

SPEAKING NOTES – LINDSAY MELVIN

30x30 EVENT – MAY 22, 2024, FORT GARRY HOTEL

1 I am very glad to welcome you all here today in the beautiful Fort Garry Hotel
2 for the 2024 30 by 30. I'm Lindsay Melvin, and I head up Manitoba Hydro's
3 Integrated Resource Planning division. Manitoba Hydro is very proud to
4 sponsor this event – and we have a vested interest in the subject.

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6 As the province's largest employer of engineers, Manitoba Hydro considers it a
7 top priority to encourage women and girls to join the engineering field.

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9 I'll give you an example of our commitment. Over the last decade, Manitoba
10 Hydro has been participating in **Make Your Move**, an event geared toward
11 young girls that promotes careers in STEM. Some of our top engineers attend
12 the event, helping to inspire the next generation of female engineers.

13

14 And putting Manitoba Hydro aside to speak as just an engineer – it's critical we
15 work to bring different perspectives into our profession. By welcoming new
16 and differing perspectives, opinions, and skill sets, we can achieve more well-
17 rounded results in our professional lives. It's a no-brainer.

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19 That's part of the reason I'm proud to work for Manitoba Hydro. Ensuring we
20 have a diverse base of employees, across all divisions and walks of life, has long
21 been a top priority for our utility. In 2023 – and for many years running –our

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22 company has been recognized as one of **Canada’s Best Diversity Employers**
23 and **Canada’s Top Employers for Young People**.

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25 But we’re here today to discuss our collective goal: that is, increasing the
26 number of newly licensed women engineers by 30 per cent by 2030. It’s a big
27 task, especially since women currently make up less than 20 per cent of the
28 engineering profession in Canada – but I know firsthand the spark, the drive
29 and the strength young women can possess in pursuit of their goals.

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31 We’re here today to find out how we can work together to encourage women
32 of all ages to ignite their spark, follow their drive and tap into their strengths.
33 We’re all here together to help further the 30x30 cause.

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35 And when I look around this room, I see passionate people who are excited for
36 what lies ahead. I see people determined to make meaningful and equitable
37 change in our respective industries.

38 People like keynote speakers **Kim Bouffard** (BOO-fard) **Francois Dumaine** (DU-
39 maine), and **Susanna Beaudin** (BOW-din), who will be drawing on their
40 significant and varied experiences to offer us insights, recommendations and
41 lessons we can take away.

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43 I see **Sarah Saska** (SASK-uh) and **Steph Rebello** (RA-bello) from **Feminuity**,
44 (fem-uh-NU-uh-tee) who have put together an exciting interactive leadership
45 workshop that challenges our personal biases in a community-driven space.
46 This will be an excellent workshop to bridge the gap and strengthen
47 collaboration between different sectors.

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49 We have a very full day of wonderful speakers, workshops and breakout
50 sessions. I know we're all excited to jump in, so on behalf of Manitoba Hydro, I
51 thank each of you for taking time out of your day to focus on gender equity
52 and, hopefully, to learn something new.

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54 Thank you.