

WiN-CEC Equal by 30 Accreditation

Frequently Asked Questions - FAQs

FAQs – Roadmap

QUESTION: What is the origin of the roadmap?

- ANSWER: The idea to develop the [Gender Balance Roadmap](#) was inspired by broader gender equality initiatives such as the [Equal by 30 Campaign](#), which aims to advance gender equality in the clean energy revolution and close the gender gap by 2030. It is a public commitment made by both public and private sector organizations to work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector. Women in Nuclear (WiN) Canada is a signatory to the Equal by 30 Natural Resources Canada (NRCan) campaign.

FAQs – Accreditation Process

QUESTION: What is the accreditation process?

- ANSWER: To incentivize adoption of the [Gender Balance Roadmap](#), WiN Canada, along with Canadian Equality Consulting (CEC) have developed a system of recognition badges that are awarded to companies and organizations who meet various diversity, equity and inclusion (DEI) metrics of success. However, to ensure organizations are making measurable progress and not simply paying lip service to the goals of the Roadmap, an assessment process is required. The accreditation process includes:
 - Conducting necessary validation and an assessment of DEI and gender equity activities in an organization
 - Accrediting organizations with a badge based on their level of progress with implementing gender equity into their policies, processes, and practices.

QUESTION: How can this accreditation benefit an organization?

- ANSWER: Organizations can derive multiple benefits from conducting a Diversity, Equity, and Inclusion (DEI) assessment to obtain a badge that showcases their current achievements in their DEI journey, including:
 - Benchmarking: A DEI badge serves as a benchmark that helps organizations measure their progress against CEC's gender equity and DEI criteria. It provides a clear indicator of where they currently stand and what areas require improvement.
 - Builds Trust & Reputation: By obtaining a DEI accreditation badge, organizations can build trust and enhance their reputation with their employees and stakeholders by showing a proud commitment to equity, inclusivity and belonging.
 - Fulfills Social Responsibility: Organizations have a social responsibility to address inequalities and foster an inclusive society. A DEI accreditation badge demonstrates an organization's active role in fulfilling this responsibility.
 - Encourages Continuous Improvement: The process of assessing an organization's current state of DEI encourages continuous improvement and helps organizations sustain the integration of DEI within all policies, processes, and programs.

QUESTION: Why should organizations do the Accreditation with Win & Canadian Equality Consulting?

- ANSWER: This assessment process is facilitated by DEI experts, who follow leading and rigorous methodologies. It is a best practice to review your DEI progress by an expert neutral 3rd party with a deep understanding of our industry.
 - This accreditation process will be a nuclear-industry standard - a way to evaluate and recognize companies in the same industry, in the same way.

QUESTION: Who does this approach include?

- ANSWER: While the focus of for the Gender Balance Roadmap was initially designed to improve the participation of women in the nuclear industry, other identity factors have been considered. Throughout each stage of this Accreditation process, we will consider the experiences and barriers for women and non-binary people in all of their diversity, as we acknowledge the importance of considering these perspectives from an intersectional lens.
- ANSWER: For organizations who are applying for higher levels badges (ex. Gold, Platinum), we will also be assessing the state of diversity, equity, and inclusion for other equity-deserving groups including:
 - Black, Indigenous, People of Colour (BIPOC)
 - Members of the 2SLGBTQIA+ Community

- People with Disabilities

QUESTION: What is the assessment process associated with each badge? What is the cost associated with each assessment?

	< 50 employees	50-250 employees	250-500 employees	500+ employees
Level 1 Verification	<ul style="list-style-type: none"> Review statement of commitment Review Action Plan for alignment and comprehensiveness Meet with DEI Lead to answer questions or provide clarity. <p>TOTAL = \$1250 +TAX</p>	<ul style="list-style-type: none"> Review statement of commitment Review Action Plan for alignment and comprehensiveness Meet with DEI Lead to answer questions or provide clarity. <p>TOTAL = \$1250 +TAX</p>	<ul style="list-style-type: none"> Review statement of commitment Review Action Plan for alignment and comprehensiveness Meet with DEI Lead to answer questions or provide clarity. <p>TOTAL = \$1250 +TAX</p>	<ul style="list-style-type: none"> Review statement of commitment Review Action Plan for alignment and comprehensiveness Meet with DEI Lead to answer questions or provide clarity. <p>TOTAL = \$1250 +TAX</p>
Level 2 Assessment	<ul style="list-style-type: none"> Detailed document review (max 5) One 1:1 consultation (ex. HR Lead) Report findings and badge recommendation <p>TOTAL = \$6500 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 8) Two 1:1 consultations (ex. HR Lead, SLT) Report findings and badge recommendation <p>TOTAL = \$8500 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 8) Three 1:1 consultations (ex. HR & DEI Lead, SLT) Report findings and badge recommendation <p>TOTAL = \$10,500 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 10) Four 1:1 consultations (ex. HR & DEI Lead, SLT) Report findings and badge recommendation <p>TOTAL = \$12,500 +TAX</p>
Level 3 Endorsement	<ul style="list-style-type: none"> Detailed document review (max 5) One 1:1 consultation (ex. HR Lead) All-staff survey Report findings and badge recommendation <p>TOTAL = \$9500 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 8) Two 1:1 consultations (ex. HR Lead, SLT) All-staff survey Report findings and badge recommendation <p>TOTAL = \$14,750 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 8) Three 1:1 consultations (ex. HR & DEI Lead, SLT) All-staff survey Report findings and badge recommendation <p>TOTAL = \$19,750 +TAX</p>	<ul style="list-style-type: none"> Detailed document review (max 10) Four 1:1 consultations (ex. HR & DEI Lead, SLT) All-staff survey Report findings and badge recommendation <p>TOTAL = \$26,650 +TAX</p>

QUESTION: How long will each assessment take?

- ANSWER: The length of each assessment will depend on the size of your organization and the type of badge you are looking to obtain. Below is a range of the time commitment associated with each badge level.
 - Level One (Blue Badge): 3-4 weeks
 - Level Two (Bronze-Silver Badge): 2-3 months
 - Level Three (Gold-Platinum Badge): 4-6 months

QUESTION: How can my organization use the information provided from the assessment to continue to advance our efforts to achieve Equal by 30?

- ANSWER: Along with each assessment, you will receive a fulsome report including evidence-based key findings, as well as a comprehensive list of customized recommendations that highlight ways to continue to advance through each level of maturity within your organization. We encourage organizations to use the recommendations provided as a resource to create or evolve any existing DEI strategies or action plans. Post-assessment, CEC will be providing a template for a DEI action plan that your organization can adopt going forward, which will support your advancement to achieving Equal by 30.

QUESTION: If my organization applies for a higher badge than we are eligible for, would we still be provided a lower-level badge?

- ANSWER: Yes. If, for example, you apply for a bronze badge, but your application demonstrates that your organization appears to be eligible for a blue badge at this time, we will proceed with a level 1, blue assessment and badge.

QUESTION: If my organization applies for a lower-level badge and we are eligible for a higher level, would we be provided a higher-level badge?

- ANSWER: Yes. If, for example, you apply for a blue badge, but CEC's review of your application indicates your organization is eligible for a bronze badge, we will proceed with a level 2, bronze assessment and badge.

QUESTION: When will the badges be awarded?

- ANSWER: Badges will be provided virtually immediately after each assessment by WiN and formally publicly awarded at the Annual WiN Conference.

QUESTION: Do I need to re-certify? If so, how often and what does the re-certification process involve?

- Yes, we recommend re-certifying every two-years, or more frequently if you have made progress and would like to apply for a higher badge.

QUESTION: Who can I contact if I have any questions throughout this process?

- ANSWER: For any questions, you can reach out to [ADD WiN EMAIL]. For questions on the assessment process or methodology, please contact CEC at Hello@canadianequality.ca.

FAQs – Application Process

QUESTION: What does the application entail for the accreditation assessment?

- ANSWER: The application contains a series of multiple-choice questions and optional open-ended text boxes, designed to capture detailed information about the actions your organization has taken towards the Equal by 30 campaign and broader DEI activities. These questions require applicants to specify the initiatives they have implemented, and report on progress they have made in advancing gender equity and DEI within their organization.

QUESTION: How much involvement will this application process take me?

- ANSWER: The application is intended to be approximately 30 minutes long.

QUESTION: Who should be responsible for completing the application?

- ANSWER: Applications can be completed by anyone who is directly involved in organizing DEI or gender equity initiatives, including DEI leads, employees in HR, employees in a DEI council or working group, or managers or team leaders who are actively participating in or spearheading DEI efforts.

QUESTION: What will the accreditation assessment entail?

- ANSWER: The assessment will review the organization's commitment to creating a gender-equitable environment, recognizing progress, strengths, and identifying areas for continuous improvement. Depending on the badge you apply for, the assessment could include the application, a document review, 1:1 consultations and a survey.