**Sample Public Inclusion, Diversity, Equity, and Accessibility Commitment**

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| **Field** | **Details** |
| Name of the public commitment | Innovation, Science and Economic Development Canada’s 50 – 30 Challenge |
| Name of the organization delivering the public commitment | Innovation, Science and Economic Development Canada |
| Objectives of the commitment | 1. Gender parity ("50%" women and/or non-binary people) on Canadian board(s) and/or senior management; and
2. Significant representation ("30%") on Canadian board(s) and senior management of other equity-deserving groups: Racialized, Black, and/or People of Colour ("Visible Minorities"), People with disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender and sexually diverse individuals, and Aboriginal and/or Indigenous Peoples. The program and participants recognize Aboriginal and/or Indigenous Peoples, including those that identify as First Nation Peoples, Métis Nation, and Inuit, as founding Peoples of Canada and underrepresented in positions of economic influence and leadership.
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| Timeframes of the commitment | Our organization is aiming to reach the above objectives by 2030, with progress made by the end of the project.We aim to have 40% women/ other marginalized genders as part of our senior management by 2024. Currently, senior management consists of 30% women and 70% men, with additional hiring in progress.The senior management team already consists of 30% people from equity-deserving groups, but the team will continue to create inclusive hiring processes. |
| Metrics | To reach our goals, we will ensure all hiring boards have gender parity and have completed inclusive hiring training to ensure an equitable and inclusive hiring process for new employees.All job descriptions will be reviewed for inclusive language and will also encourage those from underrepresented groups to apply. Flexible work accommodations will be advertised.To track progress, demographic data of employees will be collected annually through a voluntary and aggregated survey.Gaps will be identified annually and measures will be taken to address any gaps in addition to the current gender gap. |
| Other specifics | The team will continue to engage with Innovation, Science and Economic Development Canada as resources become available to improve our practices.Other inclusive measures will be put in place to ensure employees are well supported once hired. For example, our organization provides childcare located in the same building. |
| Confirmation of signing | ***Instructions:*** Provide written confirmation and proof of signing on to the public commitment from the coordinating organization, such as an email or portable document format (PDF) attachment. Alternatively, this confirmation or proof can be appended following this page. |