WOMEN IN GOVERNANCE

PARITY CERTIFIED

2022 PARITY CERTIFICATION

PARITY CERTIFICATION

Why?

- To **close a gap**, you need to know its magnitude and root causes
- To evaluate the level of **commitment** of the organization towards **diversity** and **inclusion**
- To analyze **policies, practices** and **results** at **all levels o**f the organization
- To set **goals** and **target dates**
- To benchmark against **best practices** and build a **like-minded community**

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WOMEN IN GOVERNANCE
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PARITY CERTIFICATION
Areas of Focus

GOVERNANCE & VISION

The organization must demonstrate that its **policies and practices**, **strategic direction**, key **decision-making**, and the **organization's culture** are inclusive of a progressively **equitable representation** of women to men, while accounting for the multiple impacts of diversity in women's career advancement **(intersectionality)**. Further, the organization must demonstrate its commitment to **achieving and sustaining parity** by setting clear objectives and building a pipeline of female talent.

COLLECTIVE ENABLERS

The organization must demonstrate that the **policies, practices**, **programs**, and **actions** are geared to facilitating the progress towards equitable representation of diverse women at **all levels** of the company, until parity (reflecting all elements of diversity) is achieved and sustained.

EQUITY

An organization must demonstrate that the **outcome** of its strategy and actions result in progression towards equity or parity (reflecting all elements of diversity) in the distribution of women to men in terms of **promotion**, **recruitment** and **compensation**, at all hierarchical levels.

PARITY CERTIFICATION
Process

PARITY CERTIFICATION **Levels**

BRONZE

The organization has communicated a clear commitment to diverse representation within gender parity and has set long term targets. Policies and procedures are in place to support women's professional development and advancement. However, these initiatives are recent and have a limited impact on parity targets.

SILVER

The organization has communicated a clear commitment to diverse representation within gender parity and has set medium term targets. Policies and practices are in place with an emphasis on select employee groups and measures are in place to monitor their impact enabling the growth of the female talent pipeline and a significant increase in female employees at all levels.

GOLD

The organization continuously communicates its commitment to diverse representation within gender parity and has set short term targets. Management is held accountable for these targets and results are communicated. Policies and procedures are consistently applied and monitored to measure their effectiveness on hiring and advancement processes.

PLATINUM

The organization has demonstrated, internally and externally, that diverse representation within gender parity is part of its strategy and culture at all levels of hierarchy. Policies, practices and procedures are monitored and reviewed to ensure long term sustainability. Management leads initiatives to create a strong pipeline of female talent and is held financially accountable for results.

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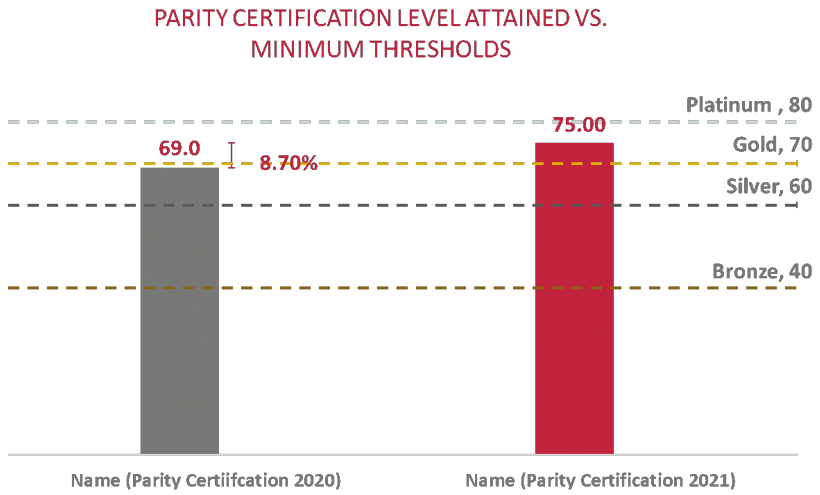
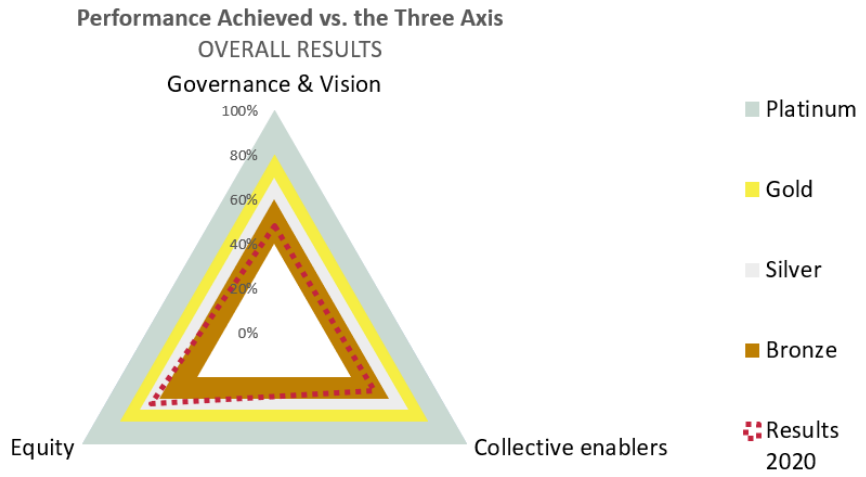
Reporting

Obtain personalized reports that provide cohort benchmarking and best practices, allowing you to compare your status to last year's results, and evaluate your position relative to the other levels of the Certification.





PARITY CERTIFICATION
Forums

HR and D&I leaders from certified organizations are invited to exclusive Parity Forums.

Women in Governance presents global overviews of the cohort results, joined by our consulting partners Accenture, Mercer, and WTW.

These are unique opportunities to further progress towards our common goal and to share best practices with like-minded organizations, in order to achieve a higher level of Certification year after year.

2021 PARITY CERTIFICATION | CERTIFICATION PARITÉ 2021

PLATINUM CERTIFIED ORGANIZATIONS | ORGANISATIONS CERTIFIÉES PLATINE

accenture
Bell
CBC Radio-Canada
intact
JLL
Mercer
NATIONAL BANK
sodexo
Sun Life
Montréal

BRONZE, SILVER or GOLD ORGANIZATIONS | ORGANISATIONS BRONZE, ARGENT ou OR

ABB
ACCOR
AIR CANADA
Alithya
AUTORITÉ DES MARCHÉS FINANCIERS
bdc
UNIVERSITÉ BISHOP'S UNIVERSITY
BNP PARIBAS
BOMBARDIER
Bristol Myers Squibb
CAE
CANADIAN APARTMENT PROPERTIES • REIT
Canadian Coast Guard
CCC Canadian Commercial Corporation / Corporation Commerciale Canadienne
Cascades
CDPQ
CNESST
Concordia
CPP Investments
DANONE
Desjardins
EDC Export Development Canada / Exportation et développement Canada
ÉTS Le génie pour l'industrie
Fairstone
FedEx Express
GILDAN
Ivanhoé Cambridge
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LOTO QUÉBEC
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Pfizer
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PSP
randstad
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RioTinto
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SANDOZ Une division Novartis
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Join the movement

Visit **us.paritycertification.org**

complete our short **pre-qualification questionnaire**

and **start your journey towards parity!**

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THANK YOU

to all our Parity Certification partners

accenture

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Mercer

girl scouts fair play, equal pay™

NORTON ROSE FULBRIGHT

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301-2170, Rene-Levesque W.
Montreal, Quebec, H3H 2T8
514-667-0334
244, 5th Avenue,
New York, NY, 10001-7604
1-844-4-PARITY
http://
us.paritycertification.org/
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