



Among the OIQ's 60,000 members, there are several groups that represent added value for us all. This issue of PLAN discusses women in engineering and internationally trained professionals (ITP), two groups that are constantly growing. It also features a number of testimonials from women who pushed back the boundaries and some from ITPs who are proud to describe the experience of acclimating to Québec, which they had to literally do in some cases!

Women in engineering

The month of March, and more specifically, March 8 is an opportunity to pay tribute to the progress made by women. Naturally, I am joining this tribute to my female colleagues. The progress achieved in just a few decades by the pioneers has made it possible for us to now work on an equal basis in many cases with our male colleagues. Still, we will have to stay vigilant.

In my opinion, everyone wins. Women, as you will read, manage differently than men. They show leadership that focuses more on the human; it's in their very nature. Yet, we ought to keep ourselves from making value judgments. The management philosophies of men and women complement each other. I believe that working together is beneficial to both companies and their employees because there is a wider range of management options adapted to specific situations. The best of both worlds, indeed.

Internationally trained professionals

In the same spirit, ITPs also represent, in their own way, added value for our society and our profession. They add to the diverse range of expertise and experience that enrich their projects and teams. The OIQ realized this and signed a memorandum of understanding in 2008 with the Québec department of immigration and cultural communities to better meet the needs of ITPs who want to become members of the OIQ. An action plan ensued, as well as training.

As a result, last fall nearly one hundred individuals were able to receive training designed especially for them to help them integrate effectively in Québec society and the profession. Lasting around twenty hours, this training program discusses the general context of engineering practice in Canada and Québec, the laws and regulations governing the profession, ethics and ethical conduct, and communication methods in organizations and Québec society. By taking part in this training, participants laid the foundation for their first network of contacts in their adopted country.

Continuing efforts

Is the representation of these two minorities on its way to becoming minor? Though I concede that this may be a utopian ideal, it is no less attractive. In the meantime, the OIQ will continue its efforts to sustain this progress, ensure that the ideal of working together gains its true significance for each and every one of the 60,000 members of the OIQ and becomes a reality.

Enjoy the read!

For comments, bulletin@oiq.qc.ca .