



EQUAL^{by}30

SIGNATORY TOOL-KIT



Natural Resources
Canada

Ressources naturelles
Canada



C3E INTERNATIONAL
ADVANCING GENDER EQUALITY TOGETHER

AN INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

#Equalby30



EQUAL by **30**
SIGNATORY TOOL-KIT

| OVERVIEW

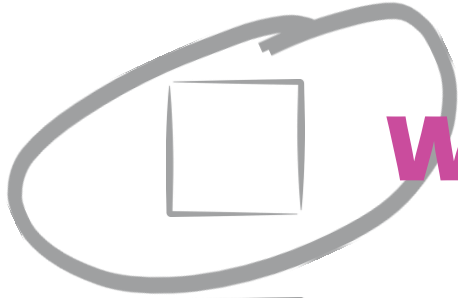
Following your endorsement of #Equalby30's principles, **you are now invited to develop specific commitments** that speak to your organization's objectives on gender equality.

This toolkit provides guidance to help you identify these unique commitments. Once final, your commitments will be posted on **equalby30.org**

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

#Equalby30

CONCRETE COMMITMENTS

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

MORE WOMEN

IN THE WORKPLACE*



ORGANIZATIONAL
PERFORMANCE



BOTTOM
LINE

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)



#Equalby30

RECOMMENDED COMMITMENTS

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

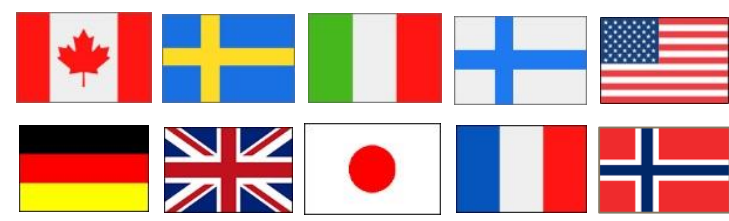
NEXT STEPS

- ***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.
- ***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:

