

# 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:*

## Union 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, in partnership with employers, to develop measures to better allow women to enter the workforce such as special letters of understanding, settlements or memoranda.
- 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 towards 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

- 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.
- 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 occupation of their choice and a variety of workplaces.

### 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, to have at least 2 qualified women shortlisted for all positions.
- Endeavour where possible to have at least one female interviewer on all intake/hiring panels.

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## Organization

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Name (and Title)

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Signature

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Date