

WOMEN GET ON BOARD | 2026

Board Shortlist Service



About Women Get On Board

Ten years of trailblazing: Amplifying women's voices and transforming boardrooms and beyond

Women Get On Board Inc. (WGOB) is a social purpose company launched in 2015 with a bold vision to build a national movement that connects, promotes, and empowers women to serve on corporate boards with confidence and courage.

We are proud to amplify the voices of women leaders, board members, and professionals across Canada through education, mentorship, and allyship. WGOB is guided by the "power of three" philosophy—the belief that while one woman in a boardroom is a token and two are a presence, three constitute an authentic voice for change.

Board Shortlist Service

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

EE —

We have been looking to improve the diversity of our board, not to check a box, but to enable better decision-making that comes with diversity. To do that, we needed to find a world-class director, and that is exactly what Deborah and the WGOB team delivered. First, the network they created is comprised of A+ candidates with a variety of backgrounds and experiences. Furthermore, WGOB went beyond simply making introductions. They were involved in every step of the process, from drafting the role description and requirements, to filtering initial respondents and conducting interviews, to assisting with the final decision and helping get things across the finish line.

We will absolutely be working with WGOB again.

~ Meni Morim, CEO & Director, Lifeist Wellness Inc. (CVE: LFST)

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 up to three (3) qualified women board candidates as per the Board Position Specification.

About Our Community

The Women Get On Board Inc. (WGOB) community is comprised of our members and partners. Our membership consists of women business leaders who 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.

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

Our Success To Date

We have successfully completed over **two dozen** board shortlist engagements, driving meaningful impact for boards.

“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

Member Board Appointments

- Since our inception, **more than 75% of WGOB members** have secured board positions.
- We are proud to have celebrated close to **1,000 member appointments** to date.
- Since 2015, we have connected our community with more than 2,300 board opportunities.
- Approximately 39% of the board opportunities we share are compensated roles.

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.

CC —

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

In their 2025 Diversity Disclosure report, Osler revealed that progress to enhance diversity among senior leadership at Canadian public companies continued to lose momentum in 2025.

The annual report analyzes disclosure by TSX-listed companies and corporations governed by the Canada Business Corporations Act (CBCA) that are subject to disclosure requirements. Highlights from this year's data include:

- The overall percentage of women on TSX-listed boards rose to 30.5%, but this represents only a 0.7 percentage point increase since 2024—the smallest annual increase since reporting began 11 years ago
- The proportion of new or vacant board seats filled by women fell to 31.9%, compared to 40.4% in 2024
- The number of companies that disclose whether they consider the level of representation of women in making executive officer appointments declined by 7.9 percentage points and the proportion of companies considering the representation of women in their director candidates declined by 5.5 percentage points

“At WGOB, we view the slowing progress towards gender parity as a call to action,” writes Dr. Deborah Rosati, Founder & CEO of Women Get On Board Inc., in a new blog post analyzing the results. “We commit to increasing our efforts, expanding our community of advocates and allies, aiming for more ambitious targets, and empowering the next generation of women leaders.”

Read Dr. Deborah Rosati's analysis: [Momentum Diminished: Why Canadian Corporate Board Diversity Progress Slowed in 2025](#)

Download the full report: [Diversity Disclosure Practices: Diversity and leadership at Canadian public companies report](#)

APPENDIX A (cont.)

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.

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.

Take Action

Looking to strengthen your board with exceptional talent? Our specialized Board Shortlist Service can help you identify qualified board candidates and build a stronger, more diverse board. Contact us: connect@womengetonboard.ca.