

# WOMEN ON BOARDS IN CANADA

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## WHERE ARE WE?

### CANADIAN FP 100

- 18.1 % OF C-SUITE
- 5.7% OF CEOs
- 14.5 % OF DIRECTORS
- 10.3% OF DIRECTORS OF PUBLIC COMPANIES
- 46% HAVE ZERO WOMEN DIRECTORS

### WORLD RANKINGS

- 10TH OUT OF 20 MAJOR INDUSTRIALIZED COUNTRIES (RECENT STUDY)

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## BARRIERS / REASONS(?) FOR CURRENT SITUATION?

- MASCULINE CORPORATE CULTURE
- LACK OF NETWORKS
- LACK OF ROLE MODELS / MENTORING
- “NEED CEO EXPERIENCE TO BE A DIRECTOR”...MYTH?
- “LACK OF QUALIFIED CANDIDATES”...MYTH?
- “IT’S NOT A PROBLEM...WOMEN ARE CATCHING UP”...MYTH?

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## SOME SOLUTIONS

- “COMPLY OR EXPLAIN” CORPORATE GOVERNANCE POLICIES (MAY 2013 ONTARIO ANNOUNCEMENT)
- FEDERAL GOVERNMENT ADVISORY COUNCIL TO PROMOTE PARTICIPATION OF WOMEN ON BOARDS
- VOLUNTARY INITIATIVES ... PEER PRESSURE... CATALYST ACCORD GOAL OF 25% RE FP 500
- NEED FOR ORGANIZATIONAL STRATEGIES TO SUPPORT WOMEN IN LEADERSHIP POSITIONS
- HEAD HUNTING FIRMS TO COMMIT TO CODE OF CONDUCT PROMOTING BOARD DIVERSITY