

The Leadership Accord on Gender Diversity

WHAT IS THE ACCORD?

Created by Electricity Human Resources Canada (EHRC), the Accord is a public commitment by employers, educators, unions and other organizations to create a culture of inclusion and equity within their organizations.

While many are increasingly prioritizing diversity, equity, and inclusion, the highest level of leadership needs to champion this change. Signing the Accord must be made by an organizations' leader (CEO or President) to ensure diversity commitments are visible to all stakeholders, approved by the board and incorporated into the organization's core business and HR strategy.



WHY SIGN ON?

Women make up a much smaller group of Canada's workforce than they should, continuing to face barriers that limit advancement and retention for their careers. These barriers include discrimination, a lack of mentorship, and non-inclusive workplace cultures. Integrating women into the workplace requires more than just opening the doors to female employees: paradigm shifts require ongoing focus and attention.

Measurable action is required. In all workplaces, senior leadership has the power to champion diversity, equity, and inclusion by leading by example, committing to action, utilizing metrics and holding their organization accountable.

It is proven that diverse teams in the workplace lead to greater innovation, a positive impact on an organization's bottom line, a variety of recruitment/retention benefits and increased employee commitment.



TAKING ACTION & MEASURING IMPACT

Few of us reach our goals without the **support of others**; integrating women into the workforce takes **leadership and commitment from industry and stakeholders**, as well as individual ownership of change. Together, we can ensure the Canadian economy becomes truly reflective of our society.

Reporting on the actions taken acts as a benchmark to celebrate successes and identify areas for improvement. It is important to consistently work and reflect on how an organization is fulfilling their practices by aligning existing initiatives with the Accord's key commitments.

The Accord provides a number of policy and governance practices that organizations can implement—for example:

- Ensure at least one female interviewer on interview panels.
- Ensure women make up 10-30 per cent of the organizational board, senior leadership team.
- Strive for at least two qualified shortlisted women per position.
- Share stories publicly of succession women in the organization.



To learn more visit our website at:
electricityhr.ca/accord/

About EHRC

EHRC works to strengthen the ability of the Canadian electricity industry in meeting current and future needs for their workforce—one that is safety-focused, highly skilled, diverse and productive.

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DRIVE POSITIVE CHANGE IN YOUR ORGANIZATION

Join over 100 other organizations in Canada and beyond as a **signatory** or **advocate**.

Become a **Signatory**: Sign on your organization to make improvement with your gender diversity, which includes progress benchmarks and review.

Become an **Advocate**: Support gender diversity in your network by promoting the Accord and supporting its principles.

PARTNERSHIPS SUPPORTING THE ACCORD

Changing the gender landscape is not easy: it requires tactical and continued efforts to effect systemic change. Accord signatories and advocates can receive additional support and join other national and international commitments:

- **Women Leadership Nation** is an Accord partner that delivers holistic training, measurement and tailored support solutions to identify and overcome barriers to progress for signatories.
- **The Equal by 30 Campaign** is part of the Clean Energy, Education and Empowerment Initiative (C3E), which works to advance the participation of women in the clean energy transition, and close the gender gap. It is a joint Clean Energy Ministerial (CEM) and International Energy Agency (IEA) initiative.
- **The Women's Empowerment Principles** (WEPs) are a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women, the WEPs are informed by international labour and human rights standards and grounded in the recognition that businesses have a stake in, and a responsibility for, gender equality and women's empowerment.

Join electricity sector leaders in industry and education who've made the commitment to actively engage in building a workforce that is diverse, inclusive and equitable.

Go to electricityhr.ca/accord/ to learn more and join today!

For any questions about the Accord, contact Merertu Mogga Frissa, EHRC's Program Manager of Diversity and Inclusion at frissa@electricityhr.ca or (613) 235-5540 ext. 237.

