

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 in the occupation of their choice; and once employed, they are fully supported and provided with equal opportunities to grow and develop to their full potential.

This will be achieved through a range of initiatives which may include:

Educator Commitments

Policy & Governance Practice

- Committing to the on-going improvement of our workplace policies, practices and operating procedures so that women are sufficiently represented in the workplace. This includes a review of key HR policies and the creation of gender-diverse work environments and organizational cultures that are supportive of women.
- Working actively to develop measures to better allow women to enter the workforce such as special letters of understanding, settlements or memorandums in partnership with employers.
- Striving to ensure women represent between 10% and 30% of Board of Director and Senior Management positions and promote the business case that diverse leadership teams make good business sense.

Education & Workplace Readiness

- Ensuring instructors are aware of, sensitive to, and in some cases receive training on the barriers facing women in non-traditional positions within the workplace and that there is no conscious or unconscious bias within the classroom that discriminates against female students.
- Providing co-op placements to both male and female students equally.
- Investigating and researching potential factors that are limiting the successful transition from educational and training programs into the workforce.

Recruitment and Retention Practices

- Working to promote occupations where women are under-represented, in a way that attracts more women.

Organization

Name (and Title)

Signature

Date