



# STEPUP: A YEAR IN REVIEW

OVERVIEW OF 2024



**StepUp**  
EST. 2019



# 2024 STEP UP SPONSORS

## Platinum Sponsors



## Gold Sponsors



## Silver Sponsors





## StepUp's 2025 Focus Areas

- The parental leave transition
- Pay transparency
- Psychological safety



StepUp's next steps: continue to drive our

## VISION AND MISSION

**Our Vision** is to breakthrough and achieve Canada's transition to a net-zero economy through championing gender equity, diversity and inclusion.

**Our Mission** is to StepUp the advancement and development of women in the energy sector to leadership and Board positions through growing allyship, building awareness and providing transformative tools to individuals, organizations, and partners.

We continue to act on our 2023 Sector Report of Diversity & Inclusion in the Canadian Energy Sector.

Scan me for full access to the report!



# 5-YEAR IMPACT SURVEY RESULTS (2019-2024)

StepUp had the largest impact on supporters:

- Earning a Board of Directors Position
- Facilitating a conversation about Equity, Diversity, and Inclusion (EDI) at their workplace
- Increasing their knowledge on EDI
- Finding new useful connections through networking

93%\*

StepUp facilitated new knowledge and confidence gains

94%\*

StepUp's networking opportunities yielded positive outcomes for attendees

78%\*

StepUp has assisted supporters with a career advancement

86%\*

StepUp has influenced supporters to create positive change at their workplace

\*percentage of responses





# TESTIMONIES & REACH

"The coaching and feedback received from StepUp Board members provided me with invaluable access to resources such as the ACE Board training and gave me the confidence to apply for and land my first Board position."

*-Sushma Narisetty, Operations Director at Toronto Hydro, Board Member for Volunteer Toronto*

"My experience with StepUp provided me with valuable ED&I knowledge within the Canadian energy sector, which supported my application for my current role in wind and solar energy project development. "

*- Impact Survey Respondent*

"I feel that at every event, the speakers have been top notch. I always leave with the feeling of having learned something about leadership, EDI, or general energy industry knowledge."

*- Impact Survey Respondent*

## StepUp's LinkedIn Statistics:

### Highlights

Data for 1/26/2024 - 1/24/2025

**60,122**

Impressions

**1,642**

Reactions

**150**

Comments

**46**

Reposts



**BUILD YOUR BRAND**  
**TRAINING** Jan. 31 2024

An energizing evening of training to support women in the energy sector build a powerful personal brand.



Of surveyed attendees  
said they learned  
something new or  
enhanced their skills



Of surveyed attendees  
felt event takeaways  
would help advance their  
career



Sponsored by gold sponsor:



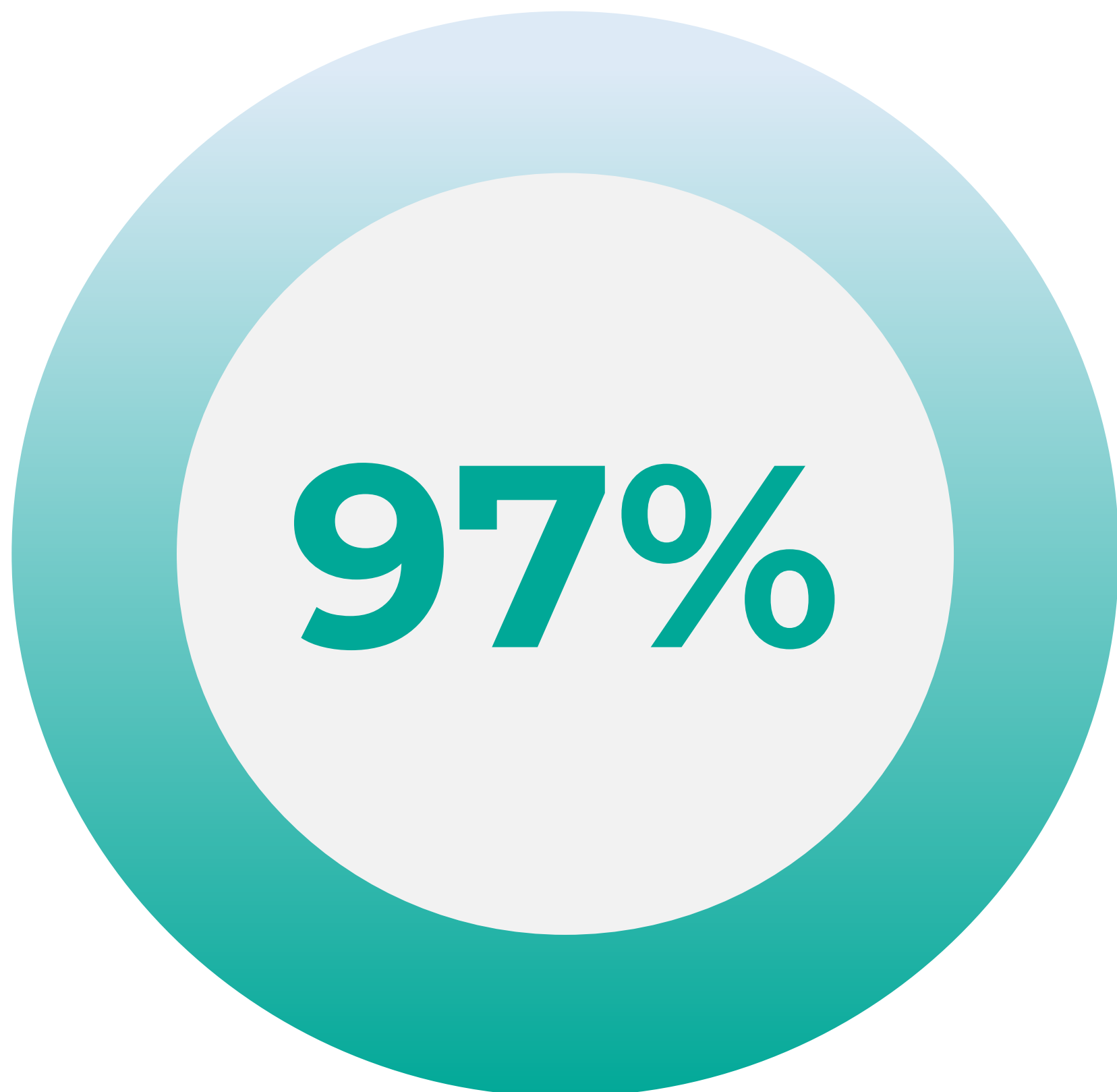


Unlocking Leadership  
Excellence Nov. 27 2024  
Breakfast Panel Discussion

Attendees networked and learned  
successful leadership habits from an  
esteemed panel of energy executives.



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2024 Partner Events

ENERGY EFFICIENCY DAY Oct. 2 2024

StepUp partnered with CIET, Efficiency Canada, Gowling WLG, AESP Ontario, Econoler and SOFIAC for an annual Energy Efficiency Day event, featuring valuable insights on the future of energy efficiency.



EDA's Diversity, Equity & Inclusion Conference

Nov. 5 2024

StepUp joined the Electricity Distributors Association for a panel on the importance of gender inclusion in the Energy Sector.







# **STEPUP RELEASED 3 **THOUGHT PIECES**** **TO SUPPORT ONGOING LEARNING** **WITHIN OUR NETWORK**

Find them here:

The 5AM Club

Moral Strategic Leadership

Succession Planning

