

Illuminate Opportunity: Equity in the workplace

HR Tools for Alberta Electricity and Renewables Employers



Where should we start?

Use these common DEI practices as a guideline, adapting them to your context.

Diversity	Equity	Inclusion
So far, we've...		
<ul style="list-style-type: none"><input type="checkbox"/> Complied with employment equity/human rights legislation<input type="checkbox"/> Focused mostly on “numbers” and increasing representation<input type="checkbox"/> Implemented an anti-harassment and discrimination policy and enforced practices	<ul style="list-style-type: none"><input type="checkbox"/> Experimented with several initiatives, but not in a strategic or integrated way<input type="checkbox"/> Realized that subtle barriers might exist, but lack a coordinated approach<input type="checkbox"/> Positioned DEI primarily as an HR/head office responsibility	<ul style="list-style-type: none"><input type="checkbox"/> Taken an integrated approach to DEI<input type="checkbox"/> Embedded DEI in organizational culture<input type="checkbox"/> Established internal accountability frameworks<input type="checkbox"/> Established and aligned supplier and partner diversity initiatives<input type="checkbox"/> Engaged role models
Next, we should...		
<ul style="list-style-type: none">→ Define the “why” for Diversity, Equity and Inclusion (DEI) in our organization→ Create a vision→ Assess our current status→ Seek early wins	<ul style="list-style-type: none">→ Focus on proven practices→ Formalize to prioritize→ Consistently apply a DEI lens→ Develop a habit of questioning “how things have always been done”, and who is/ not included→ Help senior leaders stay informed, and communicate and champion their vision→ Integrate DEI throughout the business	<ul style="list-style-type: none">→ Make everyday inclusive behaviours part of our culture→ Keep track of progress to stay on track→ Cultivate high-impact partnerships with community, education and underrepresented group-serving organizations→ Communicate successes regularly and widely throughout our journey

For the “How-To” see...

Videos

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| <ul style="list-style-type: none">• Illuminate Opportunity: The business case | <ul style="list-style-type: none">• Illuminate Opportunity: Removing barriers | <ul style="list-style-type: none">• Illuminate Opportunity: Everyday inclusion |
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Tools

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| <ul style="list-style-type: none">• Defining Your Business Case• Sample Partnerships to Support DEI• Inclusive Hiring Tips for Managers | <ul style="list-style-type: none">• Inclusive Onboarding• Equitable Development Strategies• Supporting Inclusive Development | <ul style="list-style-type: none">• Personal Storytelling: A High-Impact Tool to Inspire Change• Gathering Data and Monitoring Progress• Managing Inclusively• Collaborating Inclusively• Inclusion Tips for HR Professionals• Calling out Bias |
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Further Learning

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| <ul style="list-style-type: none">• Unconscious bias | <ul style="list-style-type: none">• Systemic barriers | <ul style="list-style-type: none">• Including underrepresented talent |
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For more, visit electricityhr.ca

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