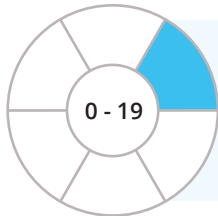




Equity, Diversity and Inclusion (EDI)

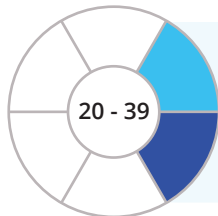
Stages 1 - 6



Stage 1:

Learning - Getting started!

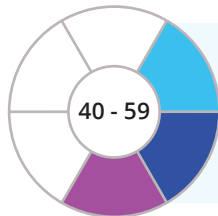
Companies may have programs in place but are not experiencing change.



Stage 2:

Opportunity - Opportunity knocks!

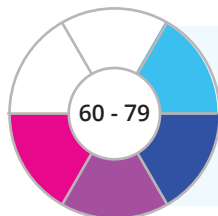
Some actions and/or practices are in place that contribute to (but not specifically geared for) gender balance/diversity.



Stage 3:

Growth - Had to do it!

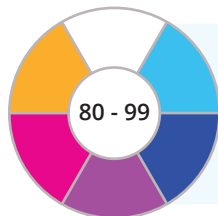
Programs are implemented to satisfy legal or other compliance requirements.



Stage 4:

Maturity - It's a priority!

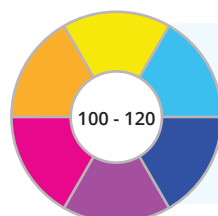
Gender strategies are in place with action planning and leadership reinforcement—a critical step towards becoming an inclusive workplace.



Stage 5:

Excellence - Cooperative team focus on inclusion!

Gender strategy is successfully implemented as part of a larger commitment to inclusion (integrated into the overall business plan, daily actions, planning, and perceptions).



Stage 6:

Gold Standard - It's how we do business!

A sustainable, on-going commitment to inclusion is entrenched in the company culture.