EDGE Certification: Introductory Presentation



The EDGE ecosystem

A powerful software and an independent certification

Software

EDGE EMPOWER

Provider of the leading software platform that helps organizations assess, monitor and improve workplace diversity, fairness and inclusion

Certification

WORKPLACE GENDER EQUITY · EDGE · ASSESS CERTIFIED

The leading global standard for diversity, fairness and inclusion, centered on a workplace gender and intersectional equity approach

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The EDGE Certification System

An Independent Third-Party System



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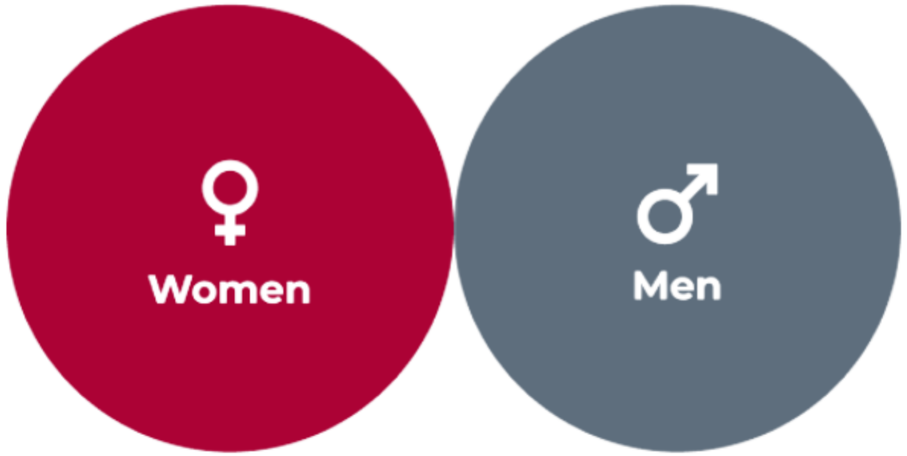
The Basics of the EDGE Standards

Our Global Standards

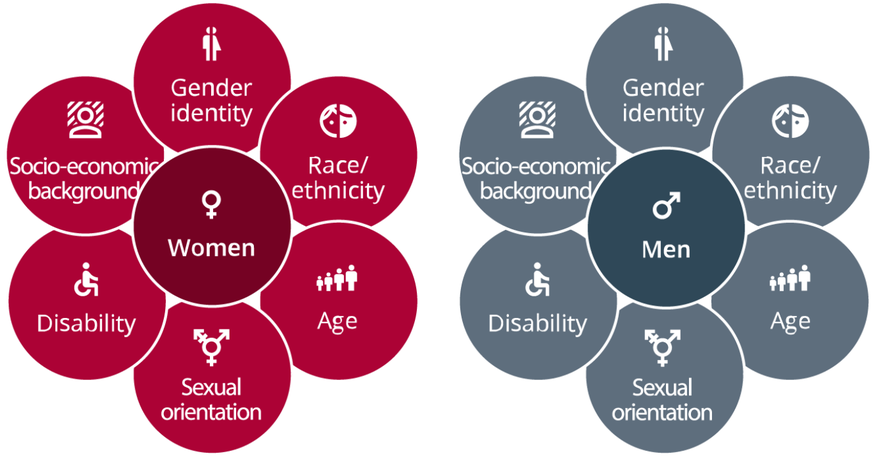
EDGE (gender binary)

Looks at men and women as two homogeneous groups. It offers organizations the possibility to analyse data and information related to women and men.



EDGEplus (intersectional equity)

An add-on to EDGE (gender-binary) that enables certifying organizations to deepen their understanding of gender-related matters by measuring and analysing the intersectionality of gender and other aspects of diversity.



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The EDGE Standards and Certification System

Four Pillars of Gender and Intersectional Equity



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The EDGE Standards and Certification System

Three Sources of Information



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EDGE Certification Outcomes

EDGE Certification Levels – EDGE Certification Seals



EDGE Assess

Recognizing
Commitment



EDGE Move

Showcasing
Progress



EDGE Advance

Reaching
Milestones



EDGE Lead

Showcasing
Progress

EDGEplus

EDGEplus Certification for showcasing commitment to intersectional equity

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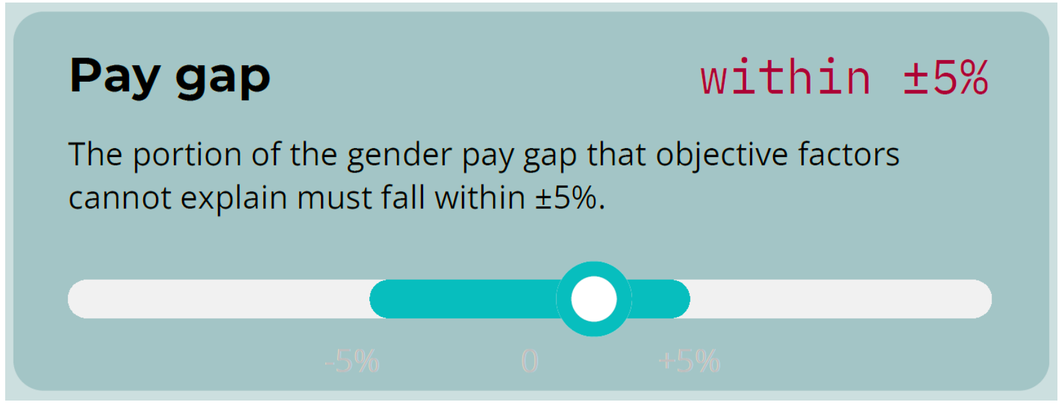
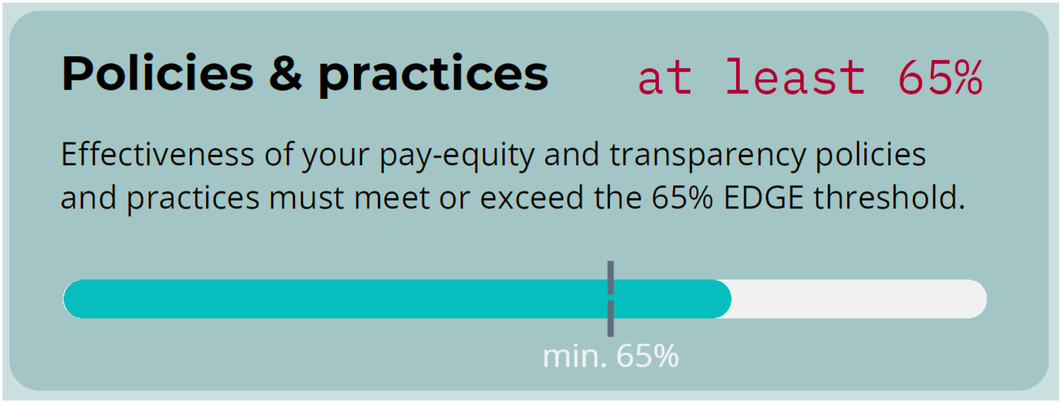
EDGE Pay Equity and Transparency Certification

A Leading Pay Equity and Transparency Framework

EDGE Pay Equity and Transparency Certification:





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Real case – Gender Representation

Driving Progress with the EDGE Certification

Client's profile

Industry: Energy

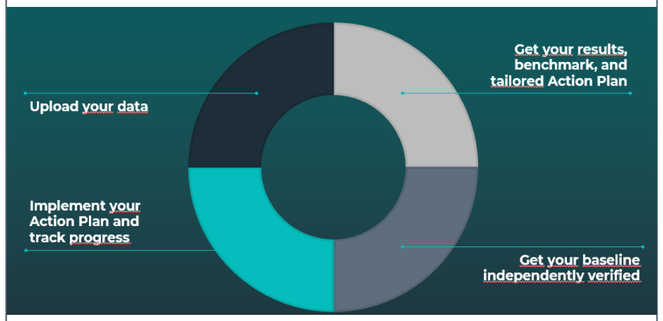
Number of employees: Ca. 1800

Number of certifications: 3

The Challenge

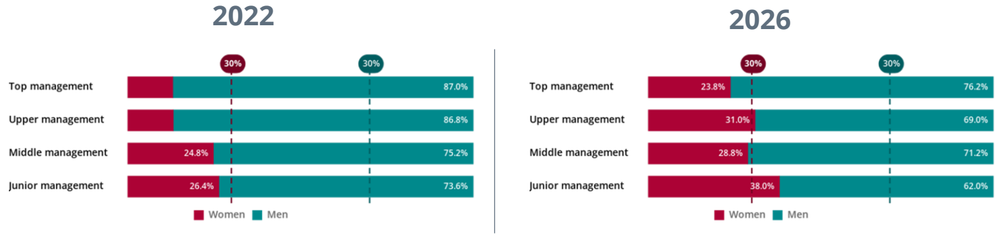
Considering that the industry is heavily dominated by men, the client wanted to effectively focus human resources efforts on improving women representation within the company, especially at the management levels.

The Process



Results, Action Plan & Benefits

Results



Action Plan

- The action plan focused on collecting data, notably in the areas of pay equity, recruitment and promotion, as well as leadership development training and mentorship.

Benefits from EDGE Recertification

- The client experienced a noticeable improvement in all management levels, from junior to top management, almost reaching the minimum required level of 30% according to the EDGE Standards.
- At the same time, the client established policies and practices that are sustainable in the long term to identify, recruit, and promote female talent.

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Real case – Equitable Policies & Practices

Driving Progress with the EDGE Certification

Client's profile

Industry: Finance

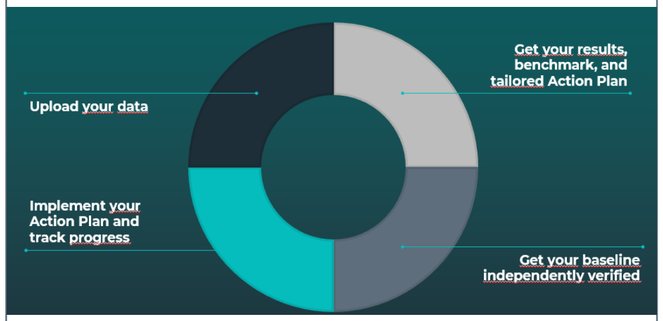
Number of employees: Ca. 320

Number of certifications: 2

The Challenge

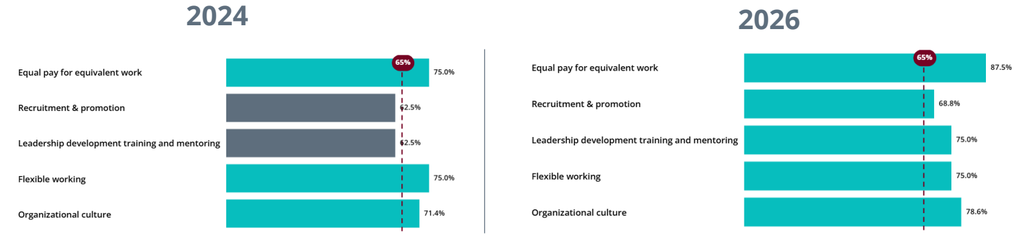
The client sought to focus human resources efforts on the development, implementation and alignment of the Gender Strategy with an effective action plan that would lead to sustainable organizational change for policies and practices.

The Process



Results, Action Plan & Benefits

Results



Action Plan

- The action plan focused on improving recruitment and promotion practices, as well as leadership development training and mentoring.

Benefits from EDGE Recertification

- The client experienced a measurable improvement in almost all focus areas of the EDGE Standards with respect to equitable policies & practices. They notably met the EDGE Standards across all areas in recertification.
- The leadership team's commitment to the EDGE Action Plan, and alignment with the organization's overall strategy, also resulted in high levels of talent retention and acquisition and supported improved gender representation.

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EDGE Certified Organizations

More than 1000 EDGE Certificates have been granted to large organizations in 77 countries representing 46 industry sectors, across the four levels of EDGE Certification.



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Thank You

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