



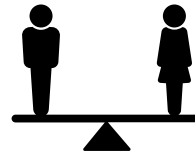
Global Compact
Network Canada

Blueprint for Gender Equality

Leadership in the
Canadian Private Sector

EXECUTIVE SUMMARY

THE GENDER EQUALITY LEADERSHIP IN THE CANADIAN PRIVATE SECTOR PROJECT AIMED TO HELP ORGANIZATIONS TURN THEIR COMMITMENT TO GENDER EQUALITY INTO CONCRETE ACTION AND PROGRESS.



ADVANCE GENDER EQUALITY IN THE WORKPLACE

The rise of corporate sustainability is motivating businesses to acknowledge that they cannot keep doing business as usual and, instead, must integrate environmental, social, and economic drivers for long-term success. Gender equality, one of the 17 Sustainable Development Goals, cannot be achieved without the active engagement of the private sector. With this in mind, the objective of the Gender Equality Leadership in the Canadian Private Sector project was to help organizations turn their commitment to advancing gender equality in the workplace into concrete action and real progress.



EXISTING BARRIERS TO GENDER EQUALITY

Various systemic, cultural, and institutional factors have prevented or slowed the progression of workplace gender equality. Entrenched gender stereotypes and biases, apathy, lack of knowledge, and barriers within male- and female-dominated industries contribute to discriminatory practices, unequal career development or professional opportunities, gender wage gaps, inadequate workplace safety and wellbeing measures, and uneven work-life balance.

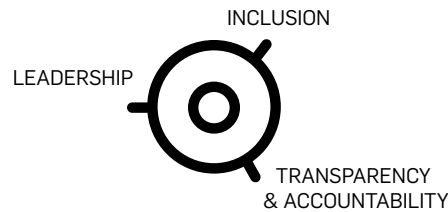
***FUTURE-PROOF YOUR ORGANIZATION
BY SUPPORTING THE INDIVIDUAL
NEEDS OF THE WORKFORCE***

BREAK BARRIERS AND ACCELERATE PROGRESS

DESPITE THE COMPLEX CHALLENGES, THE BLUEPRINT FOR GENDER EQUALITY LEADERSHIP IN THE CANADIAN PRIVATE SECTOR FOCUSES ON SOLUTIONS, RECOMMENDATIONS, AND SUCCESSFUL PRACTICES INTENDED TO INSPIRE ACTION TO BRING ABOUT POSITIVE CHANGE FOR ALL EMPLOYEES, WORKERS, AND EMPLOYERS.

IT IS AN ACTIONABLE ROADMAP DESIGNED TO SUPPORT ORGANIZATIONS LOOKING TO BREAK THESE SYSTEMIC, CULTURAL, AND INSTITUTIONAL BARRIERS AND IMPROVE PERFORMANCE ON A NUMBER OF DIFFERENT GENDER EQUALITY ATTRIBUTES IN THE WORKPLACE.

PRIORITIZE GENDER EQUALITY AS A KEY BUSINESS OBJECTIVE AND EMBED IT WITHIN YOUR ORGANIZATION



TARGET THE THREE CORNERSTONES OF GENDER EQUALITY

The Blueprint for Gender Equality Leadership in the Canadian Private Sector was built on three years of primary and secondary research and active collaboration with participating companies from the private sector and advisory partner organizations. The Blueprint features a number of proven methods and practices, both large and small, to improve gender equality in the workplace with a specific focus on three cornerstones: leadership, inclusion, and transparency and accountability. These cornerstones are broken down further to include a number of different attributes and more detailed information on how to advance gender equality.

BE PROACTIVE AND TRANSPARENT WHEN ADDRESSING INEQUALITY



APPLYING INSIGHTS, LESSONS LEARNED, AND BEST PRACTICES

The Blueprint contains comprehensive learnings that are applicable to any organization regardless of its size, industry, lifespan, business segments, staff location, type of workers retained, or how far advanced it is when it comes to achieving gender equality. Some of the major insights and lessons learned from the project are as follows:

THE PURSUIT OF GENDER EQUALITY BENEFITS ALL

- Pursuing gender equality is an ongoing journey; every organization must start somewhere and have a long-term strategy in place to continue to work at improving.
- Improving gender equality in the workplace will benefit all genders; it is not simply a woman's issue and must also be approached from the perspective of intersectional identity factors, including race, ethnicity, sexual orientation, religion, ability, age, etc.

BUSINESS LEADERSHIP AND COLLABORATION

- Bold leadership commitment combined with visible action is critical to successfully advancing gender equality in the workplace and a key factor to motivating others to follow suit.
- Gender equality should be prioritized as a key business objective and embedded in all aspects of an organization and its operations with specific accountability mechanisms.
- Private sector businesses must collaborate and work with each other and with the government to solve systemic issues and motivate each other to achieve gender equality leadership.

SUPPORT THE WORKFORCE AND BUILD CAPACITY

- Strategic communication is key when it comes to raising awareness, building capacity, and ensuring that everyone understands why the organization prioritizes gender equality and how to work towards the same goals.
- Continuous learning, education, and training initiatives are fundamental methods of addressing and preventing gender stereotypes, biases, and misinformation.
- Proactively adapting to support the individual needs of the workforce can be a significant means of future-proofing your organization; this can include

enhancing flexible work options, creating physical and psychological safe work environments, and reconceptualizing how performance is measured and rewarded.

- Policies, procedures, programs, strategies, and initiatives must be in place, but they need to be supported by an inclusive and respectful organizational culture.

DATA AND TRANSPARENCY

- Organizations must be proactive and transparent when addressing structural inequality such as gender wage gaps or uneven career prospects in order to showcase leadership.
- Data, specifically intersectional gender-disaggregated quantitative and qualitative data, must inform goal setting. This data should be routinely and transparently measured, evaluated, and reported to internal and external stakeholders.

IMPROVING GENDER EQUALITY IN THE WORKPLACE WILL BENEFIT ALL GENDERS

TAKE ACTION AND BECOME A GENDER EQUALITY LEADER

IN ORDER TO BRING ABOUT SIGNIFICANT CHANGE, THE PRIVATE SECTOR MUST MOVE BEYOND GOOD INTENTIONS TO ACTIVELY PURSUE THE GOAL OF ACHIEVING GENDER EQUALITY IN THE WORKPLACE.

THE BLUEPRINT FOR GENDER EQUALITY LEADERSHIP IN THE CANADIAN PRIVATE SECTOR CAN HELP ORGANIZATIONS BEGIN THEIR GENDER EQUALITY JOURNEY, CONTINUE TO PROGRESS, AND, EVENTUALLY, ENJOY THE BENEFITS OF BECOMING A GENDER EQUALITY LEADER IN CANADA.

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Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

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ABOUT THE GCNC



Global Compact
Network Canada

The GCNC is the Canadian network of the United Nations Global Compact, an organization dedicated to catalyzing business action to advance the Sustainable Development Goals (SDGs) and the 10 Principles of the UN Global Compact in Canada. GCNC and its many corporate and nonprofit participants unify and build the capacity of the Canadian private sector to embrace sustainable business practices by convening and accelerating opportunities for multistakeholder collaboration. SDG 5 – achieving gender equality and empowering all women and girls – is central to the successful realization of all 17 SDGs.

For further information about GCNC and to download the full report, please visit www.globalcompact.ca.