

Leadership Accord on Gender Diversity



Statement

Developed by Electricity Human Resources Canada, the Leadership Accord on Gender Diversity (the Accord) is a public commitment by employers, educators, unions and governments to promote the values of diversity, equality and inclusion throughout their work. Through recruitment, retention, career progression, and training and development, all Accord signatories are committed to improving opportunities for women in the Canadian workplace. 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 to them, and once employed, they are fully supported and provided with equal opportunities to grow and develop to their full potential.

Employers, union and educational institutions agree to make commitments to increase the representation of women in their programs and organizations. 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, 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 Canadian workplaces 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.

Organization

Name (and Title)

Signature

Date