



## NEWS RELEASE

### EMPOWERING CHANGE WITH DIVERSITY, EQUITY AND INCLUSION IN THE CANADIAN ELECTRICITY SECTOR

Electricity Human Resources Canada (EHRC) launches new resources to lead organizations in retaining diverse talent in Canada's electricity sector.

March 8, 2024, OTTAWA – Electricity Human Resources Canada (EHRC) is launching a national project aimed at addressing systemic barriers in the recruitment, hiring, onboarding, and retention of women in Canada's electricity sector. Developed in collaboration with the Department of Women and Gender Equality Canada (WAGE), this initiative underscores EHRC's commitment to fostering diversity, equity, and inclusion within the industry.

“The WAGE project seeks to dismantle barriers that hinder women's access to the economic opportunities, prosperity, and security offered by the electricity industry,” says Michelle Branigan, CEO of EHRC. “By equipping industry leaders, human resources professionals, and operations specialists with enhanced tools and resources, this project will drive tangible and systemic changes in the recruitment, onboarding, and retention of women within the sector.”

As part of this initiative, EHRC has delivered a comprehensive toolkit providing practical guidance for implementing change and advancing inclusive practices. Moreover, an interactive online platform is established to facilitate knowledge sharing and resource dissemination among industry professionals dedicated to promoting gender diversity and inclusion. Additionally, EHRC has compiled a national directory spotlighting organizations committed to advancing women and gender equality, serving as a vital resource for industry stakeholders seeking to expand their networks and engage with new communities.

“We know that there are still far too many barriers for women that are looking to pursue a career in STEM. This is an economic issue, a gender equality issue, and

most importantly, it limits Canada's innovation sector," says the Honourable Marci Len, Minister for Women and Gender Equality and Youth. "The work being done by EHRC and organizations across Canada, is a key part of our strategy to address the skills gap, build up productivity, and make sure that we continue building an inclusive and diverse workforce in the electricity industry and beyond."

EHRC's approach adopts an intersectional lens, addressing the multifaceted aspects of identity and offering concrete steps for creating safer workplaces. The directory will serve as a valuable tool for employers and employees alike, connecting them with legal support, women's shelters, 2SLGBTQI+ community networks, career assistance for new immigrants and refugees, and other community services. EHRC takes pride in presenting this comprehensive project, which promises to provide ongoing support to employees throughout their career and personal journey.

HR practitioners, executive leadership, and employers committed to fostering safer and more inclusive workplaces will find invaluable resources in this initiative. The DEI directory offers practical guidance for both employers and individuals seeking to foster diversity, equity, and inclusion within their organizations.

This program is funded by the Department of Women and Gender Equality Canada (WAGE).

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### About Electricity Human Resources Canada ([EHRC](#))

Electricity Human Resources Canada is Canada's leading provider of trusted HR research intelligence for our sector.

Our primary role is to strengthen the ability of the Canadian electricity industry to meet current and future workforce needs. EHRC develops the resources that inspire our next generation and is the steward of forward-thinking initiatives that drive positive change as together we build Canada's low carbon economy.

Our vision is to build a world-class electricity workforce. We will achieve this by growing our Canadian electricity labour force to be safety-focused, highly skilled and inclusive.

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