

# 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 our 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.

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

## Employer 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.
- Putting in place contractual terms and conditions that require contractors to have a representative workforce.
- Striving to ensure collective agreement provisions are not unconsciously biased against women entering the workforce.
- 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.
- Encouraging joint ventures between employers and government or employers and their respective unions (or even tri-partite ventures between all three) in support of advancing women in under-represented roles in the workplace.

### Education & Workplace Readiness

- Employers work towards developing standards and training to ensure staff and leadership are being inclusive of women in non-traditional occupations. This includes working towards acknowledging bias and discrimination to create an inclusive, welcoming environment.
- 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.
- Supporting women's transition into the workforce by matching new hires with women already working through internal mentoring programs and/or national mentoring programs.
- Helping to develop women's resilience to thrive within the workplace

### Recruitment and Retention Practices

- Working to promote occupations and career opportunities where women are under-represented in a way that attracts more women.
- Striving, where possible, for at least 2 qualified women shortlisted for all positions.
- Endeavour where possible to have at least one female interviewer on all intake/hiring panels.
- Striving/working towards increasing the number of apprenticeship positions being filled by women by the individual organization.
- Developing processes or special programs that help advance women within the workplace and support their development.

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### Organization

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Name (and Title)

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Signature

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Date