



How the Institution of Surveyors Victoria is appealing to the next generation of surveyors

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The **Institution of Surveyors Victoria (ISV)** President Kellie Dean knows what the profession is up against to get young people to pursue a career in surveying. But that's a challenge they are tackling head on as part of ISV's focus on diversity and inclusion. "As a sector, I believe we need to **dramatically increase our promotion of surveying to the community**," says Kellie, "its super important that we improve the transparency of our profession, so we have the same visibility as other well-known professions such as lawyers or doctors" she says.

ISV recognise that **young surveyors are vital** for the continued success of the surveying profession both now and into the future. With this in mind, the ISV Board has

formed a Young Surveyors Committee to increase engagement with young surveyors. The committee has helped ISV **understand what is important to young professionals** and has enabled them to tailor their events and engagement opportunities to reflect this. "Our young members told us they are really time poor and want short, sharp, learning and networking opportunities outside of 9-5 work hours," says Kellie,

"So we came up with the idea of an evening masterclass focusing on how surveyors could maintain their professional relevance in a digital age". And they are already seeing the results, with this future-focused event culminating in **a record number of attendees**.

Surveying has long been a male dominated profession, with women making up just 25 per cent of the profession. This is a statistic that ISV is seeking to turn around, leading to the formation of a Diversity in Surveying Committee. The committee is working hard to increase the number of visible female role models in the profession and create a professional network for women and other diverse groups within surveying.



"It is not uncommon for there to be only a couple of women in a room full of men at surveying events," says Kellie, who admits it can be an isolating experience for many female surveyors. "So we wanted to create an environment where women could come together to network and support each other" she says. "Research shows that improving diversity can greatly improve decision-making, and everyone wins when that happens."



The focus on diversity and inclusion also extends to the ISV Board, who are particularly proud of its longstanding practice of having student representatives on the Board. They are aiming for 50 per cent gender representation for speakers at

all ISV seminars and conferences and are well on their way to achieving this, with an average of 40 per cent of women speakers at their events last year. And it's not just tokenistic. They have received exceptional feedback from members regarding the speakers at their events, showing that diversity doesn't come at the expense of quality content.

Kellie says ISV is optimistic about the future and admits even the current coronavirus crisis is helping ISV rethink its approach. "We are actually fast tracking our future offerings by doing more online networking and learning, which all helps to increase our engagement with younger members and diverse groups within the profession" says Kellie.

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"In an environment where we need to dramatically increase our communication to the public, online engagement makes a lot of sense" she says. ■

In February 2020 the Co-Convenors of the Spatial and Surveying Diversity Leadership Network issued a call to the spatial sector to showcase leaders in our sector who are investing in opening doors, challenging bias, and creating workplace cultures that foster a sense of belonging and inclusion. This case study is a direct outcome of that call. For more on Diversity & Inclusion in the Spatial sector visit the [2026 Agenda – Diversity & Inclusion webpage](#) or connect at diversity@2026agenda.com