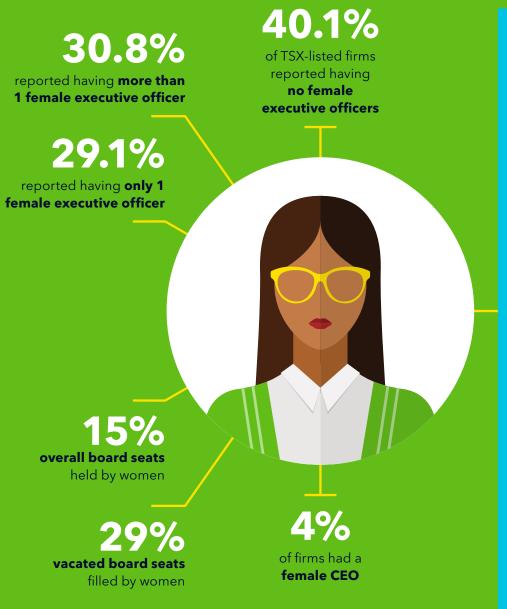
## **Women and Leadership**

Despite 'comply or explain' legislation, there has been slow progress for women's representation on boards, and even slower progress for women in executive leadership positions.

## gender economy





## How to fix the problem of representation:

- Democratize hiring and recruitment by implementing diverse team-based hiring.
- Rewrite job descriptions to reduce biased language and eliminate associations with gender stereotypes.
- Implement quotas or hard targets to ensure that boardroom dynamics change substantially.
- Promote sponsorship and mentorship to increase female leadership.
- Diversity training can help when implemented with buyin from management and alongside other efforts to reduce gender inequality.
- Solutions aimed at addressing leaky pipelines must involve training for educators of every age group, from preschool to university to onsite job learning.

To learn more and read the whole research brief: https://www.gendereconomy.org/women-and-leadership/

This research was funded by the Government of Canada's Labour Program. The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

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