

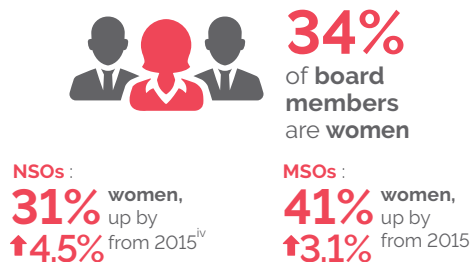
WOMEN IN SPORT LEADERSHIP: BOARD SNAPSHOT 2017-2018



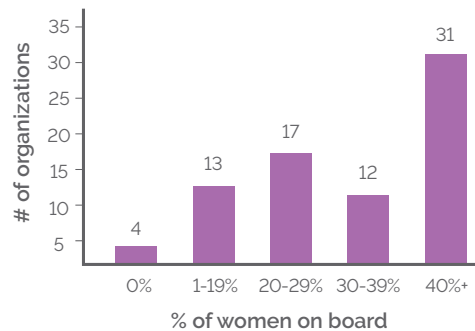
Canadian Association for the Advancement of Women and Sport and Physical Activity

Despite the research showing that diversity and inclusion on boards of directors is a hallmark of effective organizations, women continue to be underrepresented on sport boards. This reportⁱ shines a spotlight on the state of senior leadership in Canada's National Sport Organizations (NSOs) and Multisport Service Organizations (MSOs). Our goal? To review and reflect on the Canadian sport system's progress on getting women into key leadership roles, to create conversation and to spark action.

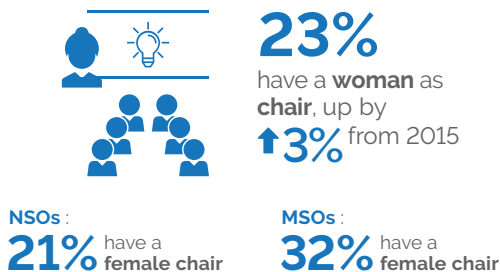
BOARD MEMBERSHIP



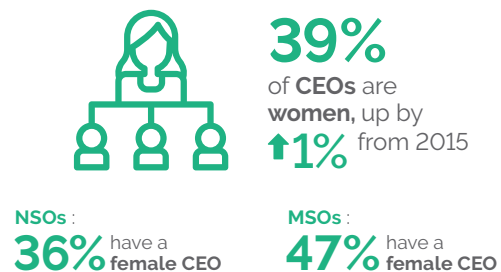
CURRENT LANDSCAPE



BOARD LEADERSHIP



ORGANIZATION LEADERSHIP



TAKEAWAYS:

The increases over the past two years are encouraging, but the rate of change is slow. Achieving parity will require all sport organizations--especially NSOs--to make this a priority.

45% of boards do not meet the critical threshold of **30%** women.

This is the minimum required in order for organizations to realize the benefits of having diverse perspectives around the boardroom table.ⁱⁱⁱ

NSOs have the greatest room for improvement; **30** NSOs have less than **30%** women on their boards, including **4** that have **no women at all**.

Positively, almost **40%** of organizations have **40%** or more women on their board, with MSOs leading the way.

TAKE ACTION NOW!

Make a commitment to equity in sport leadership. Contact **CAAWS** for support in getting started.

ⁱ Diversity Matters. New York: Catalyst, October 1, 2014.

ⁱⁱ Based on website reviews in January 2018 of National Sport Organizations (NSO) and Multisport Organizations (MSO).

ⁱⁱⁱ Women on Corporate Boards Globally. New York: Catalyst, March 16 2017.

^{iv} CAAWS and Dairy Farmers of Canada, Women in Sport: Fuelling a Lifetime of Participation, 2016.