

CATALYST ACCORD 2022

57 SIGNATORIES:

BOARDS AND C-SUITES OF MAJOR
CANADIAN ORGANIZATIONS,
COLLECTIVELY OUTPERFORMING THEIR
PEERS IN WOMEN'S REPRESENTATION
IN CORPORATE CANADA

WOMEN BOARD DIRECTORS

32.8% WOMEN¹



16.4% WOMEN²



WOMEN EXECUTIVE OFFICERS

36% WOMEN³



15.8% WOMEN⁴



ACCORD SIGNATORIES...

Know that women leaders are critical to business success and drive higher levels of:

1. Innovation
2. Productivity
3. Quality decision-making

Pledge to accelerate the advancement of women in business by:

1. Increasing the average percentage of women on boards and women in executive positions in corporate Canada to 30% or greater by 2022.
2. Sharing key metrics with Catalyst for annual benchmarking of our collective progress.

Set the pace for change through their commitment and intentional leadership.

Because what gets measured gets done.

To support Catalyst Accord 2022 Signatories, Catalyst provides:

Support in identifying opportunities for progress.

Resources to amplify commitment, efforts, and successes internally and externally.

Access to CEO-sponsored, board-ready women through Catalyst Women On Board™.

To become a Signatory of the Catalyst Accord 2022, contact Tanya van Biesen at tvانبiesen@catalyst.org.

¹ 146 board seats reported to be held by women out of 445 total board seats reported at 37 out of 43 companies that were Catalyst Accord Signatories in 2018.

² Andrew MacDougall and John Valley, *2018 Diversity Disclosure Practices: Women in leadership roles at TSX-listed companies* (2018): p. 21.

³ Average percentage of executive officer positions held by women reported by 35 out of 43 companies that were Catalyst Accord Signatories in 2018.

⁴ Andrew MacDougall and John Valley, *2018 Diversity Disclosure Practices: Women in leadership roles at TSX-listed companies* (2018): p.31.