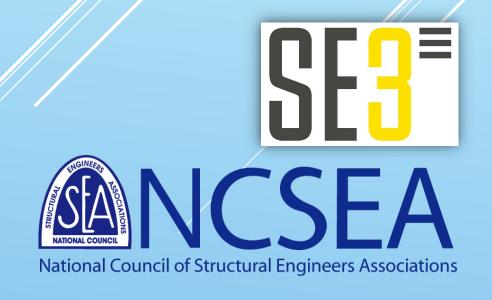
NCSEA COMMUNICATION WEBINAR:

The Mission of SE3 and Its Benefit to Local Member Organizations

Angie Sommer, SE ZFA Structural Engineers

Nick Sherrow-Groves, PE Arup

NCSEA SE3 Committee Co-Chairs



Presentation Outline

- Committee Background
- ≥2016 Survey Results
- ≥2018 Survey Outline and Changes
- Resource Guide



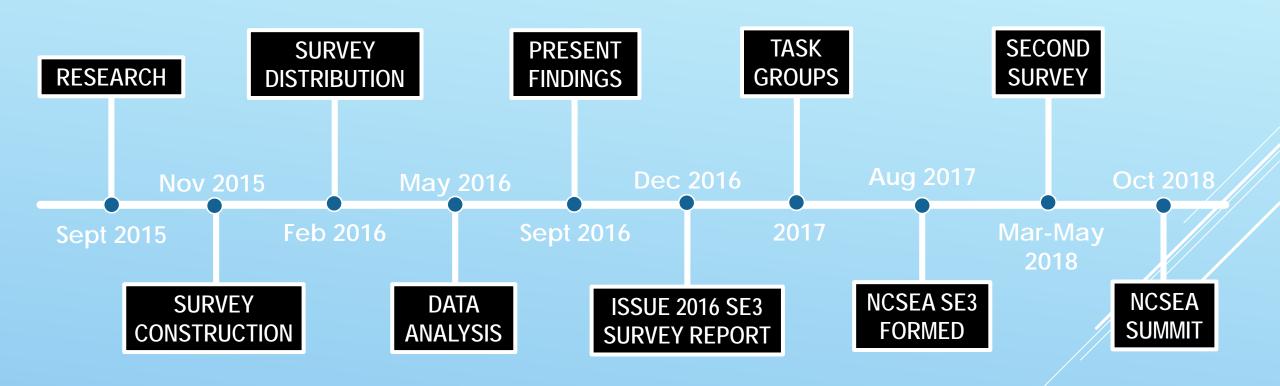
COMMITTEE BACKGROUND

What is SE3?

- Structural Engineering Engagement and Equity
- Began as group of 20-30 SEAONC members
- SEAONC-sponsored initiative
- Grew into an employee engagement/retention survey
- Inspired by previous studies conducted by AIA/EQxD (2014) and ASCE/SEI (2013)



SE3 Project Timeline



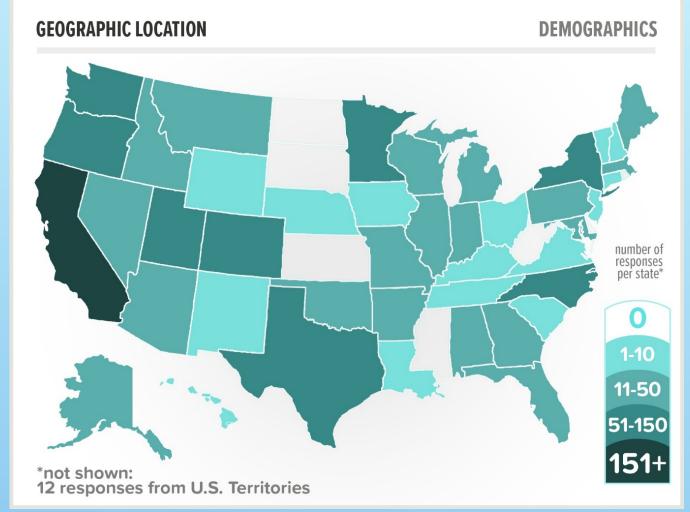


Primary Objectives

- Conduct a biennial, nationwide survey to measure engagement and equity in our profession
- Develop a resource guide to help MOs start local SE3 chapters
- Create a national forum to discuss issues of engagement, equity, retention, diversity, and other professional experiences

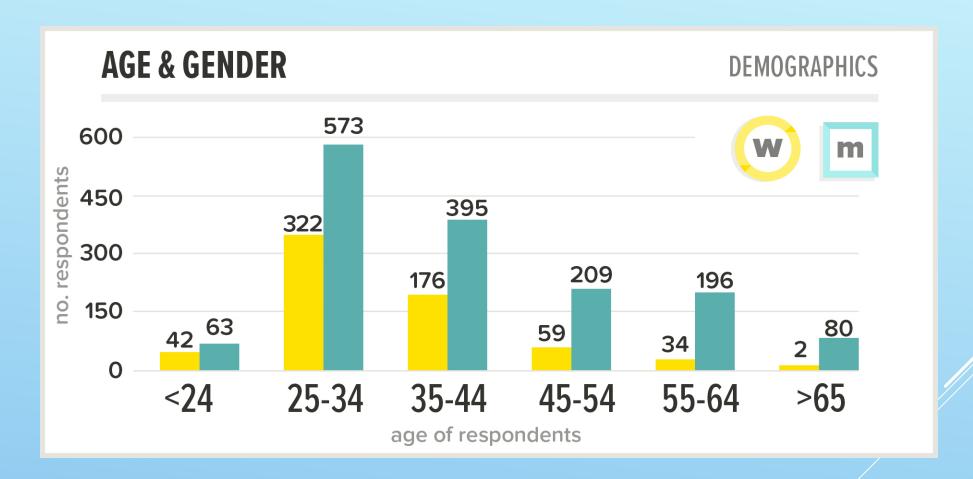


2016 SURVEY RESULTS



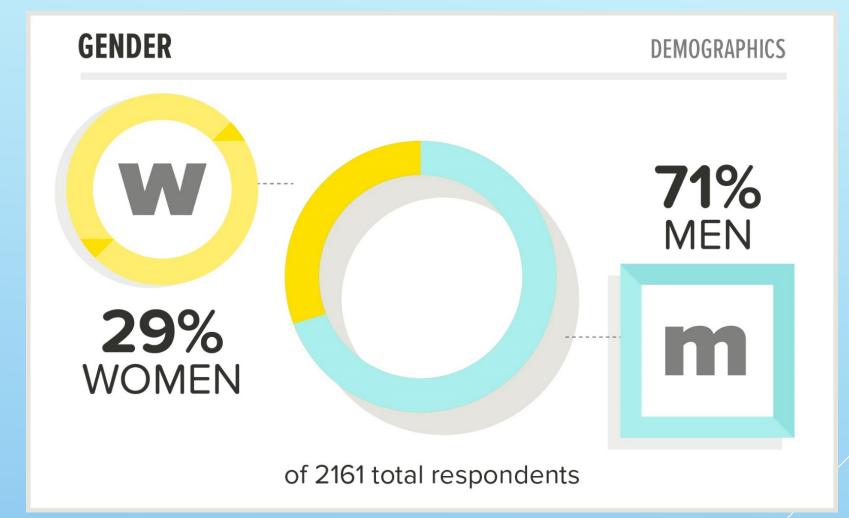




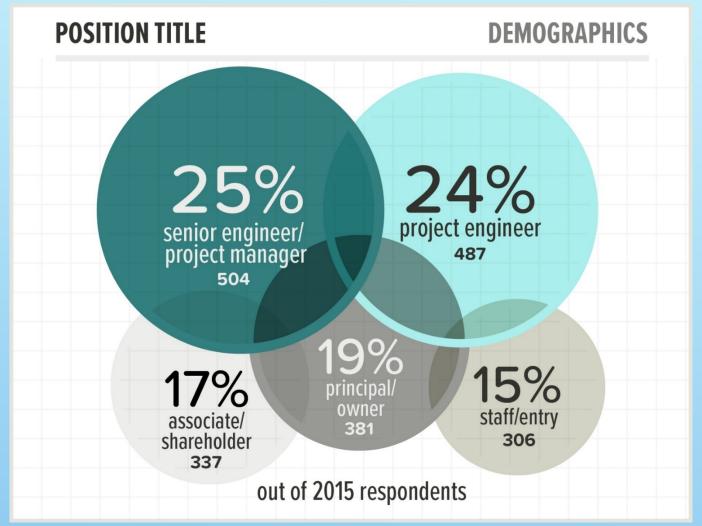








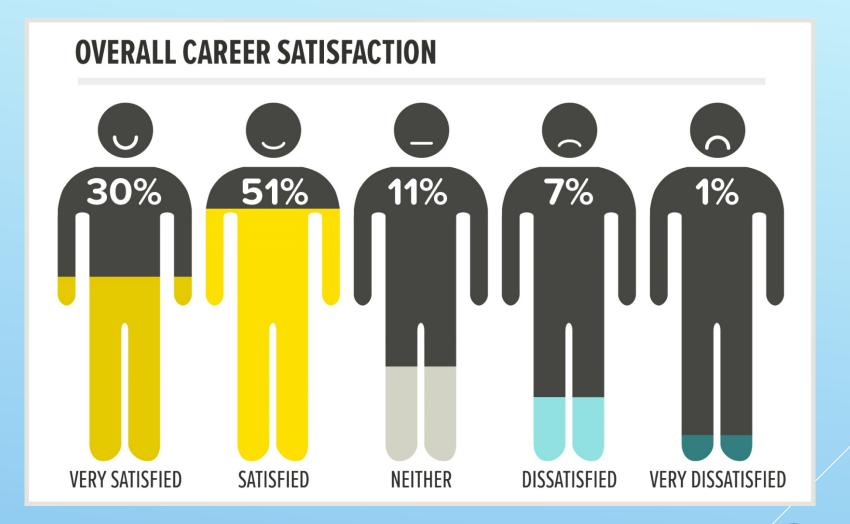








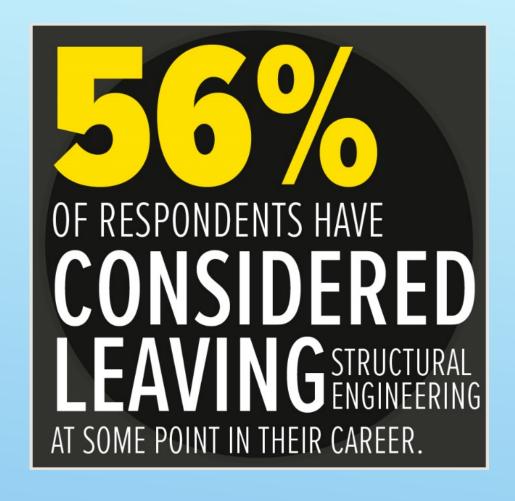
Overall Satisfaction







Overall Satisfaction



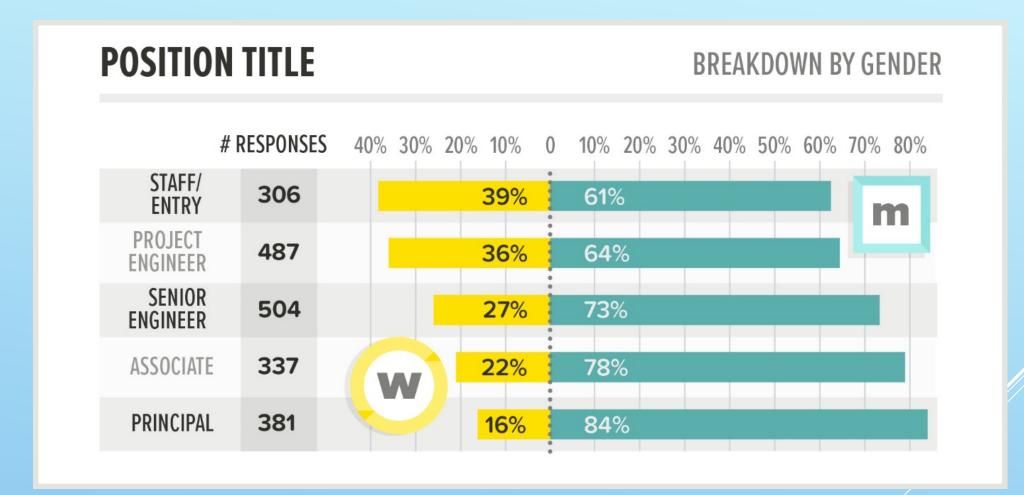


Career Advancement



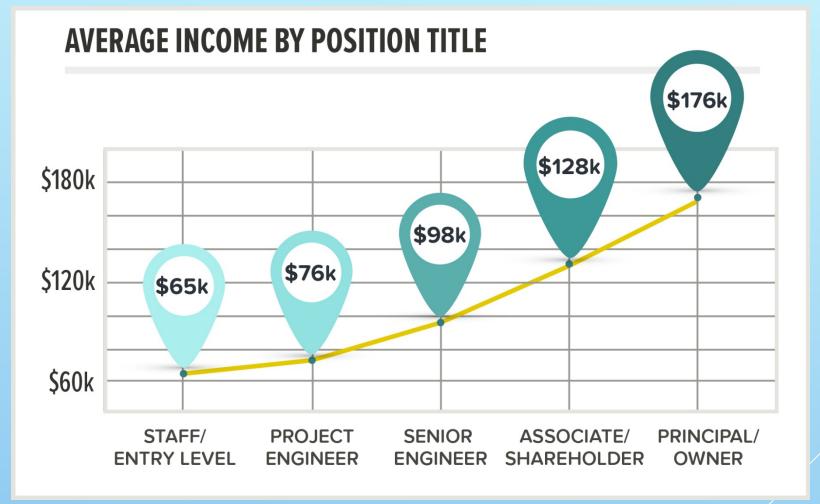


Career Advancement





Pay and Compensation

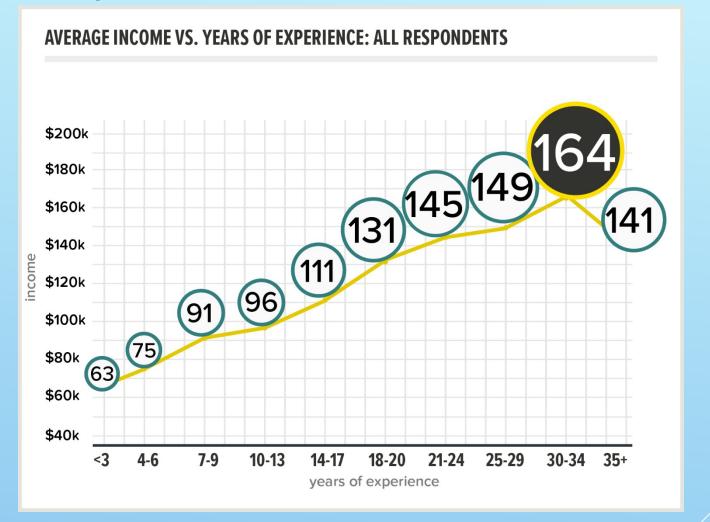


Note: ~50% of respondents were from California





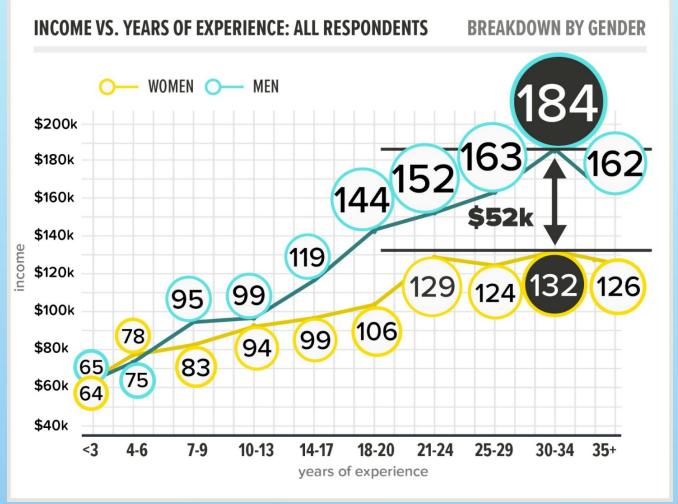
Pay and Compensation







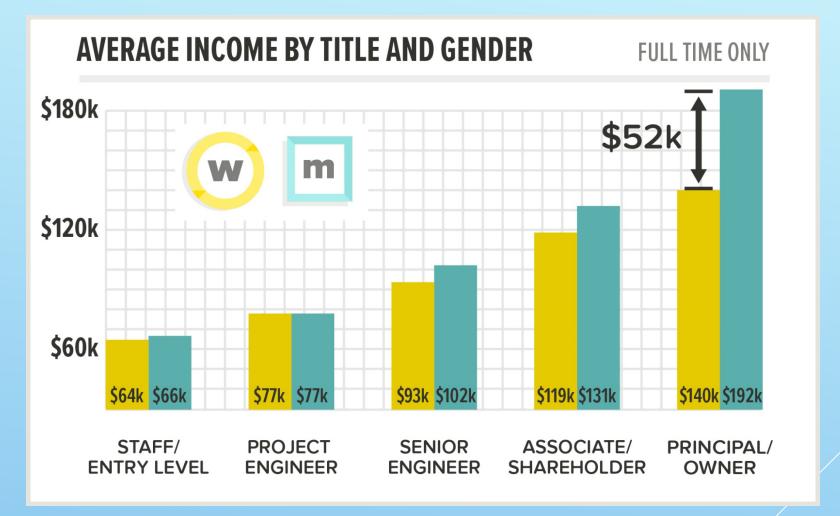
Gender Pay Gap







Gender Pay Gap





Gender Pay Gap

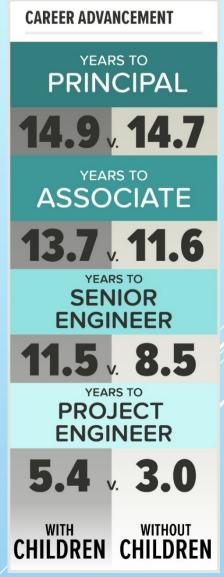
Controlled for many factors individually in original study

- Dedicated compensation study of 2016 pay data is being conducted
 - Gender pay gap more nuanced
 - Only "unexplained" gender gap at the principal level and for sole proprietors
 - > Pay Report due to be released mid-2018



Work-Life Balance and Children

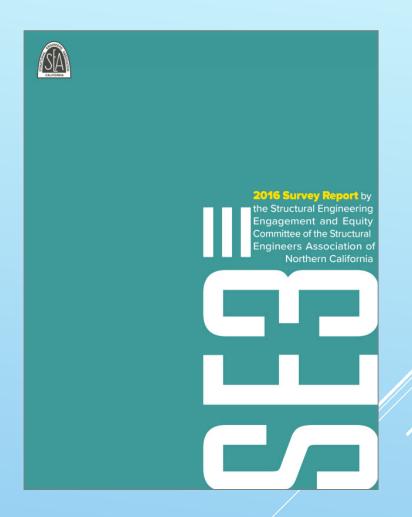
- Negative stigma against both people who care for children and people who use flexibility benefits
- Respondents without children feel they:
 - Are left to "pick up the slack" for those with children
 - Are expected to work more by their managers
- People with children advance more slowly than their colleagues without children
- People with children also were most satisfied with their careers!





SE3 2016 Survey Report

- Can be found at:
 - > ncsea.com/committees/se3
 - > se3project.org/full-report







2018 SURVEY

Modifications

Additional demographic questions: race, sexuality, English as a first language



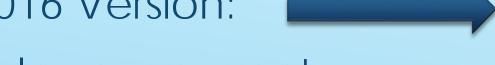
Major and minor modifications to many questions – only 21 questions left as-is

Changes to options and answer validation based on advice from data analysts



Example

2016 Version:



In your current position, what is the maximum number of hours that you have worked in a given week?

2018 Version:

- Approximately how often do you work within the ranges listed below in a single week?
 - <40 hours
 - > 40-44 hours
 - > 45-49 hours
 - > 50-54 hours
 - > 55-59 hours
 - > 60-64 hours
 - >65 hours



2018 Survey Open Now!

- Take the survey!
- Currently practicing and formerly practicing engineers
- ~20 minutes long
- Closes in May
- >ncsea.com/committees/se3







RESOURCE GUIDE

Resource Guide Summary

- Committee Year Planning
- Communications, Recruitment, and Marketing
- Budgeting
- Example Events and Programs
 - Mentorship Programs
 - Business Training
 - Panel Discussions
 - Community Outreach



Example - Speed Mentoring

- Have held two events in San Francisco
- August 2017 & April 2018
- ▶ 10-12 mentors, 35-40 "mentees"
- ▶ 10-15 minute sessions with each group





Example - Speed Mentoring

- Define target audience
- Decide on a budget
- Mentor/mentee ratio
- Recruit mentors
- Open registration
- ▶ Have the event!
- Post-event survey











Resource Guide

- More information in the guide!
 - > Email us for more information about starting your own SE3 Committee!

6. How can I improve 7. How have you hand

8. What obstacles have engineers in terms

9. What's been your

10. What is your involv in your career (in t

11. Have you ever felt professional goals? 12. Did vou have a me

not, how do you fee 13. What is your favori

14. What do you wish y 15. Do you have any ge soft skills that are p

What to Look for in a

· Openly communical Easy to talk to, can

· Willingness to help

Someone whom pe

 Ability to motivate : Values continuous I Ability to act as reso

More (you guys add

Additional Resources

 Introduction to Men http://www.apa.org

 Corporate Mentorin http://www.manage

 10 Killer Questions https://www.forbes your-mentor-meet

Mentee Guidelines

Best Practices

 Come prepared with a Think through the topi Be open to advice and Have personal goals t

Characteristics of Good

· Dedication to self-impro Accepts responsibility

 Demonstrates a positive · Honest, respectful, and

Accepts constructive c

Open about their need:

Things to Think about B

you work)?

· How will you to introdu

. How do you see the tra

What are your persona

· What are your short-te

What are your long-ter

Are you moving toward

· Are you interested in v

be able to see this clea

professional society in

 Excellent communication · Values continuous lear

· Accepting of differing p

A multi-lavered mentorsh

https://hbr.org/2017/0

To cultivate a diverse

Mentors

What are you hoping to

Sample Questions for N

1. What was instrumental

2. What was instrumenta

3. What skills should I try in the profession)?

4. What competencies a 5. What impresses you in What to do

Firm Management

Firm management should ide engagement, etc.) and set up

https://www.thebalance.com

Firms should develop a flui mentors to help identify the

a mentee to create his o mentors, life mentors, e

https://hbr.org/2011/

inclusive pool of leade implications personal

Mentors should be a constructive feedback

https://www.thebal https://www.inc.com

Mentees

Mentees should pair with a mentor through sen-

and developmental needs. Mentees should find time, take the lead, and develop to connect regularly with mentors to ensure that the relationship is organic and reciprocal.

SE3 Mentorship Resource Guide

Mentorship ensures higher engagement and retention.

to considering leaving the profession than respondents with mentors.

Mentorship challenges staff to aim for ambitious goals.

Mentorship bolsters confidence, self-esteem, and expands networking

According to the 2016 SE3 survey results, respondents with identified mentors reported being

neore satisfied with career trajectory and career choice. Specifically, 83% of respondents with manus seusness must career inspectiony and career circular, uppermisers, core or respondents must mentors reported being satisfied, while only 67% of respondents without mentors reported being

The 2016 SE3 survey results highlight that respondents without mentors were 22% more likely

The 2016 SE3 survey results show that respondents with mentors were more likely to aspire to

Mentorship fosters effective communication and bridges the knowledge gap

The 2016 SE3 survey results identify poor management (e.g. unclear directions, misaigned

tasks, and lack of recognition/appreciation) as one of the top reasons people leave structural

principal positions than respondents without montors. Specifically, 41% of women and 35% of

http://www.se3project.org/best-practices.html

Additional reference:

between staff and management.

What to know

http://www.fusementorship.com/mentee-guide.html

Mentees should connect with mentors outside of their organization and work to build sponsorship relationships that provide advocacy in addition to guidance.

https://mentoringatmacvs.com/common/files/rc/Quick Guide - How to be a Mentee.pdf http://www.americanbar.org/groups/young_lawyers/publications/the_101_201_practice_series/a

guide to being a good mentee,html http://nl.walterkaitz.org/FiveStepsInMentoring Murrell.pd





Thank You

Take the 2018 SE3 Survey!

ncsea.com/committees/se3

Join us!

NCSEA Structural Engineering Engagement and Equity Committee

Meetings 2nd Tuesday of each month

11am Pacific, 1pm Central, 2pm Eastern

Angie Sommer, SE, ZFA Structural Engineers

Nick Sherrow-Groves, PE, Arup

se3@ncsea.com

