



WOMEN GET ON BOARD | 2024

# Board Shortlist Service

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# About Women Get On Board

Founded in 2015, Women Get On Board Inc. (WGOB) is a social-purpose company committed to elevating the next generation of women corporate directors. Our mission is to connect, promote and empower women to serve on corporate boards with confidence and courage. WGOB was selected as a [2023 CWE Gala award winner](#) in the Gender Equality in the Workplace category in recognition of the company's work to elevate women in senior leadership roles and get more women on corporate boards.

## 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

With more than **950** members across Canada, we are proud to be building the next generation of women in the boardroom, one woman at a time. We believe in the power of three: one woman in the boardroom is a token, two is a presence and three is a voice.

Click [here](#) for more details about the WGOB community.

## 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:

[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.

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*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 is still surprising that there has not been more progress in corporate Canada to add more women to TSX-listed boards. It has been nine 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.

In their ninth annual comprehensive report covering diversity disclosures by TSX-listed companies and CBCA corporations subject to disclosure requirements, our Founding Corporate Partner, Osler Hoskin & Harcourt LLP analyzed year-over-year trends across various industries and spotlighting success stories, as well as areas of opportunity.

According to their analysis, diversity is improving within corporate Canada’s leadership by some measures. The proportion of women on Canadian boards and in executive officer positions continues to increase at an encouraging rate, with women now holding nearly 30% of all board seats at TSX-listed companies. Among 532 vacant or newly created board positions over the past year, a woman was chosen to fill it 45.3% of the time—a sign that Canadian companies are nearing the rate at which boards could, over time, achieve gender parity.

But the progress has not been even. While more members of visible minorities are sitting on boards and in C-suites than ever before (10.2% of board seats among CBCA corporations, compared to 8.3% last year), representation of Indigenous peoples and persons with disabilities has seen virtually no progress.

Click here to read more in the report: [Osler 2023 Diversity Disclosure Practices Report](#).

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

# APPENDIX A (cont.)

## 10 Board 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?

There is clear evidence that diverse boards enhance all facets of a company's performance. As business leaders, it is our duty to step up and collectively become 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.

### Introducing Deliberate Board Diversity

We're proud to partner with two industry leaders, [Best In Governance](#) and [irlabs](#), to champion diversity and inclusion in corporate governance through our [Deliberate Board Diversity](#) initiative. Deliberate Board Diversity goes beyond representation; it's about embracing diverse perspectives to drive innovation, enhance decision-making, and foster inclusive leadership. Our initiative and framework provide a roadmap for organizations to promote diversity at all levels of governance, ensuring that boardrooms reflect the richness of the community they serve and fostering inclusive leadership. [Click here](#) to join our Deliberate Board Diversity mailing list for updates on the initiative.

### Take Action

Looking to add diversity to your board? Contact us at [connect@womengetonboard.ca](mailto:connect@womengetonboard.ca).