

# The Impact of **Exclusion** at the Top



**Liza Amlani**  
Principal  
Retail Strategy Group



**Rachel Mielke**  
CEO  
Hillberg & Berk



**Karen White-Boswell**  
Director  
Sobeys



**Lesley Hawkins**  
VP Retail  
Adidas Canada



Statistics  
Canada

Statistique  
Canada

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In 2020, women occupied just over one-fifth (20.5%) seats on boards of directors.  
Majority of boards of directors (59.7%) did not have any women directors.

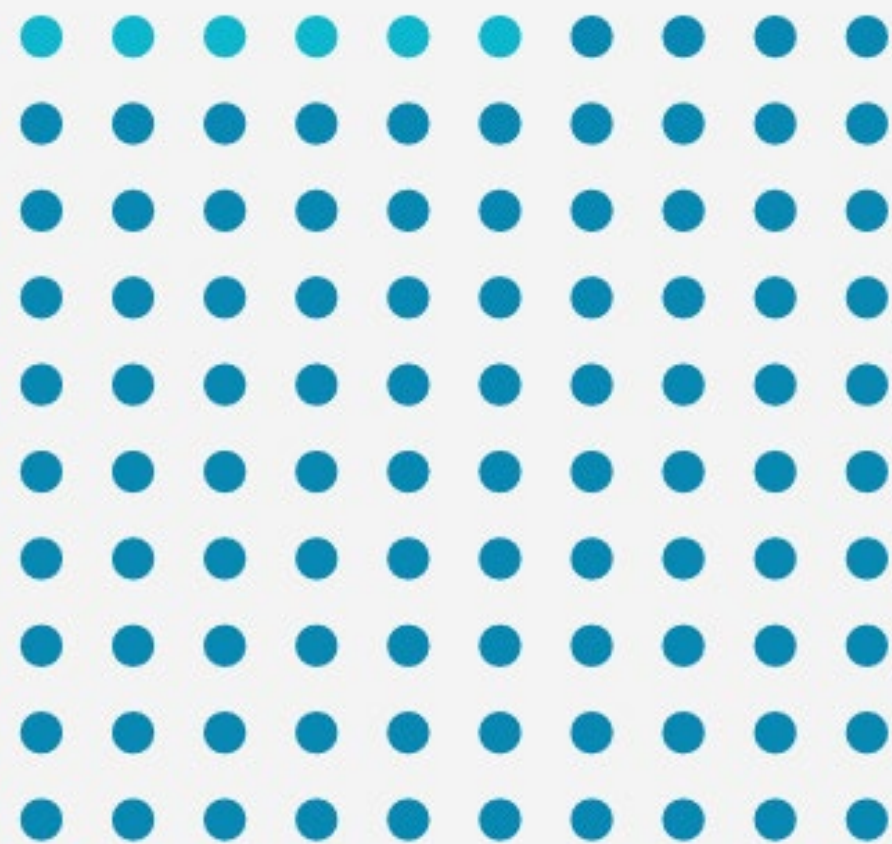
Women held less than one-quarter (23.7%) of top officer positions  
and were most likely to be EVPs at (27.8%).

They were least likely to contribute in the role of chairperson (1.3%).

## 2023 Gender Equality Global Report & Ranking

6%

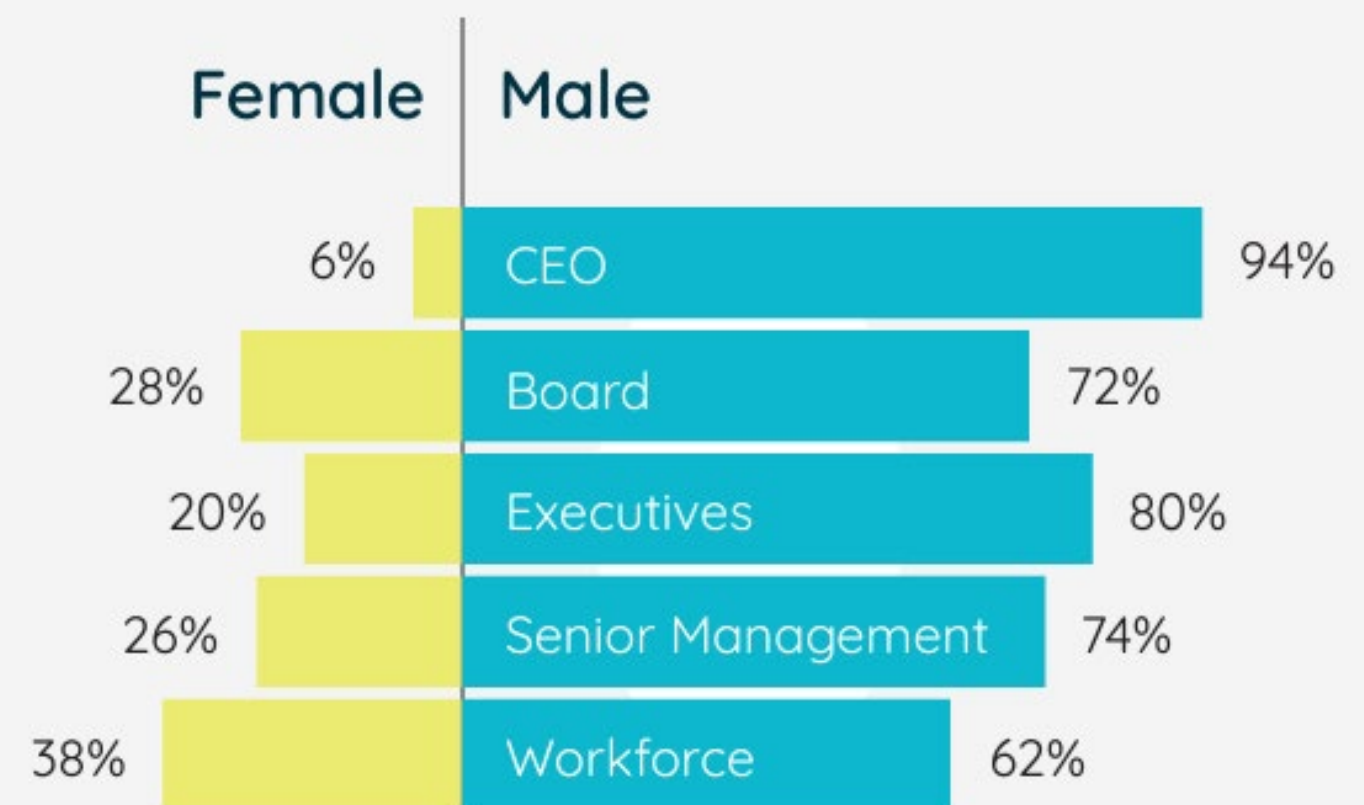
of companies globally  
have a female CEO



94%

of companies  
globally have  
a male CEO

Figure 3 / Representation at All  
Company Levels Globally



Globally, just **6%** of CEOs are female, and only **15%** of companies have a female CFO.

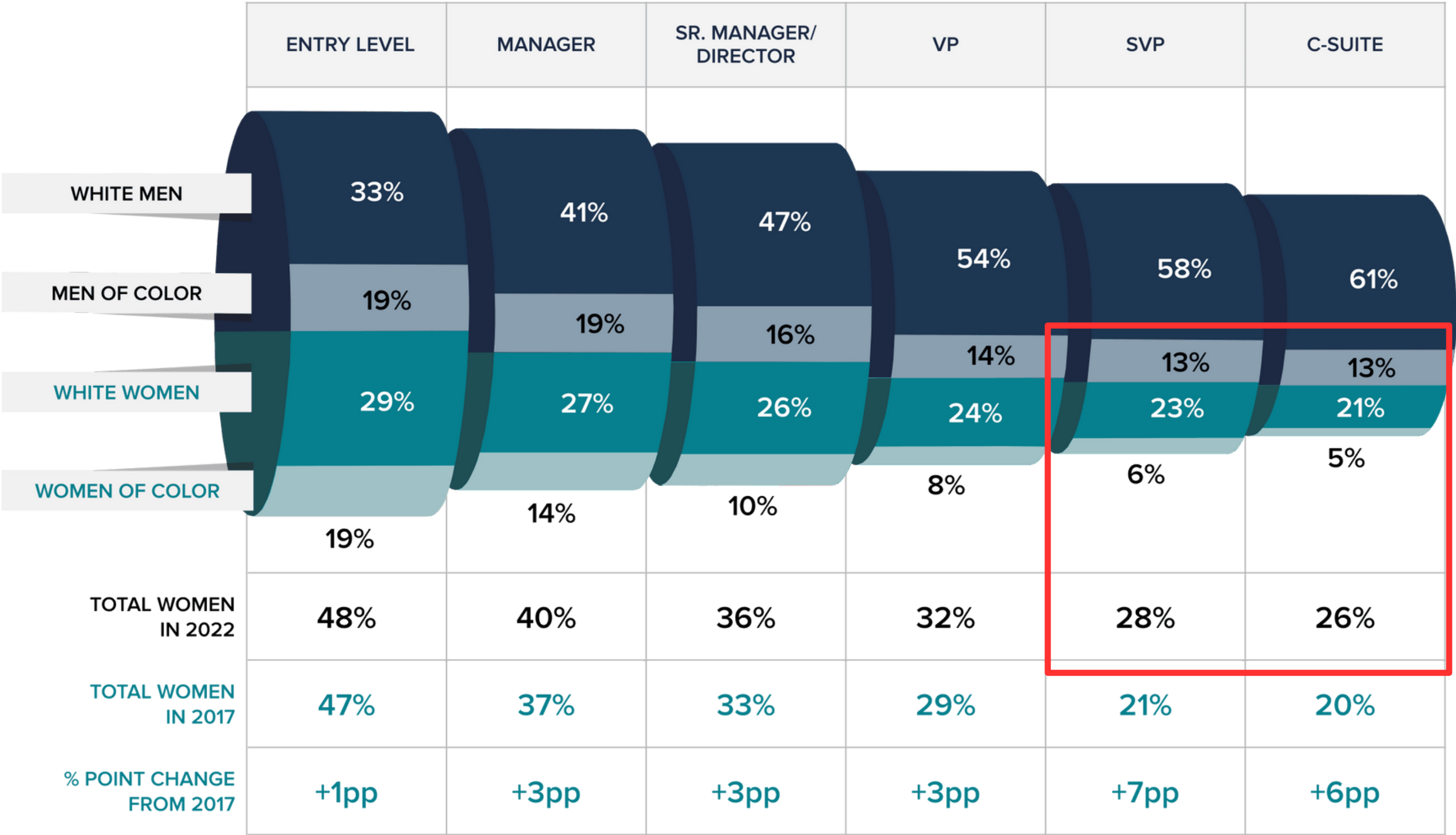
At the board of directors level, **8%** of companies have a female Chair of the Board.

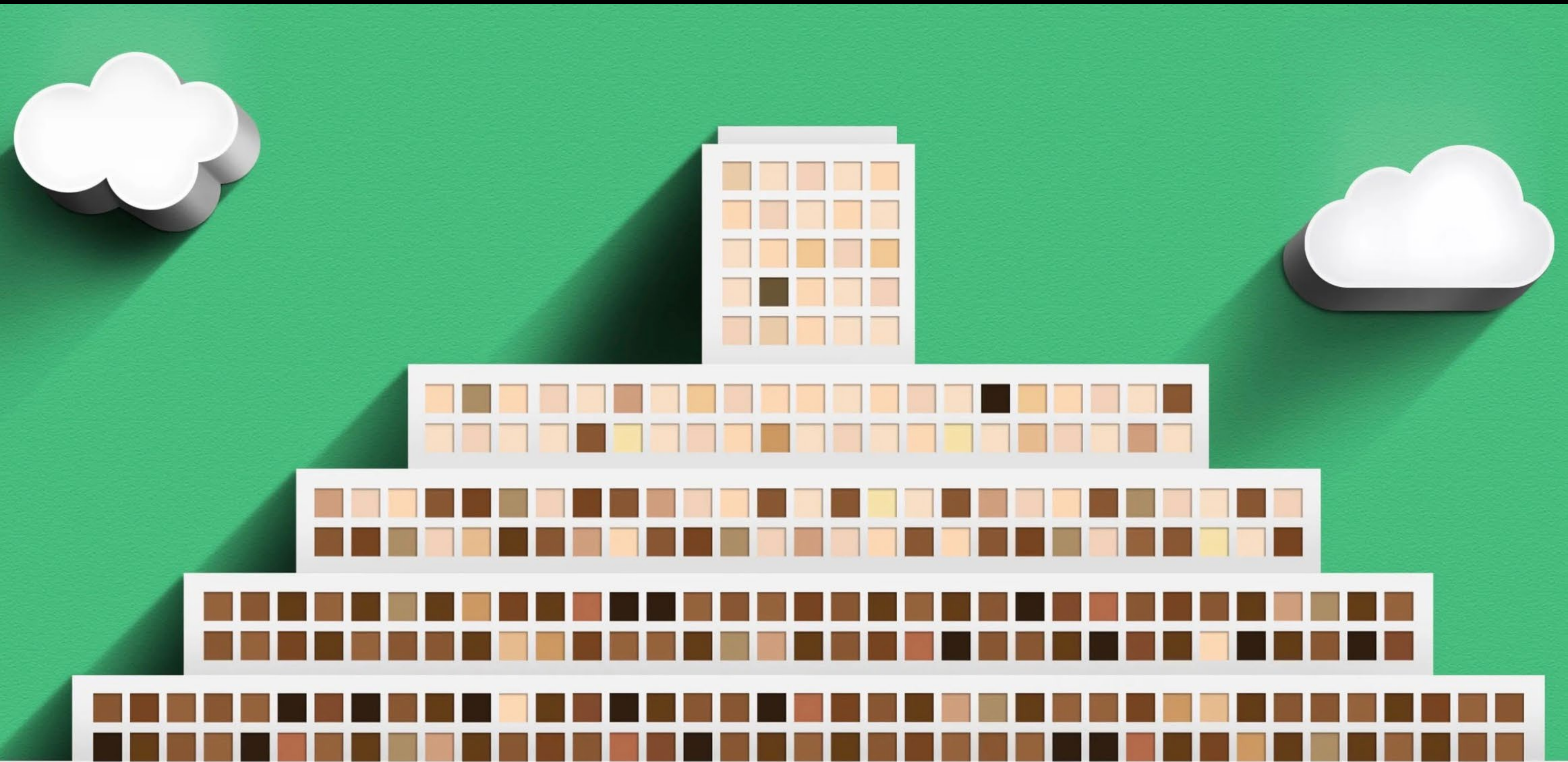


REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE<sup>7</sup>

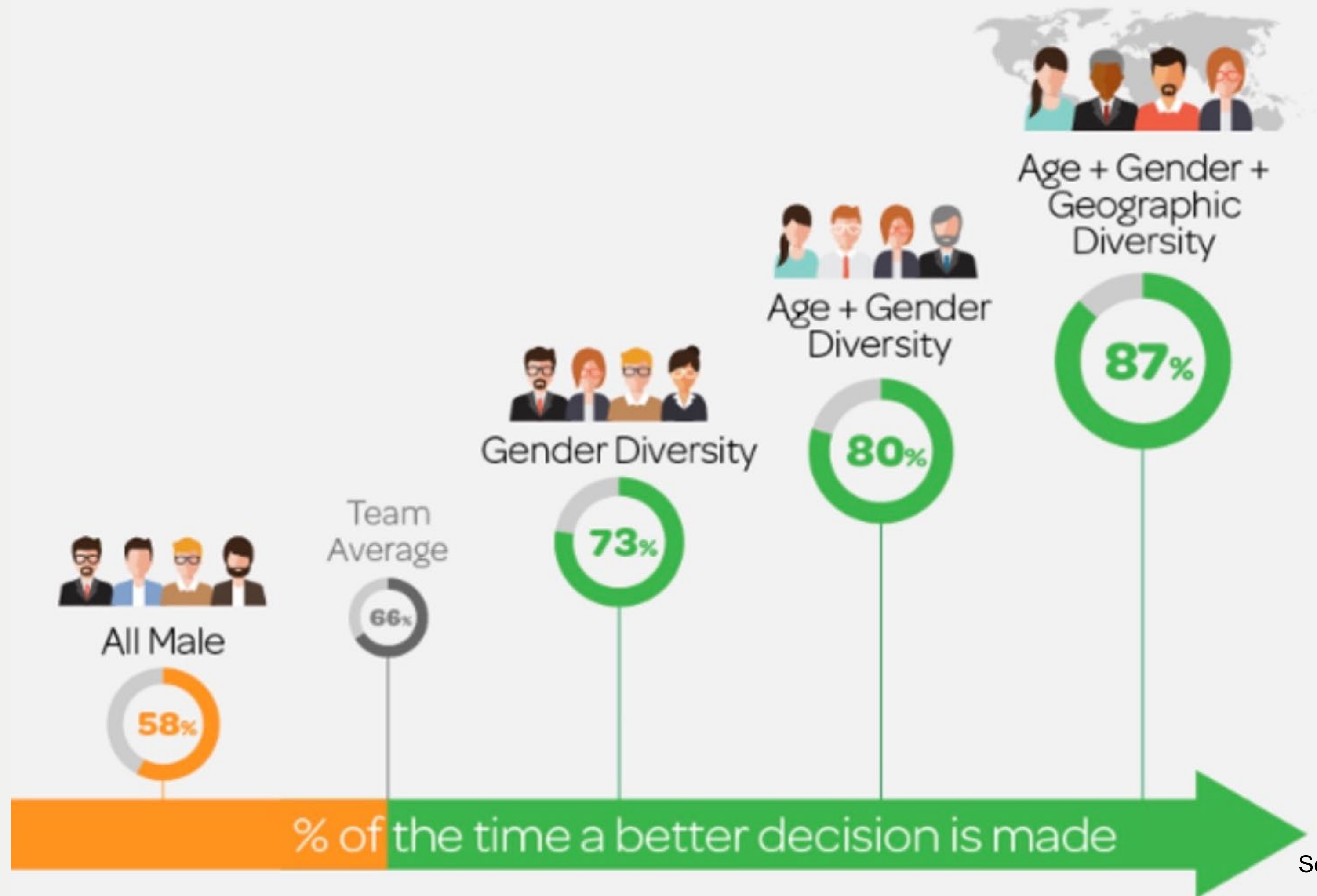
MEN WOMEN

% of employees by level at the start of 2022









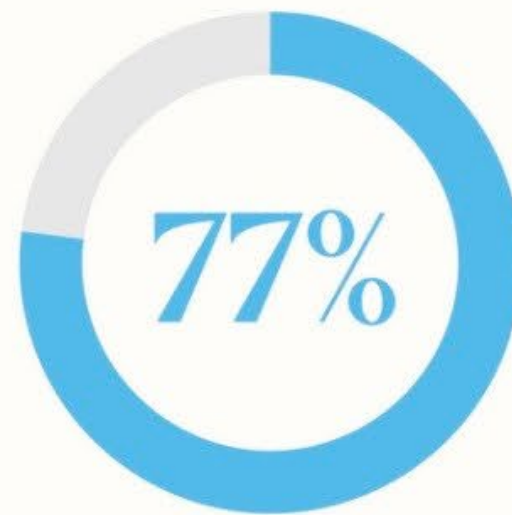
# By the year 2045...

there will be no racial majority (*Statista*)



Of employees in the most recent survey say they want to work for a company that values **diversity, equity, and inclusion.**

*Source: CNBC*



Of consumers are motivated to purchase from companies committed to making the world a better place.

*Source: CNBC*



Of companies with diversity on senior leadership have experienced a return on capital investment.

*Source: Fast Company*



Of compabies skilled at inclusive leadership are more likely to capture a new market.

*Source: Fast Company*

*Source: McKinsey*

# Key Takeaways

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- Promotes **creativity and innovation** by bringing together a range of perspectives and experiences.
- Improves **decision-making** by ensuring that a broad range of viewpoints are considered and evaluated.
- Helps organizations better understand and serve a diverse customer base, which is **better for business**.
- Helps organizations attract a **wider pool of talent** by signalling a commitment to diversity and inclusion.
- It is important to measure progress and hold leaders accountable for creating and maintaining a diverse and inclusive workplace culture.



## References:

- *[https://www150.statcan.gc.ca/n1/en/subjects/ society\\_and\\_community / sex\\_gender\\_and\\_sexual\\_orientation?p =0-Data#data](https://www150.statcan.gc.ca/n1/en/subjects/society_and_community/sex_gender_and_sexual_orientation?p=0-Data#data)*
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- *[https:// www.securities -administrators.ca/news/canadian -securities-regulators -announce-results-of-eighth-annual-review-of-representation-of-women-on-boards-and-in-executive -officer -positions-in-canada/](https://www.securities-administrators.ca/news/canadian-securities-regulators-announce-results-of-eighth-annual-review-of-representation-of-women-on-boards-and-in-executive-officer-positions-in-canada/)*
- *[https:// equileap .com/ equileap -reports/](https://equileap.com/equileap-reports/)*