



WOMEN GET ON BOARD | 2023

Board Shortlist Service



connect@womengetonboard.ca

www.womengetonboard.ca

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About Women Get On Board

Women Get On Board is a member-based company that connects, promotes and empowers women to corporate boards. We do this through an engaged community of women and men in Canada committed to advancing gender diversity in the boardroom. Our goal is to help build a pipeline of the next generation of women corporate directors.

Board Shortlist Service


WGOB curates a shortlist of qualified women board candidates for companies that are committed to advancing gender diversity in the boardroom.

"Deborah Rosati and her team provided us with efficient and effective board shortlist service in locating a number of excellent board candidates for us. We are pleased to have the option to make a difficult choice."

GREGORY TURNBULL CHAIR OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE, SUNDIAL GROWERS INC.

Shortlist Service Includes:

- Developing a confidential Board Position Specification that defines the desired board skills/expertise criteria for the new board member in consultation with you.
- Sending out an email campaign announcing the board opportunity to our member-only mailing list and selected other channels and individuals in the WGOB network. The email provides details of the board position and background on the company.
- Compiling and providing a shortlist of qualified women board candidates as per the Board Position Specification.



"While we pride ourselves on identifying diverse candidates, Deborah and WGOB regularly augment our board search candidate pools with the best women candidates – and with a board governance lens. They know the candidate's abilities at the board table and go way beyond a simply understanding of experience and career path. Partnering with WGOB is always in our clients' best interest."

**JIM HARMON, MANAGING PARTNER
BOYDEN CANADA**

About Our Community

Women Get On Board's membership has grown to over **850 members** across Canada. Our membership consists of women business leaders that are currently leading and serving on corporate boards of public or private companies, crown corporations, municipal and not-for-profit boards and women who are preparing to become board-ready. Our members have a broad range of skills & expertise in diverse industry sectors including financial services, technology, professional services, retail, consumer, mining, healthcare, cannabis and fin-tech.

Our Success To Date

We have lead over **two dozen** board shortlist services from private to public companies in mining, technology, financial services, life sciences & healthcare, real estate and public sector.

Member Board Appointments

Over **75%** of our WGOB members have been appointed to boards since our launch in Fall 2015.

See the success stories:

<https://www.womengetonboard.ca/member-board-appointments/>

Pricing Information

We welcome the opportunity to work with your company to provide a curated shortlist of qualified women board candidates according to the board skills/expertise and criteria identified by you.

- You will pay Women Get On Board a board shortlist fee of \$10,000 CAD + HST to provide a shortlist of qualified women board candidates according to the Board Position Specification:
- 50% invoiced upon signing of WGOB Board Shortlist Service Engagement Letter and the other 50% invoiced upon delivery of the shortlist of qualified women board candidates.
- You will pay Women Get On Board a placement fee of \$2,500 + HST upon successful placement of a selected board shortlist candidate, invoiced following the appointment to the board.

"I approached Women Get On Board a couple of years ago as Dundee Corporation was transitioning our Board of Directors to bring on new members. Deborah Rosati submitted more than a dozen highly qualified applicants for the position. After meeting with them all, we were pleased to offer 2 positions. Both members have made a dramatic impact on our board. They bring years of experience and talent that complement the expertise of our other board members. They each bring an independent and highly intelligent thought process to our board which has resulted in strengthening our board overall. Deborah Rosati and her team made the process simple and smooth. I would absolutely use the services of Women Get On Board again."

Jonathan Goodman
Chairman & CEO
Dundee Corporation



APPENDIX A

It still surprises me that there has not been more progress in corporate Canada to add more women to TSX-listed boards. It has been eight years since the Ontario Securities Commission (OSC) implemented disclosure rules mandating that TSX-listed companies “comply or explain” their board diversity figures. The move was intended to lead to positive changes in how corporate boards recruit new board members.

According to the recent Osler, Hoskin & Harcourt report, 2022 Diversity Disclosure Practices. The report shows that women now hold **26%** of the board seats at TSX-listed companies, one-third of all board seats among the S&P/TSX Composite Index companies, and **36%** of board seats among the S&P/TSX 60 companies. This is an increase of more than **2%** over 2020. This increase shows some progress but is still lagging in gender parity and the Canadian government’s 50-30 Challenge. The 50-30 Challenge acts as a framework to accelerate diversity actions in many Canadian organizations and encourage other Canadian organizations to adopt practices to improve equity.

According to the same report, “Few companies have achieved gender parity on their board. Last year there were 16 companies where **50%** or more of the directors were female, representing an increase from only five in 2019. This year that number increased by about **69%**, as at 27 companies women comprised at least **50%** of the board members.

The report also found that members of visible minorities, Aboriginal peoples and persons with disabilities are underrepresented in senior leadership positions and corporate boards of public corporations – “a disappointment for a country with as diverse a population as Canada.” Based on Canada’s experience with disclosure requirements relating to the representation of women in senior leadership, achieving diversity with respect to characteristics beyond gender will take time. However, change has begun. Based on Canada’s experience with disclosure requirements relating to the representation of women in senior leadership, achieving diversity with respect to characteristics beyond gender will take time. Across all CBCA corporations, just under **10%** of board positions are held by directors who are members of visible minorities, Indigenous peoples or persons with a disability.

So, how can you become an **agent of change** by making diversity a strategic opportunity for board renewal? The first step is to ask yourself these ten questions:

APPENDIX A (cont.): 10 Diversity Mandate Questions Every Board Should Ask

1. Do you perform an annual board assessment of your current board composition, and do you have a diversity of thought, skills, experience, gender, age, industry, and geography?
2. Have you defined what board diversity means to your company in terms of commitment and needs?
3. Do you have set term limits and age limits for your current board?
4. Do you have a board diversity policy that sets out targets for women's representation on your board?
5. Do you go outside your current network when looking for new board talent?
6. Do you have an internal diversity champion?
7. Do you perform an annual board performance evaluation for board renewal?
8. Do you keep an evergreen list of diverse board candidates for board renewal?
9. Do you have a board succession planning process?
10. Do you ensure there are diverse board candidates in the board search process?

These ten questions were initially posted in my blog, *"Are You Advancing Your Board Diversity Mandate?"* in May 2016. There is clear evidence that diverse boards enhance all facets of a company's performance. As business leaders, it is our duty to all step up today and collectively be agents of change in advancing board diversity in Canada. Together, we can make a difference by promoting diversity as a strategic opportunity for board building.

Begin your next board search:
connect@womengetonboard.ca