



## CEA's Commitment to Advancing Equity, Diversity, and Inclusion (ED&I) in the Electricity Industry in Canada



Canadian  
Electricity  
Association

Association  
canadienne  
de l'électricité

The Canadian Electricity Association (CEA) is committed to working with its member companies across the country to advance Equity, Diversity, and Inclusion (ED&I) in the electricity industry.

### The Equity, Diversity, and Inclusion Journey

The benefits of an equitable, diverse and inclusive workforce are well-known and well researched. The evidence is clear, not only it is the right thing to do but companies that are committed to ED&I have increased innovation, have highly engaged and empowered workforces, and are better positioned to succeed. These companies also provide psychologically safe work environments, including work cultures that embrace new ideas, respect different perspectives, and facilitate a sense of employee belonging within their work environments. These factors not only make it easier to attract and retain employees, but also help drive employee satisfaction, well-being, safety and productivity.

The Canadian electricity sector, like many other economic sectors in Canada, is working diligently to advance ED&I. While the industry is making progress on attracting, retaining and promoting diverse employees, there are still opportunities to improve.

The CEA Human Resources Committee, comprised of senior human resources executives, is working collectively to advance the industry's experiences and outcomes using a variety of methods including sharing of best practices and assessing progress against global standards.

Looking ahead, we must be intentional about advancing ED&I in our workplaces as it is necessary to support the rapid transformation of the industry as well as meet the evolving societal expectations. As the national industry association representing the interests of the full electricity value chain, CEA is committed to working collaboratively with members to further advance ED&I objectives and meet the needs of the future.

## CEA's Commitment to Advancing ED&I in the Electricity Sector

To support a workplace environment where employees feel a sense of belonging, CEA will work with member companies to build and nurture a sector where ED&I is embedded in member business strategies. To help achieve this objective, CEA is committed to advancing the following five (5) elements over the next five years (2020—2025):

- **Promote Inclusive Work Cultures:** CEA members recognize the critical role inclusion plays in effective ED&I programs. CEA will work with members to identify comprehensive strategies to promote inclusive work cultures, including the fostering of psychologically safe work environments for employees.
- **Focus on Talent and Equal Opportunity:** CEA members recognize the importance of talent recruitment, succession and retention without discrimination or bias. CEA will work with members to cultivate the sharing of best practices related to the employee lifecycle to foster a workforce which supports equal opportunity, and identification and elimination of systemic barriers such as racism, discriminatory biases and practices.
- **Promote Community Engagement:** CEA member companies understand the importance of being active members of the communities they serve and establishing meaningful relationships with community-based organizations. CEA will help facilitate the sharing of knowledge and information on community engagement efforts across the country and raise public awareness of industry activities related to ED&I.
- **Support Education and Awareness:** CEA member companies recognize that education plays a key role in addressing unconscious bias, stereotypes, and other barriers to achieving ED&I goals. CEA will assist members with internal and external education and awareness initiatives by facilitating access to educational materials, experts, and other learning platforms.
- **Promote Sustainable Procurement:** CEA members can be a progressive voice on how we can further embed ED&I into supply chains. To that end, CEA will work with members to help identify strategies to incorporate ED&I concepts into procurement and supplier decisions.

## Measures to Operationalize the Commitment

To support the implementation of the above elements, CEA will undertake the following:

- **Establish a "Digital" Community of Practice:** CEA will establish a new "digital" ED&I community of practice to effectively share information, strategies, and analysis among member companies to further strengthen their respective ED&I initiatives.
- **Establish Partnerships:** CEA will establish strategic partnerships with external organizations and other experts to address specific gaps related to the above themes through targeted research, identification of strategic approaches, and development of guidance materials.
- **Standardize Best Practice Sharing:** CEA will develop a standardized approach to best practice sharing across the organization to ensure the best approaches are identified and widely promoted within the membership.
- **Champion Industry Efforts:** CEA will develop and implement a strategy to communicate industry's progress on ED&I and promote it to diverse populations across the country.

CEA will provide an annual progress report on this commitment to the Board of Directors for their information and discussion.

**Approval:** Board of Directors  
November 26, 2020

For more information, please contact us at :  
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