

# Leadership Accord on Gender Diversity in the Electricity Industry



## Statement

The Leadership Accord on Gender Diversity in the Electricity Industry is a public commitment by employers, educators, unions and governments to promote the values of diversity, equality and inclusion throughout their work. Whether it's through recruitment, retention, career progression or training and development, all of EHRC's signatories are committed to improving opportunities for women in the electricity industry in particular those in the skilled trades and non-traditional positions within technical fields. The signatories to the Accord recognize and confirm united action to expand the breadth and depth of the skilled workforce; ensure that women are informed of the opportunities available in the sector; and, once in the sector, are fully supported and provided with equal opportunities to grow and develop to their full potential.

Employers, labour and educational institutions agree to make commitments to increase the representation of women in their programs, organizations and the sector – Signing the Accord is a first step in a long-term process. The commitments outlined in the Accord guide companies through the process of instituting new practices by involving all of their employees and partners in these actions. This will be achieved through a range of initiatives that organizations will approach or develop based on their individual circumstances and strategic HR plans.

## Advocate Commitments

It is the premise of the Accord that to effect systemic change in the electricity sector a bold vision is required by industry leaders. As an Advocate to this Accord, our organization fully supports Electricity Human Resources Canada's (EHRC) Accord initiative. In becoming an Advocate, we are dedicated to advancing the role of women in the sector by engaging in outreach, promotion and communications with our constituencies about the Accord and its key commitments while at the same time encouraging them to become official signatories.

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**Organization**

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**Name (and Title)**

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**Signature**

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**Date**