



# EQUAL<sup>by</sup>30

SIGNATORY TOOL-KIT



Natural Resources  
Canada

Ressources naturelles  
Canada



**C3E INTERNATIONAL**  
ADVANCING GENDER EQUALITY TOGETHER

AN INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

#Equalby30



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## | OVERVIEW

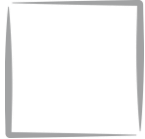
Following your endorsement of [#Equalby30's](#) principles, **you are now invited to develop specific commitments** that speak to your organization's objectives on gender equality.

**This toolkit provides guidance** to help you identify these unique commitments. Once final, your commitments will be posted on [equalby30.org](https://equalby30.org)

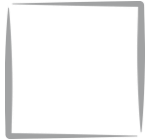
# YOUR ROLE IN THE CAMPAIGN



**ENDORSE** the *Equal by 30* principles.



**WORK** to develop specific, measurable commitments.



**REPORT** on your progress and results.



**SHARE** the campaign info and highlight your commitments

# IMPORTANCE OF COMMITMENTS

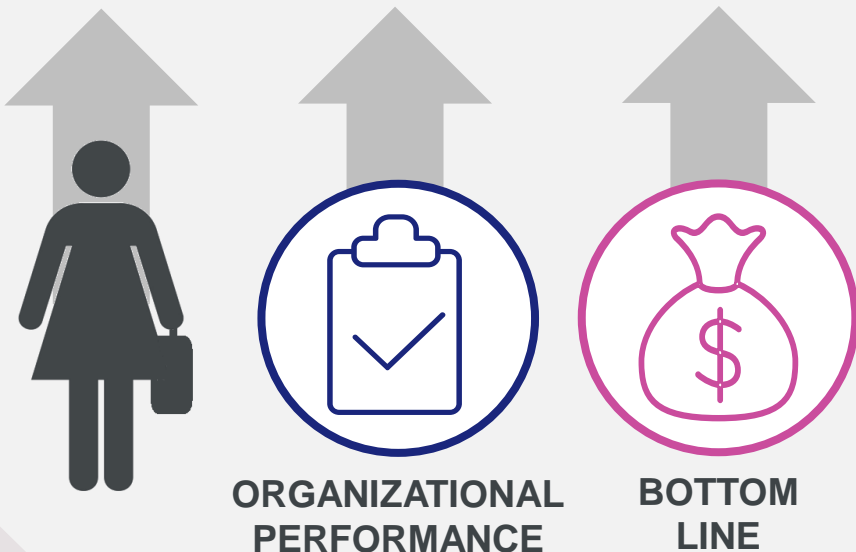
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## CONCRETE COMMITMENTS

are an important step to ensure progress towards gender equality within your organization.

## MORE WOMEN

IN THE WORKPLACE\*



## SETTING TARGETS

## MAKES A DIFFERENCE.

Companies with gender targets make the most progress in women's representation, while those without specific targets lose ground.

(McKinsey, 2018)



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# RECOMMENDED COMMITMENTS

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## **EQUAL PAY, EQUAL LEADERSHIP, & EQUAL OPPORTUNITIES.**

We've gathered examples of **well-established commitments** that **your organization can make** today towards gender equality for women in the clean energy sector. These commitments are **backed by research and known to have a real impact.**

# RECOMMENDED COMMITMENTS

**AVOID** discrimination in recruitment practices, including taking non-traditional career trajectories and non-standard work experience into account in recruitment decisions. Consider putting a woman on every hiring board.

**AIM** for at least 30% representation of women in all junior, midlevel and senior positions in which currently underrepresented by the year 2030. Include information on current rates in your annual reports.

**ADOPT** a 30% target for women's representation as board members and executive officers.

**ACTIVELY PROMOTE** and document the economic benefits of inclusivity.

\*These commitments are supported by research and align with existing commitments under Electricity Human Resources Canada's *Leadership Accord on Gender Diversity* as well as the UN's *Women's Empowerment Principles*.

# RECOMMENDED COMMITMENTS

**NOMINATE** a senior leader to support initiatives towards a gender-diverse work environment.

**SUPPORT** new hires through internal or external mentorship programs.

**SHARE** information about pay scales and career trajectories.

**MODERNIZE** policies to support flexible work hours, telecommuting, working part-time, and extended maternity and paternity leave.

**PROMOTE** *Equal by 30* and its principles, including to facilitate the exchange of best practices and knowledge-sharing where possible.



# OTHER COMMITMENT FRAMEWORKS

**Equal by 30** is one of a growing number of initiatives aimed at encouraging commitment to action. Please visit the following for more examples of concrete commitments towards gender equality.



**ELECTRICITY HUMAN RESOURCES CANADA**  
Leadership Accord on Gender Diversity



**UN WOMEN AND UN GLOBAL COMPACT**  
Women's Empowerment Principles



**G7 GENDER EQUALITY ADVISORY COUNCIL**  
Recommendations from the Gender Equality  
Advisory Council for Canada's G7 Presidency



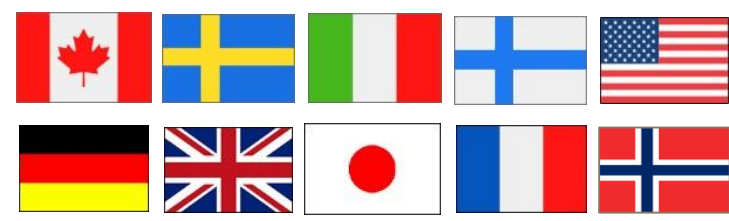
# NEXT STEPS

- ***Develop your own commitments***, based on [examples](#), or contact us for assistance. Once finalized, please share with us so they can be posted on [equalby30.org](https://equalby30.org).
- ***As you start to implement your commitments***, we will look to you to report on progress so that we can shine a light on your success. We intend to seek your views on the types of activities and opportunities that will serve you best, and help you develop commitments, or make progress against them.



# SIGNATORIES

## GOVERNMENTS:



## COMPANIES:



## PARTNERS:

