



# Equity and the Trades: A Code of Practice

A national project to support  
women in trades.



Government  
of Canada

Gouvernement  
du Canada

# Introductions

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It's nice to meet you



Bonnie Douglas  
Project Coordinator



Devin West  
Research and Ontario Lead

# Agenda

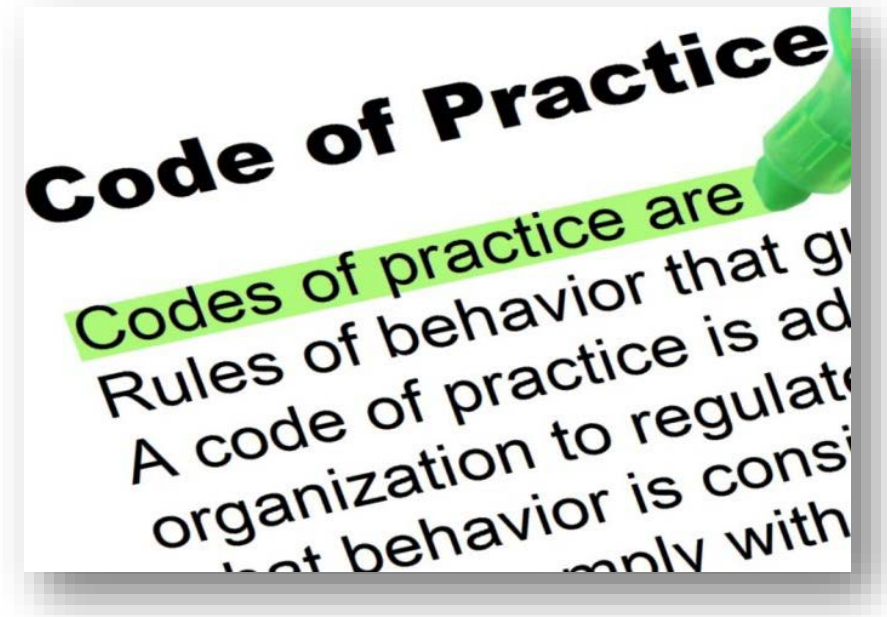
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- Introduction - 3:15pm
- Table Discussion – 3:30pm
- Wrap-Up and Feedback – 4:00pm

# Equity and the Trades Project

## Summary

The Equity and the Trades project will develop, pilot, and implement a Code of Practice that defines a respectful workplace. This code will present strategies to create and sustain the attitudes, practices, behaviours, and policies that are necessary for workplace culture change.



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# Let's Talk

About **50%**  
of the population are women



**BUT**

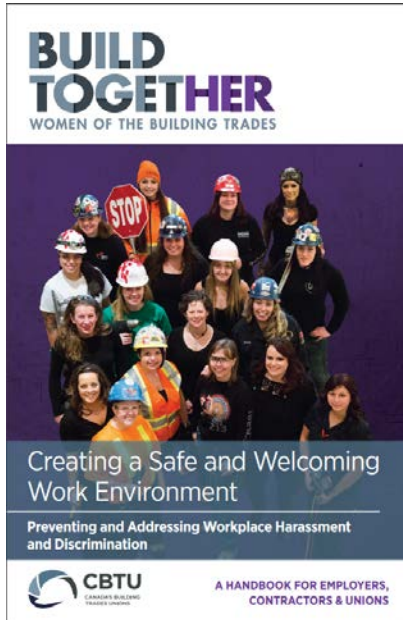
Only **10%** of  
apprentices are women



[www.itabc.ca](http://www.itabc.ca)

Best Practices Guide 2018

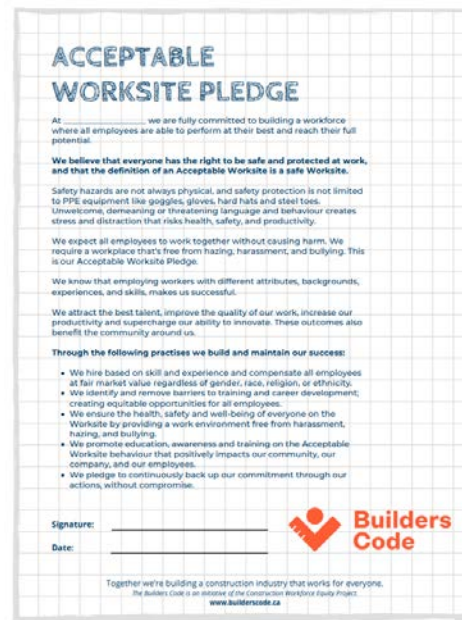
# Promising Practices for Respectful Workplaces



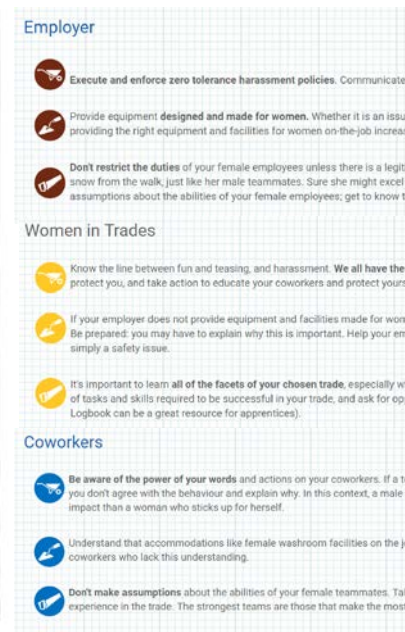
Build Together  
Respectful Workplaces  
Guidebooks for  
Employees and  
Employers



ITABC  
Best Practices Guide  
to Employing Women  
in Trades



Builder's Code  
Acceptable Worksite  
Pledge



New Boots  
Tips to help to address  
the gender imbalance  
in the skilled trades  
workforce



Build Force  
Respectful and  
Inclusive Workplace  
Toolkit

# What Does This Mean?

- Where are we now?
- What is the pathway to change?



<https://goclermont.org/projects/construction/>



<https://blog.laborforhire.com/women-in-construction-trades>

# Table Discussion





# Wrap-Up and Feedback

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## Final Thoughts



Please provide feedback