



SETT* Equity & Inclusion

<h2>Final Grade</h2>	
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TYPE	GRADE	COMMENTS
Pathways to Equality		<p>Rights, not results:</p> <p>Canada has strong laws and widespread GBA+ (Gender based Analysis Plus) awareness, but enforcement and resourcing are uneven.</p> <p>Indigenous, Black and other racialized, newcomer, disabled, and 2SLGBTQIA+ people continue to face large, intersectional pay and access gaps.</p>
SETT Recruitment		<p>Strong interest, emerging pathways:</p> <p>Many women and gender diverse people are graduating in SETT (Science, Engineering, Trades and Technology), especially life sciences.</p> <p>However, apprenticeship routes, credential recognition and transition support vary by province, so many graduates don't become certified workers quickly enough—risking missed economic growth opportunities as many in the trades retire.</p>
SETT Retention		<p>The pipeline is leaking:</p> <p>Canada has strong laws and widespread GBA+ (Gender based Analysis Plus) Harassment, unequal pay, precarious contracts and non-portable credentials are driving trained people out of SETT, especially those with intersecting barriers. Progress into leadership shows strong potential; addressing these workplace and credential barriers will help recruitment translate into lasting careers.</p>



Women make up about **47%** of Canada's workforce.



61% of life-sciences graduates are women, showing strong supply into SETT.



On average, women earn about **\$0.84** for every \$1.00 earned by men, with some groups facing gaps above 25%.

*Science, Engineering, Technology, and Skilled Trades