As corporations compete around the world for market share, ideas, and talent, it has never been more evident that women leaders are essential to business success. Compelling research shows that gender diversity can benefit corporate decision-making and business results.

Canada—a country that counts diversity as a core value—is noticeably lagging in the global boardroom diversity movement.

2013 CATALYST CENSUS: FINANCIAL POST 500 WOMEN BOARD DIRECTORS

- Percentage of board seats held by women: 15.9%
- Percentage of boards with no women directors: approx. 40%

Increased just 1.5 percentage points since 2011 in both 2011 and 2013

Catalyst conducts this Census biennially and has found slow growth each year.

The status quo can and must change if Canadian corporations want to remain competitive in the global marketplace.
CALL TO ACTION

Catalyst has issued a call to action for Canadian corporations to:

Increase the overall proportion of FP500 board seats held by women to 25% by 2017.

Companies that accept the call to action made in the Catalyst Accord pledge to:

- Increase the percentage of women on their Boards of Directors by 2017.
- Provide interim representation goals to Catalyst, which will be kept confidential.

To further support corporate boards in diversifying their membership, the Catalyst Canada Advisory Board and Catalyst member companies will:

Contribute names to a list of “board-ready” women that is maintained by Catalyst and made available to any company that commits to the Catalyst Accord.

To raise awareness and aid progress, Catalyst:

- Publishes the biennial Catalyst Census: Financial Post 500 Women Board Directors, which includes detailed information on the progress of FP500 companies by province, sector, and company.
- Recognizes a champion of board diversity at the Catalyst Canada Honours.
- Works closely with other organizations that are focused on increasing corporate board diversity.

Catalyst is confident that with this strategic, collaborative approach, corporate Canada can become a global leader in expanding opportunities for women, boards, and business.