

ECO Canada Women in Leadership Awards – 2026

Nomination Form

ECO Canada stewards Canada's environmental workforce and works with employers, professionals, educators, government, and industry to strengthen the environmental labour market and support a skilled, diverse workforce. As part of this commitment, the ECO Canada Women in Leadership Awards recognize Canadian organizations that demonstrate leadership in advancing gender equity, women's leadership, and inclusive workplace practices.

This nomination uses ECO Canada's Gender-Responsive Employer Recognition Framework to assess organizational practices and outcomes across eight areas: Gender Balance; Career Advancement/Talent Pipeline; Pay Equity; Inclusive Policies, Programs, and Practices; Inclusive Culture; Employee Engagement and Feedback; Sponsorship Commitments; and Accountability Mechanisms.

Organizations submit one nomination for the ECO Canada Women in Leadership Awards and do not select an individual award category. All sections of the nomination form must be completed. Responses will be assessed using the established evaluation criteria and weighting framework, which will determine consideration across the following three awards:

- Excellence in Women's Leadership & Advancement
- Excellence in Gender-Inclusive Workplace Practices
- Excellence in Executive Sponsorship & Allyship

One nomination provides consideration across all three award categories; a separate nomination is not required for each award.

Before You Begin

Please allow approximately 2.5 hours to complete the nomination. The nomination must be completed in a single session and does not allow you to save your progress and return at a later time. Before beginning, please ensure you have sufficient time and access to the organizational information you may need to complete your responses.

If you experience technical difficulties or require further information about the nomination process, please contact info@imaginationconsulting.com.

Confidentiality and Use of Information

ECO Canada has engaged Imagination Consulting to administer and assess nominations for the inaugural ECO Canada Women in Leadership Awards. ECO Canada will use information submitted through this nomination only to administer the nomination process, assess submissions, and inform award determination.

Access to submitted nomination information will be limited to designated members of the selection committee responsible for administering and assessing the inaugural nomination process. Information will not be shared beyond the individuals involved in this process unless required for award administration or with the organization's permission.

Please provide information at the organizational level and do not include personally identifiable information about individual employees in your responses. Where examples are provided, describe them in a way that does not identify individual employees.

Consent

Thank you for taking the time to complete this nomination and for helping advance gender-responsive workplaces in Canada.

By proceeding with the nomination process, you confirm that you have reviewed and understood the information above and consent to the collection, use, and review of the information you provide for the purposes of administering, assessing, and determining recognition through the ECO Canada Women in Leadership Awards.

Applicant Contact Information

Name	
Job Title	
Email Address	
Phone Number	

Eligibility Screening

Organizations must meet all eligibility requirements before proceeding to the scored assessment. Please select Yes or No for each item.

Is your organization's headquarters located in Canada?	Yes ☐	No ☐
Has your organization been in continuous operation for at least five years?	Yes ☐	No ☐
Does your organization currently employ at least 15 employees?	Yes ☐	No ☐
Are you authorized to submit this application on behalf of your organization, or has the application been approved by an authorized organizational representative?	Yes ☐	No ☐
Do you certify that the information provided in this application is accurate and complete to the best of your knowledge?	Yes ☐	No ☐

Organizational Profile and Demographic Information

The following information provides context about the organization and workforce represented in this application. Information collected in this section may also be used by ECO Canada for aggregate reporting, program evaluation, accessibility planning, and funder reporting. Unless explicitly stated otherwise, information collected in this section is not independently scored as part of the assessment. All questions in this section are required. Where indicated, respondents may select 'Information not available' or 'Prefer not to answer.'

1. What is the legal name of your organization?

2. Which of the following best describes your organization?

- ☐ Private-sector organization
- ☐ Public-sector organization
- ☐ Not-for-profit organization
- ☐ Indigenous government or organization
- ☐ Academic or post-secondary institution
- ☐ Other (please specify): _____

3. Which sector or industry best describes your organization's primary area of operation?

- ☐ Agriculture/Agrifood
- ☐ Environmental sector
- ☐ Blue Economy
- ☐ Energy and natural resources
- ☐ Government/public administration
- ☐ Education
- ☐ Professional, scientific, and technical services
- ☐ Manufacturing
- ☐ Construction
- ☐ Other (please specify): _____

4. In which province or territory is your organization headquartered?

- | | |
|--|---|
| ☐ Alberta | ☐ Nunavut |
| ☐ British Columbia | ☐ Ontario |
| ☐ Manitoba | ☐ Prince Edward Island |
| ☐ New Brunswick | ☐ Quebec |
| ☐ Newfoundland and Labrador | ☐ Saskatchewan |
| ☐ Northwest Territories | ☐ Yukon |
| ☐ Nova Scotia | |

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**5. In which provinces and/or territories does your organization currently have employees?
Select all that apply.**

- | | |
|--|---|
| ☐ Alberta | ☐ Nunavut |
| ☐ British Columbia | ☐ Ontario |
| ☐ Manitoba | ☐ Prince Edward Island |
| ☐ New Brunswick | ☐ Quebec |
| ☐ Newfoundland and Labrador | ☐ Saskatchewan |
| ☐ Northwest Territories | ☐ Yukon |
| ☐ Nova Scotia | |

6. How many employees does your organization currently employ?

- ☐ 15–49
☐ 50–249
☐ 250–999
☐ 1,000+

7. Of the employees in your organization, what percentage identify as women?

- ☐ Numeric response: _____
☐ Information not available

8. Of the employees included in your organization's senior/executive leadership, what percentage identify as women?

- ☐ Numeric response: _____
☐ Information not available

9. Please provide the date as of which the workforce data reported in this application are current and accurate. (Please use the most recent workforce data available to your organization.)

Date (MM-YYYY): _____

10. Does your organization currently participate in any ECO Canada programs or designations?

- ☐ Yes
☐ No

11. If yes, please identify the applicable program(s) or designation(s):

Assessment Questions

The following questions assess your organization's practices and outcomes across eight areas of gender-responsive workplace practice.

Some questions ask you to select the statement that best reflects your organization's current level of practice or performance. These questions use a 0–4 maturity scale. Please select the response that most accurately reflects your organization's current circumstances.

The scale is defined as follows:

- **0 – Not Demonstrated:** The practice or outcome is not demonstrated, or sufficient information is not available to establish that the criterion has been met.
- **1 – Emerging:** The practice is at an early stage, informal, limited in scope, or inconsistently implemented.
- **2 – Developing:** The practice is established to some extent but is not yet consistently implemented, integrated, or monitored.
- **3 – Established:** The practice is well established, consistently implemented, and supported by appropriate monitoring or review.
- **4 – Leading:** The practice is embedded within organizational systems, demonstrates a comprehensive approach, and includes evidence of monitoring, refinement, or continuous improvement.

When selecting a response, choose the statement that best reflects your organization's current practice or outcome as a whole. Organizations are not expected to demonstrate every possible gender-responsive practice to select a response; rather, select the response that most closely represents your organization's current level of maturity for the specific area being assessed.

Other questions will ask you to select Yes or No and may request a brief description of your organization's practices, actions, or results. Please answer based on your organization's current practices and the most recent information available.

Gender Balance

Representation Across Organizational Levels		
1. To what extent does your organization assess women's representation across different organizational levels (e.g., employees, supervisors, managers, senior management)?		
0	Our organization does not assess women's representation across organizational levels.	☐
1	Our organization has reviewed women's representation across some organizational levels, but this is informal, limited in scope, or conducted inconsistently.	☐
2	Our organization assesses women's representation across multiple organizational levels using an established approach, but the assessment is not yet conducted consistently or comprehensively.	☐
3	Our organization systematically and regularly assesses women's representation across organizational levels, allowing us to identify where women are represented and underrepresented within the organizational hierarchy.	☐
4	Our organization has an embedded approach to regularly assessing women's representation across organizational levels, identifying patterns or gaps, and tracking changes in representation over time.	☐

Senior/Executive Leadership Representation	Response	
2. Has your organization achieved or made measurable progress toward gender-balanced representation within senior/executive leadership?	☐ Yes	☐ No
Please Describe: If yes, describe women's representation within your senior/executive leadership, including the progress your organization has made toward gender balance and the actions or practices that have contributed to achieving or improving representation.		

Addressing Areas of Underrepresentation	Response	
3. Does your organization take deliberate action to address areas where women are identified as underrepresented?	☐ Yes	☐ No
Please Describe: If yes, identify the most significant area(s) of underrepresentation and describe the actions your organization has taken to address the identified gap(s), including the scope of the actions and how they are intended to improve women's representation.		

Progress in Representation		
4. Over the past three years, to what extent has your organization maintained or improved women's representation across areas of the organization?		
0	Our organization has not demonstrated improvement in women's representation over the past three years, or we do not have sufficient information to assess changes in representation over this period.	☐
1	Women's representation has remained generally stable over the past three years, with limited improvement in areas where women are underrepresented.	☐
2	Women's representation has improved in one or more areas where women were previously underrepresented, but progress has been limited, uneven, or relatively recent.	☐
3	Women's representation has meaningfully improved in significant areas of previous underrepresentation and/or gender-balanced representation has been consistently maintained in relevant areas over the past three years.	☐
4	Women's representation has shown substantial and sustained improvement in significant areas of previous underrepresentation and/or has been consistently maintained across organizational levels over the past three years.	☐

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Career Advancement & Talent Pipeline

Equitable Recruitment and Selection

5. To what extent has your organization implemented measures to reduce potential gender bias in recruitment and selection processes?

0	Our organization has no deliberate measures in place to reduce potential gender bias in recruitment and selection processes.	☐
1	Our organization uses some measures intended to reduce potential gender bias in recruitment or selection, but these measures are informal, limited in scope, or applied inconsistently.	☐
2	Our organization has established measures to reduce potential gender bias in recruitment and selection, but they are not yet consistently applied across relevant hiring processes or areas of the organization.	☐
3	Our organization consistently applies established measures to reduce potential gender bias throughout relevant recruitment and selection processes.	☐
4	Our organization has a comprehensive and embedded approach to reducing potential gender bias throughout recruitment and selection processes, and regularly reviews and refines these measures to strengthen their effectiveness.	☐

Equitable Promotion and Advancement

Response

6. Does your organization take deliberate steps to support women's equitable access to opportunities for promotion and advancement?

☐ Yes

☐ No

Please Describe:

If yes: Describe the measures your organization uses to support women's equitable access to promotion and advancement, including how advancement opportunities or decisions are managed and any available evidence of women's promotion or advancement outcomes.

Professional and Leadership Development

7. To what extent does your organization take deliberate steps to support women's equitable access to professional and leadership development opportunities?

0	Our organization does not take deliberate steps to support women's equitable access to professional or leadership development opportunities.	☐
1	Our organization provides some professional or leadership development opportunities intended to support women, but these efforts are informal, limited in scope, or inconsistently available.	☐
2	Our organization has established measures to support women's equitable access to professional and leadership development opportunities, but these measures are not yet consistently implemented across relevant areas or employee groups.	☐
3	Our organization consistently implements established measures to support women's equitable access to professional and leadership development opportunities across relevant areas of the organization.	☐
4	Our organization has a comprehensive and embedded approach to supporting women's equitable access to professional and leadership development opportunities and regularly reviews participation, access, or other relevant information to identify and address potential gaps.	☐

Succession Planning and Leadership Pipeline

Response

8. Does your organization intentionally support women's advancement within its succession planning and leadership pipeline?

☐ Yes

☐ No

Please Describe:

If yes, describe how women are supported within your organization's succession planning and leadership pipeline, including how women are identified and prepared for future leadership roles and how potential barriers or gaps in women's participation in the leadership pipeline are addressed.

Pay Equity

Equitable Compensation Practices		
9. To what extent has your organization established consistent and transparent processes for making compensation decisions?		
0	Our organization has not established defined processes or criteria for making compensation decisions.	☐
1	Our organization uses some defined practices or criteria for compensation decisions, but they are informal, limited in scope, or applied inconsistently.	☐
2	Our organization has established defined processes or criteria for some compensation decisions, but they are not yet consistently applied across relevant types of compensation decisions or employee groups.	☐
3	Our organization consistently applies established and transparent processes and defined criteria across relevant compensation decisions and employee groups.	☐
4	Our organization has a comprehensive, embedded approach to compensation decision-making, with consistent, transparent processes and defined criteria applied across relevant compensation decisions and employee groups, and regularly reviews and refines them to support equitable outcomes.	☐

Gender Pay Analysis	Response	
10. Does your organization analyze compensation data by gender to identify potential pay disparities?	☐ Yes	☐ No
Please Describe: If yes, describe your organization's most recent gender pay analysis, including the employee groups and forms of compensation examined and the findings of the analysis.		

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Action in Response to Pay Equity Findings	Response	
11. Does your organization take action when its gender pay analysis identifies potential inequities?	☐ Yes	☐ No
Please Describe: If yes, describe how your organization responded to the findings of its most recent gender pay analysis, including any disparities investigated and actions taken to address identified inequities.		

Equitable Compensation Practices		
12. To what extent does your organization regularly monitor gender pay outcomes over time?		
0	Our organization does not monitor gender pay outcomes over time.	☐
1	Our organization has reviewed gender pay outcomes occasionally or informally, but does not have an established approach to monitoring them over time.	☐
2	Our organization has established an approach to monitoring gender pay outcomes over time, but monitoring is conducted inconsistently or is limited to selected employee groups or compensation outcomes.	☐
3	Our organization regularly and systematically monitors gender pay outcomes over time across relevant employee groups and compensation outcomes.	☐
4	Our organization has a comprehensive and embedded approach to monitoring gender pay outcomes over time, enabling emerging or recurring pay disparities to be identified and changes in pay-equity outcomes to be tracked consistently.	☐

Inclusive Policies, Programs, and Practices

Flexible Work Practices		
13. To what extent does your organization provide employees with access to flexible work arrangements?		
0	Our organization does not provide employees with access to flexible work arrangements.	☐
1	Our organization provides access to some flexible work arrangements, but availability is informal, limited to certain circumstances, or dependent primarily on individual manager discretion.	☐
2	Our organization has established flexible work arrangements that are available to some employees or roles, but access or implementation is not yet consistent across areas where flexible work is reasonably feasible.	☐
3	Our organization has established flexible work arrangements that are consistently available across roles and areas where flexible work is reasonably feasible, with clear processes or guidance supporting employee access.	☐
4	Our organization has a comprehensive and embedded approach to flexible work, with arrangements consistently available across roles and areas where feasible and regularly reviewed or adapted to respond to employee and organizational needs.	☐

Parental Leave and Caregiving Supports

14. To what extent does your organization provide supports beyond minimum legislative requirements to employees with parental or other caregiving responsibilities?

0	Our organization provides no parental or caregiving supports beyond minimum legislative requirements.	☐
1	Our organization provides limited additional support beyond minimum legislative requirements for employees with parental or other caregiving responsibilities, but supports are informal, narrowly available, or provided on a case-by-case basis.	☐
2	Our organization has established additional parental or caregiving supports beyond minimum legislative requirements, but the range of supports, employee access, or implementation is limited or inconsistent.	☐
3	Our organization provides parental and caregiving supports beyond minimum legislative requirements, with clear and consistent processes that support access for eligible employees.	☐
4	Our organization has a comprehensive and embedded approach to supporting employees with parental and other caregiving responsibilities that goes beyond minimum legislative requirements and is regularly reviewed or adapted to respond to employee needs.	☐

Q3: Inclusive Benefits and Supports

Response

15. Does your organization take deliberate steps to ensure its benefits and workplace supports respond to the needs of employees of different genders and family circumstances?

☐ Yes

☐ No

Please Describe:

If yes, describe the benefits or workplace supports provided and the steps your organization takes to ensure they respond to the needs of employees of different genders and family circumstances.

Q4: Ability to Use Workplace Supports Without Career Disadvantage	Applicant Response	
16. Does your organization take deliberate steps to reduce potential career disadvantages associated with employees' use of flexible work, parental or caregiving leave, or other workplace supports?	☐ Yes	☐ No
Please Describe: If yes, describe the steps your organization takes to reduce potential career disadvantages associated with employees' use of these supports.		

Inclusive Culture

Fostering Gender Inclusion and Belonging	Response	
17. Does your organization take deliberate and ongoing action to foster gender inclusion and belonging in the workplace?	☐ Yes	☐ No
Please Describe: If yes, describe the deliberate and ongoing actions your organization takes to foster gender inclusion and belonging, including how these actions are implemented across the organization and how their effectiveness is reviewed or strengthened over time.		

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Prevention of Gender-Based Discrimination and Harassment
18. To what extent does your organization take proactive measures to prevent gender-based discrimination and harassment in the workplace?

0	Our organization does not take proactive measures to prevent gender-based discrimination and harassment in the workplace.	☐
1	Our organization takes some measures intended to prevent gender-based discrimination and harassment, but these measures are informal, limited in scope, or implemented inconsistently.	☐
2	Our organization has established formal measures to prevent gender-based discrimination and harassment, but implementation is not yet consistent or comprehensive across the organization.	☐
3	Our organization consistently implements established measures to prevent gender-based discrimination and harassment across the organization, supported by clear processes, guidance, or training.	☐
4	Our organization has a comprehensive and embedded approach to preventing gender-based discrimination and harassment, with preventive measures regularly reviewed and refined to strengthen their effectiveness.	☐

Addressing Gender Bias and Stereotypes

19. To what extent does your organization take deliberate steps to identify and address gender bias and stereotypes in workplace behaviours, norms, or decision-making?

0	Our organization does not take deliberate steps to identify or address gender bias and stereotypes in workplace behaviours, norms, or decision-making.	☐
1	Our organization has undertaken limited or occasional activities related to gender bias or stereotypes, but these efforts are informal, isolated, or primarily focused on general awareness.	☐
2	Our organization has established deliberate measures to identify or address gender bias and stereotypes in some workplace behaviours, norms, or decision-making processes, but implementation is limited or inconsistent across relevant areas	☐
3	Our organization consistently implements established measures to identify and address gender bias and stereotypes across relevant workplace behaviours, norms, or decision-making processes.	☐
4	Our organization has a comprehensive and embedded approach to identifying and addressing gender bias and stereotypes across relevant workplace behaviours, norms, and decision-making processes, and regularly reviews and refines its approach to strengthen its effectiveness.	☐

Leadership and Manager Support for Gender Inclusion

Response

20. Does your organization provide leaders and managers with guidance, training, or other supports to help them foster gender inclusion in the workplace?

☐ Yes

☐ No

Please Describe:

If yes, describe how your organization prepares and supports leaders and managers to foster gender inclusion, including the guidance, training, tools, or other supports provided.

Employee Engagement & Feedback

Employee Feedback and Voice		
21. To what extent does your organization provide employees with opportunities to share feedback about their workplace experiences?		
0	Our organization does not provide employees with opportunities to share feedback about their workplace experiences.	☐
1	Our organization provides some opportunities for employees to share feedback about their workplace experiences, but these opportunities are informal, occasional, or limited in scope.	☐
2	Our organization has established mechanisms for employees to share feedback about their workplace experiences, but opportunities are not yet provided consistently or across relevant areas of the organization.	☐
3	Our organization regularly provides employees with established and accessible opportunities to share feedback about their workplace experiences across the organization.	☐
4	Our organization has a comprehensive and embedded approach to employee voice, providing employees with multiple regular and accessible opportunities to share feedback about their workplace experiences.	☐

Measurement of Employee Experience	Response	
22. Does your organization formally measure employee experiences related to gender inclusion?	☐ Yes	☐ No
Please Describe: If yes, describe how your organization measures employee experiences related to gender inclusion, including the methods used, how regularly measurement occurs, and the areas assessed.		

Gender-Responsive Analysis of Employee Feedback

23. To what extent does your organization analyze employee feedback or employee-experience data by gender, where sufficient data are available to protect employee confidentiality?

0	Our organization does not analyze employee feedback or employee-experience data by gender where sufficient data are available to protect employee confidentiality.	☐
1	Our organization has analyzed some employee feedback or employee-experience data by gender, but this analysis is informal, occasional, or limited to selected feedback or measures.	☐
2	Our organization has established an approach to analyzing employee feedback or employee-experience data by gender, but analysis is not yet conducted consistently across relevant feedback or measures.	☐
3	Our organization regularly and systematically analyzes relevant employee feedback or employee-experience data by gender, where sufficient data are available to protect employee confidentiality.	☐
4	Our organization has a comprehensive and embedded approach to analyzing employee feedback or employee-experience data by gender and, where appropriate and sufficient data are available, considers intersecting demographic characteristics to better understand differences in employee experiences.	☐

Action in Response to Employee Feedback	Response	
24. Does your organization use employee feedback or employee-experience findings to inform workplace improvements?	☐ Yes	☐ No
Please Describe: If yes, describe a specific example of how employee feedback or employee-experience findings informed a workplace improvement, including the issue identified, the action taken, and, where known, how the organization assessed the result.		

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Sponsorship Commitment

Organizational Approach to Sponsorship		
25. To what extent has your organization established sponsorship of women as a deliberate approach to supporting career advancement?		
0	Our organization has not established or deliberately promoted sponsorship of women to support career advancement.	☐
1	Sponsorship of women occurs informally or through isolated relationships, but the organization does not deliberately promote or support it as a career-advancement approach.	☐
2	Our organization deliberately promotes or supports sponsorship of women in some areas or for some groups, but the approach is limited in scope, relatively recent, or inconsistently implemented.	☐
3	Our organization has an established approach to sponsorship of women that is deliberately promoted and consistently supported as a strategy for career advancement.	☐
4	Sponsorship of women is a comprehensive and embedded component of our organization's approach to career advancement, with an established organizational commitment and sustained support for sponsorship across relevant areas of the organization.	☐

Access to Sponsors	Response	
26. Does your organization deliberately facilitate women's access to career sponsors?	☐ Yes	☐ No
Please Describe: If yes, describe how your organization facilitates women's access to career sponsors, including how women and potential sponsors are identified or connected and how participation is supported.		

Active Sponsor Advocacy	Response	
27. Do sponsors within your organization actively advocate for women's career advancement?	☐ Yes	☐ No
Please Describe: If yes, describe how sponsors advocate for women's career advancement, including examples of how they use their organizational influence or networks on women's behalf.		

Access to Visibility and Career-Enhancing Opportunities		
28. To what extent does sponsorship within your organization help women access visibility and career-enhancing opportunities?		
0	Sponsorship within our organization does not provide women with access to visibility or career-enhancing opportunities.	☐
1	Sponsorship has helped some women access visibility or career-enhancing opportunities, but these opportunities are isolated, informal, or dependent on individual sponsors.	☐
2	Sponsorship provides women with access to some deliberate visibility or career-enhancing opportunities, but access is limited in scope, uneven, or not yet consistently available through sponsorship relationships.	☐
3	Sponsorship consistently helps women access meaningful visibility and career-enhancing opportunities that can support their career progression.	☐
4	Sponsorship systematically provides women with access to a broad range of meaningful visibility and career-enhancing opportunities, demonstrating that access to these opportunities is an embedded outcome of the organization's sponsorship approach.	☐

Accountability mechanisms

Senior Leadership responsibility		
29. To what extent has your organization formally assigned responsibility for advancing gender equality to senior leadership?		
0	Our organization has not formally assigned responsibility for advancing gender equality to senior leadership.	☐
1	Senior leaders within our organization have some responsibility for advancing gender equality, but responsibilities are informal, unclear, or primarily dependent on individual leadership commitment.	☐
2	Our organization has formally assigned responsibility for advancing gender equality to one or more senior leaders, but roles or responsibilities are limited in scope or not yet clearly established across relevant areas.	☐
3	Our organization has clearly and formally assigned responsibility for advancing gender equality to senior leadership, with defined roles and responsibilities for providing organizational leadership on gender equality.	☐
4	Responsibility for advancing gender equality is formally embedded in our senior leadership structure, with clear, sustained senior-level ownership integrated into relevant leadership roles and organizational responsibilities.	☐

Leadership Expectations for Gender Equality

30. To what extent has your organization established defined expectations for leaders regarding their responsibilities for advancing gender equality?

0	Our organization has not established expectations for leaders regarding their responsibilities for advancing gender equality.	☐
1	Our organization communicates a general expectation that leaders support gender equality, but expectations are informal, broad, or not clearly defined.	☐
2	Our organization has defined responsibilities or expectations for some leaders regarding advancing gender equality, but these are limited in scope, inconsistently applied, or not yet incorporated into established leadership responsibilities or objectives.	☐
3	Our organization has clearly defined expectations for relevant leaders to advance gender equality, including specific responsibilities, objectives, or measurable expectations incorporated into established leadership roles or performance expectations.	☐
4	Our organization has embedded clear, measurable gender-equality expectations across relevant leadership roles, integrated into established leadership responsibilities or performance objectives, and regularly reviewed and refined to support continued progress.	☐

Leadership Growth and Oversight

Response

31. Is organizational performance related to gender equality formally reviewed by senior leadership or the organization's governing body?

☐ Yes

☐ No

Please Describe:

If yes, describe how organizational performance related to gender equality is reviewed, including who is involved, how regularly the review occurs, and how findings are considered in organizational decision-making.

Leadership Accountability	Response	
32. Does your organization have mechanisms to hold leaders accountable for their gender equality responsibilities?	☐ Yes	☐ No
Please Describe: If yes, describe how leaders are held accountable for their gender equality responsibilities, including the mechanisms used and what occurs when expectations are or are not met.		

Organizational Impact Summary

In a few sentences, please describe your organization's commitment to advancing gender equity and women's leadership in the workplace, including an achievement, initiative, or area of progress that you are particularly proud of.

This response will not be scored and may be used by ECO Canada to support finalist and recipient profiles, communications, and recognition activities. (Maximum 250 words)