



2023
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** of the organization



To set **goals** and **target dates**



To benchmark against **best practices** and build a **like-minded community**

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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.

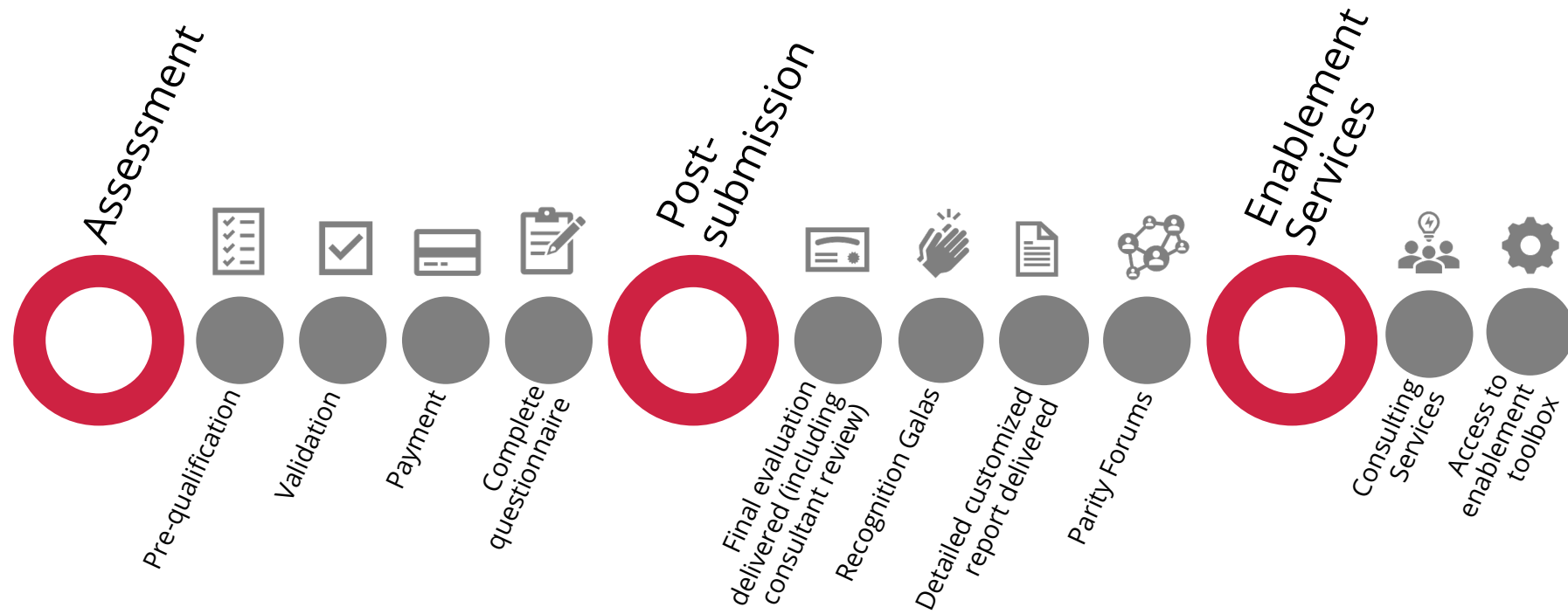
EQUITY

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.

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PARITY CERTIFICATION Process



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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.



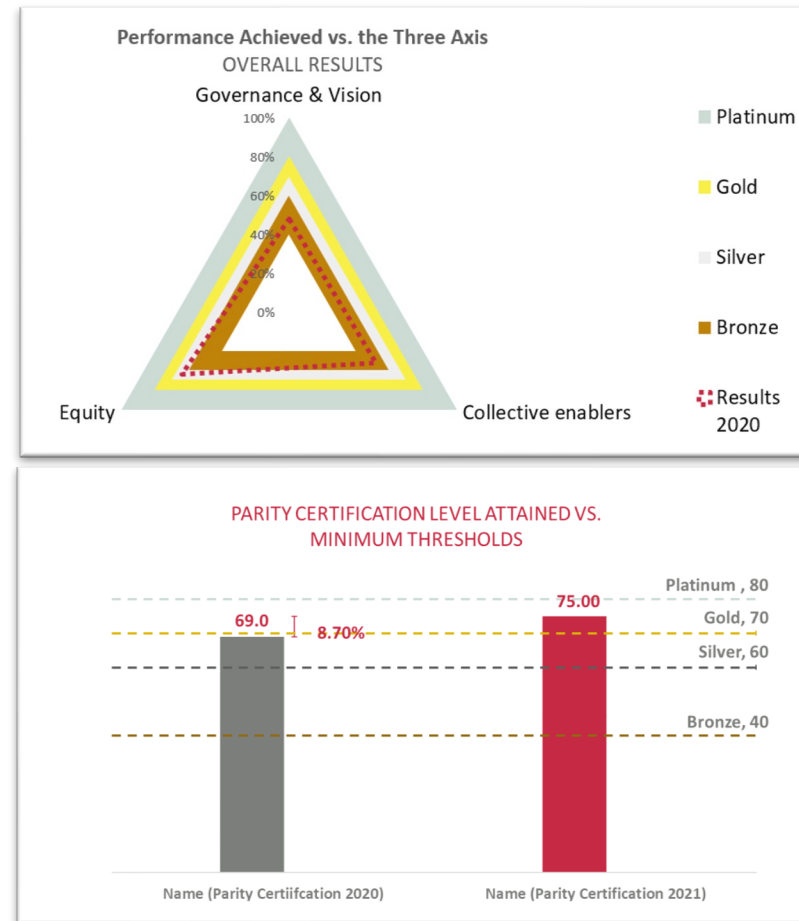
PLATINUM

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.

PARITY CERTIFICATION

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.



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PARITY 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 Willis Towers Watson.

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.



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PARITY CERTIFICATION

PLATINUM ORGANIZATIONS

accenture

CBC Radio-Canada

Desjardins

[intact]

Mercer

Montréal

NATIONAL BANK

sanofi

sodexo

Sun Life

BRONZE, SILVER and GOLD ORGANIZATIONS

ABB

ADM Aéroports de Montréal

AIR CANADA

Alithya

AUTORITÉ DES MARCHÉS FINANCIERS

bdc

BNP PARIBAS

BOMBARDIER

Bristol Myers Squibb

CAE

Canadian Coast Guard Garde côtière canadienne

CCC Canadian Commercial Corporation Corporation Commerciale Canadienne

Cascades

CDPQ

CIMX+

CNESST

COLLEGES & INSTITUTES CANADA COLLÈGES & INSTITUTS CANADA

Cominar

COOPER EQUIPMENT RENTALS 50 YEARS

Couche-Tard CIRCLE K

CPP Investments

DANONE

ÉTS ÉCOLE DE TECHNOLOGIE SUPÉRIEURE Université du Québec

EDC Export Development Canada Exportation et développement Canada

Fairstone

FedEx Express

FIERACAPITAL

GILDAN

IA Groupe financier Financial Group

INNERGEX Renewable Energy. Sustainable Development.

Ivanhoé Cambridge

Concordia UNIVERSITY JOHN & MOLSON SCHOOL OF BUSINESS

Kruger Products Produits

lavery

LOTO QUÉBEC

Marsh

McKesson Canada

medicago

MUSKOKA Brewery

MFIB

omnitrans

ORGANON

Palais des congrès de Montréal

Pfizer

POLYTECHNIQUE MONTRÉAL

GO BEYOND

PSP

randstad

RioTinto

ROLLS ROYCE

SANDOZ A Novartis Division

Schneider Electric

stm

Sollio Cooperative Group

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complete our short **pre-qualification questionnaire**

and **start your journey towards parity!**



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THANK YOU

to all our Parity Certification partners



Human Resources
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2 Place Alexis Nihon, Suite 902,
3500 Blvd. De Maisonneuve West
Westmount, Quebec, H3Z 3C1
514-667-0334

244, 5th Avenue,
New York, NY, 10001-7604
1-844-4-PARITY

http://



paritycertification.org/

