presence (Twitter, FB, LinkedIn)
- Blossoming alliance with Women In Mining BC and #MeTooMining
- Talks/meetings with AMEBC, PDAC, SEG, and APGO
- Six geoscientists on our board; monthly executive meetings



PURPOSE OF WGC

We are primarily women in technical roles in geology, geophysics, and related disciplines. We invite and include supporters from all genders, and advocate for increased gender balance within our fields.

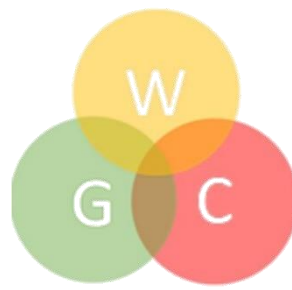
We host an online community (on Slack) to help reach all of our members, who are located across Canada and the world, and are often travelling or in the field.



JOIN THE CONVERSATION

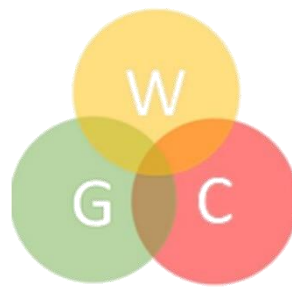
[Join](#)

TIME LINE



- Next 1-2 years
 - Compile statistics – what is the situation now?
 - Research – what barriers do we face?
 - Promote opportunities
- Next 2-6 years
 - Advocate for representation of women at conferences and symposiums
 - Provide networking opportunities and mentorship program
 - Support parents pre- and post-parental leave (including work re-entry)
- Next 7-10+ years
 - Check in at Exploration '27 – how are we doing compared to Exploration '17?
 - Re-evaluate statistics from first year
 - Continue supporting, encouraging, and engaging women in geoscience careers

TIME LINE



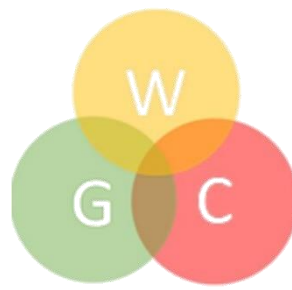
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TIME LINE



- Next 1-2 years
 - Compile statistics – what is the situation now?
 - Research – what barriers do we face?
 - Promote opportunities
- Next 2-6 years
 - Advocate for equal representation at conferences and symposiums
 - Provide networking opportunities and mentorship program
 - Support parents pre- and post-parental leave (including work re-entry)
- Next 7-10+ years
 - Check in at Exploration '27 – how are we doing compared to Exploration '17?
 - Re-evaluate statistics from first year
 - Continue supporting, encouraging, and engaging women and under represented groups in geoscience careers

THANK YOU



- Please check out our website: www.WGCanada.org
- Sign up for our monthly newsletter via the website
- Join our forum on Slack: <https://goo.gl/pabfXu>
or email us to get an invite
- Email us: WomenGeoscientistsCanada@gmail.com
- Tweet at us: @WIM_WGC