



StepUp

**StepUp**  
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## For Immediate Release

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### **StepUp Releases Report with Critical Findings on Equity, Diversity, and Inclusion (EDI) in Canada's Energy Sector**

**Toronto, ON:** StepUp, a volunteer run non-profit organization is releasing **critical findings on Equity, Diversity, and Inclusion (EDI) in Canada's Energy sector.**

With input in the spring of 2022 from almost 1,200 survey respondents from over 145 energy companies across the country, the study and sector report identify five (5) opportunity areas for Canada's energy sector, including specifics for the energy management, generation/renewables and transmission and distribution sub-sectors. The key opportunity areas include:

1. **Career development** is consistently the sector's greatest Inclusion pain point, particularly those in the non-dominant group.
2. **Women are underrepresented** at the C-Suite level.
3. **Minority races and ethnicities experience significant barriers to career progression** at the manager level, Black people experience significantly less inclusivity.
4. **LGBTQ2+ groups feel less safe** in the workplace than their cis-heteronormative counterparts with representation dropping off between the Director and VP level.
5. **The pandemic has significantly affected mental health concerns** in the workplace and disproportionately affected those with intersecting identities.

Recommendations on a path forward for both StepUp and individual organizations are presented in the study and will be discussed during an in-person engagement session and fireside chat on Thursday October 20<sup>th</sup> from 5-7pm at the offices of Gowling WLG, in Toronto, Ontario. [Registration for this event is open now.](#)

The full report is available on the StepUp website in both [English](#) and [French](#).

*"StepUp is pleased to release this baseline study which transparently quantifies and qualifies the energy sector's progress and commitment to equity, diversity and inclusion (EDI). We are excited to play an active role in helping the sector advance the industry in our EDI journey while collectively sharing learnings and best practices, and promoting knowledge building, discussion, and connections"* reveals Emily Thorn Corthay, StepUp Board Chair.



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*“The insights into Equity, Diversity and Inclusion in Canada’s energy sector are illuminating – we have work to do – and StepUp’s study provides the data and recommendations to help us map a path forward”,* shares Lesley Gallinger, President and CEO of Ontario’s Independent Electricity System Operator.

This study is graciously funded by Alectra Utilities, Hydro One, Independent Electricity System Operator (IESO), Natural Resources Canada and Peak Power. Diversio, a Canadian performance tracking and data analytics company, led the research and report.

**About StepUp:** Founded in 2019, StepUp is a volunteer-run non-profit organization that focuses on championing gender equity, diversity, and inclusion to breakthrough and achieve Canada’s transitions to a net-zero economy.

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