

## Diversity Disclosure Practices in corporate Canada: New requirements, but has progress been made in 2020?

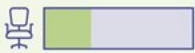
OCTOBER 20, 2020 2 MIN READ

Osler's sixth annual comprehensive report on diversity disclosure practices now covers disclosure by TSX-listed companies and *Canada Business Corporations Act* (CBCA) corporations subject to diversity disclosure requirements. New disclosure requirements under the CBCA were added this year regarding visible minorities, Aboriginal peoples and persons with disabilities. Our 2020 Diversity Disclosure Practices – Diversity and leadership at Canadian public companies report reveals some progress overall in terms of women on boards – but there is plenty of work to be done in many other areas. According to the report, while there has been a slight increase in the percentage of women on boards at TSX-listed companies, the rate at which women are being appointed to fill newly created or vacated board seats declined slightly.

Diversity Disclosure Practices 2020 provides an updated snapshot on the representation of women, visible minorities, Aboriginal peoples and persons with disabilities in leadership roles in corporate Canada. The report also includes a summary of the final results for the full 2019 calendar year and our results for the period January 1, 2020 to July 31, 2020, including year-over-year comparisons.

Check out our infographic below for key highlights:

Women now hold **21.5%** of all board seats among all TSX-listed companies disclosing the number of women directors on their boards



At S&P/TSX 60 companies, women hold **31.5%** of all board seats



At S&P/TSX Composite Index companies, women hold **28.3%** of all board seats



At **26 companies** (4.4% of TSX-listed companies) the **CEO is a woman**

Targets for women directors have been adopted by **58.5%** of S&P/TSX **60** companies, but by **only 28.8%** of **TSX-listed** companies



**64.7%** of TSX-listed companies have written board diversity policies

Number of CBCA public company board positions held by persons with disabilities is **6**



**47.6%** of TSX-listed companies have more than 1 women director

**5%** of the time, the chair of a TSX-listed company is a woman



Few CBCA public companies have director targets beyond targets for women

Aboriginal peoples **1**  
Members of visible minorities **1**  
Persons with disabilities **0**  
Designated groups (including women) collectively **2**



Number of CBCA public company board positions held by aboriginal peoples is **7**



The percentage of CBCA public company board seats held by visible minorities is **5.5%**



## Learn more

Interested in learning more about the research findings and diversity in corporate Canada? Read the full report, [Diversity Disclosure Practices: Diversity and leadership at Canadian public companies](#), or contact [Andrew MacDougall](#) or [John Valley](#) in Osler's Corporate Governance Group.