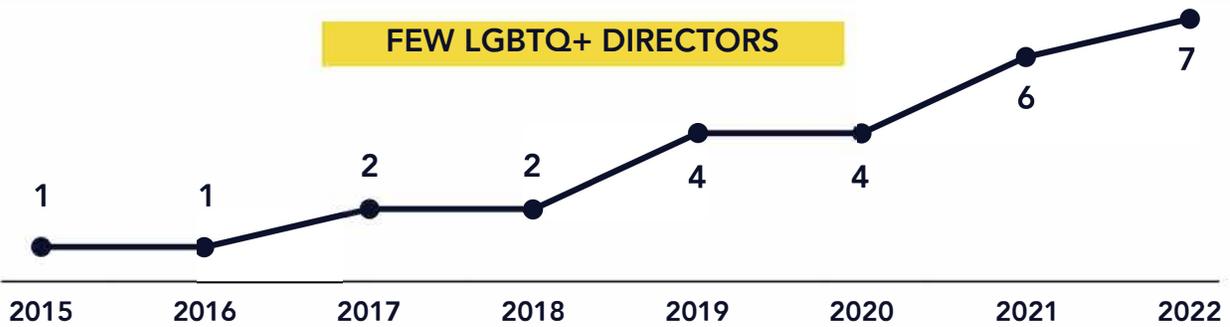


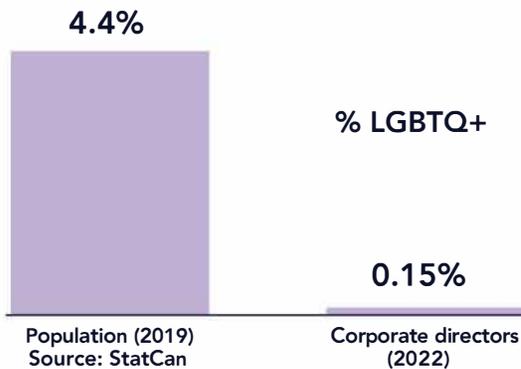
CANADA'S LAVENDER CEILING

LGBTQ+ Corporate Directors on TSX-listed Companies

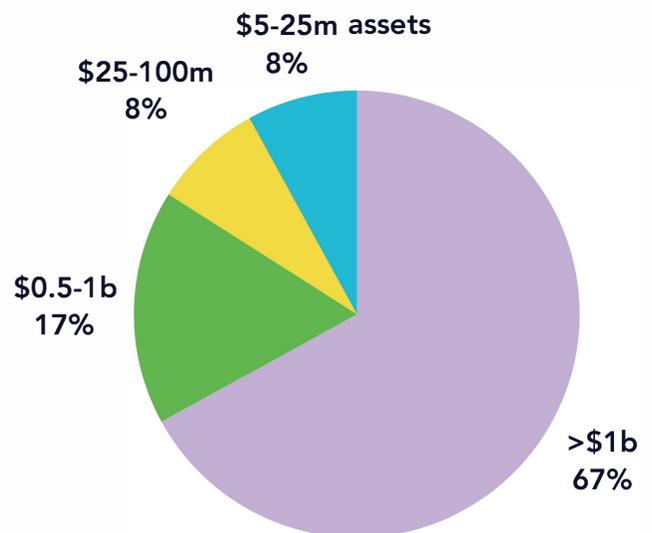
FEW LGBTQ+ DIRECTORS



UNDERREPRESENTED COMPARED TO THE POPULATION IN CANADA

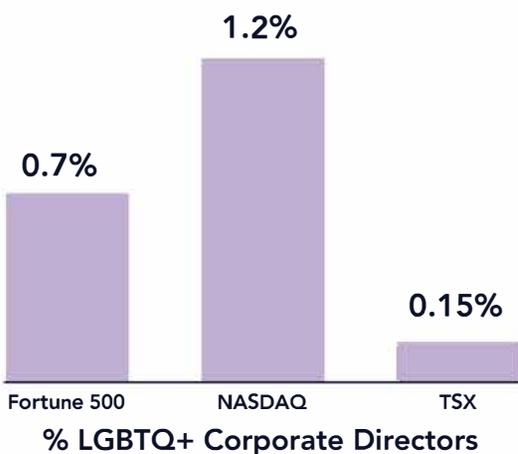


MAINLY IN LARGE COMPANIES



Sectors represented: mining, manufacturing, utilities, finance & insurance, information & cultural

CANADA UNDERPERFORMING COMPARED TO THE US (2022)



OUR RESEARCH

- Conducted by Institute for Gender and the Economy (GATE) at the University of Toronto
- All TSX-listed companies (n=1,110) subject to Ontario Securities Commission disclosure regulations for women on boards 2015-2022
- Collected names of all directors 2015-2022 (n=9,396) and searched bios, LinkedIn, QueerBio, public sources for mention of LGBTQ+ identity
- Because we only had access to public data, this is likely an under count of LGBTQ+ directors, where some may have not been comfortable disclosing their identity publicly