

## Equal by 30

Equal pay. Equal opportunities. Equal leadership.

*Last updated: April 9, 2019*

Efficiency Canada's commitments to Equal by 30 are outlined in the following three goals:

### 1. Equal pay:

- **Goal:** establish and internally identify, pay scales for all staff positions and levels.
- **Results:** dialogue has begun and senior management has committed to move forward once options have been identified.

### 2. Equal leadership:

- **Goal:** 50% of leadership roles held by women.
- **Results:** in May 2018, there were 2 males in director level (senior management) positions. In September 2018, 1 female was hired at the Director level and in April 2019, 1 female was hired at the Lead (manager). These new hires, helped to achieve the desired 50/50 gender balance in senior management.

### 3. Equal opportunities:

- **Goal:** creation of policies to support flexible work hours, telecommuting, and working part-time.
- **Results:** Efficiency Canada has adopted a cloud-based coordination and management approach that operates across Canada. We also encourage and support a flexible work environment. In addition, as a grant organization under Carleton University, we have adopted their [Employment Equity Program](#), and as such we are dedicated to the elimination of discrimination and harassment; the removal of systemic barriers and the promotion of employment equity. The commitment is clearly articulated in the University's [Human Rights Policies and Procedures](#). Carleton University is a federal contractor and complies with the Federal Contractors Program, the purpose of which is "to achieve equality in the workplace" so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfillment of that goal, to correct the conditions of disadvantage in employment experienced by (the four designated groups) women, Aboriginal Peoples, persons with disabilities and members of visible minorities by giving effect to the principles that employment equity means more than treating persons in the same way but also required special measures and the accommodation of differences.



In addition to our own commitment, we wanted to push beyond 'business-as-usual' by encouraging the clean energy industry to join us in committing to the Equal by 30 principles. In March 2019, we created a social media challenge do to just that. Our hope was that this would spread, not unlike the ice bucket challenge, to encourage other organizations across Canada to join us in taking the pledge. Here's our Executive Director's video which started the challenge:

<https://www.youtube.com/channel/UCdNZzKqQaCoUULerhpiGcOg>

Since the launch of the challenge, one month ago, the following organizations have signed on to Equal by 30 through this challenge (note that others have seen the social media challenge and joined without being officially challenged):

1. Clean Foundation
2. EfficiencyOne (Efficiency Nova Scotia)
3. Ecofitt
4. QUEST
5. R&G Strategic

Others interested organizations that have told us that they are currently talking to senior management regarding their commitment:

1. Ontario Energy Association
2. Canadian Green Building Council
3. The Natural Step Canada

