

# **WOMEN'S REPRESENTATION ON THE HRM'S ABC & THE 50-30 CHALLENGE**



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**Halifax Women's Advisory Committee**

# Diversity Leads

Diverse Representation in Leadership:  
A Review of Eight Canadian Cities

📍 CANADA | 2020

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# DIVERSE REPRESENTATION IN LEADERSHIP: A REVIEW OF EIGHT CANADIAN CITIES

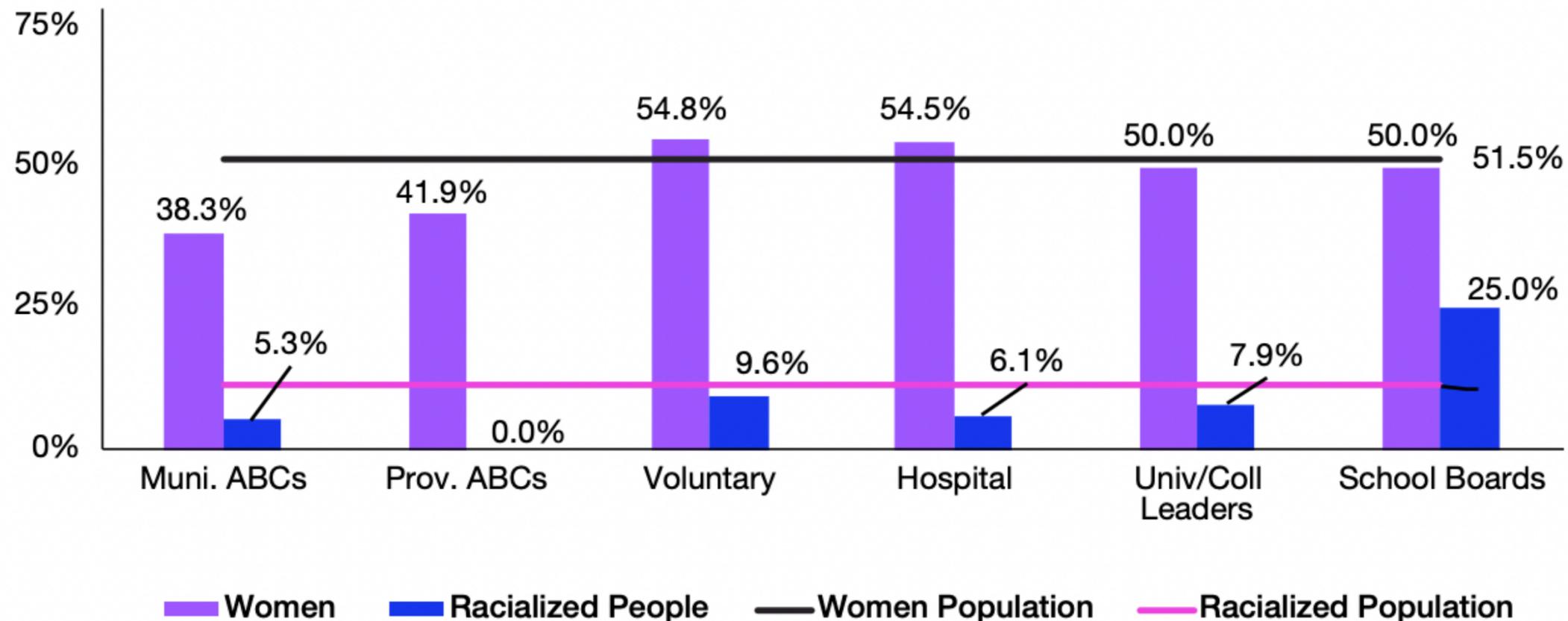
Source: [https://www.ryerson.ca/diversity/reports/DiversityLeads\\_2020\\_Canada.pdf](https://www.ryerson.ca/diversity/reports/DiversityLeads_2020_Canada.pdf)



## Halifax

Women represent 51.5% of the population in Halifax and occupy 46.6% of board positions across all sectors. While 11.4% of residents in Halifax are racialized people, only 6.7% of board positions across all sectors are held by racialized people.

### Representation on Boards of Directors in Halifax



## Representation on Boards of Directors in Halifax



Sector	Women %	Number of Women	Racialized People %	Number of Racialized People	Total Board Members
Municipal ABCs	38.3%	87	5.3%	12	227
Provincial ABCs	41.9%	36	0.0%	0	86
Corporate Sector	-	-	-	-	-
Voluntary Sector	54.8%	91	9.6%	16	166
Hospital Sector	54.5%	18	6.1%	2	33
University and College Leaders	50.0%	95	7.9%	15	190
School Board Directors	50.0%	6	25.0%	3	12
Overall	46.6%	333	6.7%	48	714

### Key Findings:

- The lowest level of representation of women is found in municipal ABCs (38.3%).
- Intersectionality: In Halifax, non-racialized women outnumber racialized women 13:1 in board positions across all sectors.

# The 50 – 30 Challenge

## Your Diversity Advantage



# ABOUT THE 50 – 30 CHALLENGE

Advance gender equity and diversity in leadership across Canada

## **GENDER PARITY ("50%")**

"50%" women and/or non-binary people on Canadian Board(s) and senior management

## **SIGNIFICANT REPRESENTATION ("30%") OF OTHER UNDER-REPRESENTED GROUPS**

Racialized persons, Indigenous peoples, persons with disabilities and members of the LGBTQ2 community on Canadian Board(s) and senior management

Number of participating organizations

**1,503**

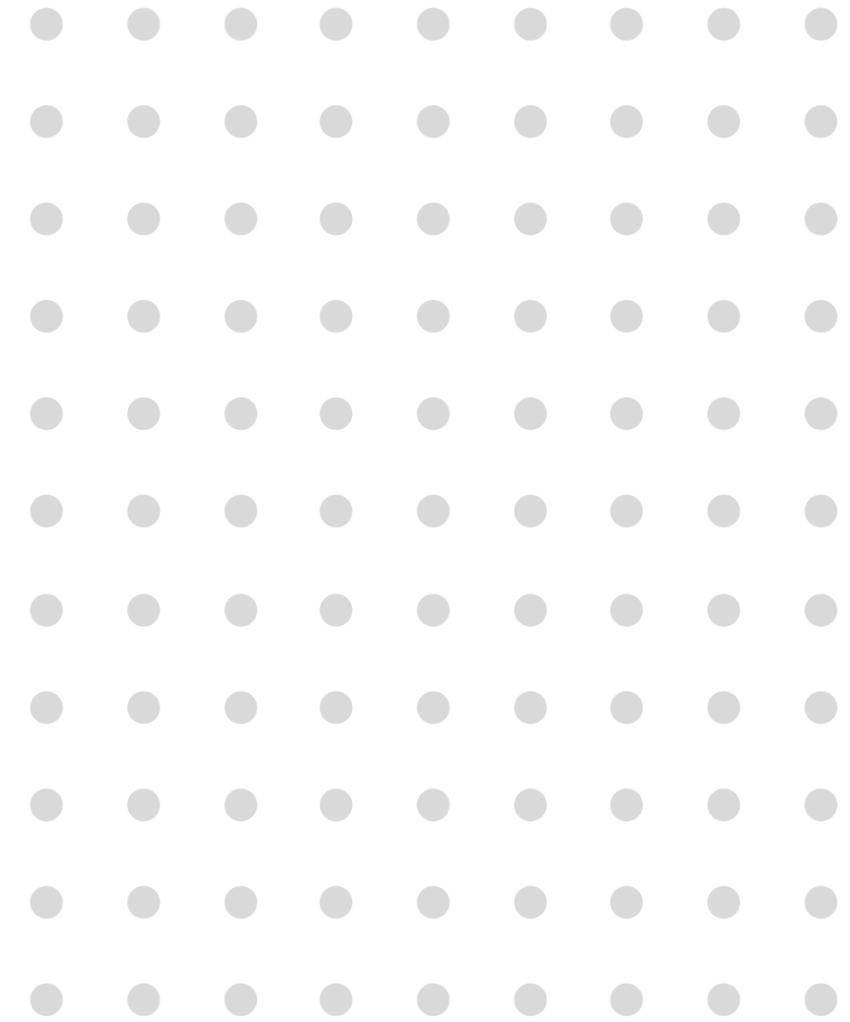
Last update: March 31, 2022

### **Participating organizations (Nova Scotia):**

- Chartered Professionals in Human Resources of Nova Scotia
- Community Sector Council of Nova Scotia
- Craft Nova Scotia
- Easter Seals Nova Scotia
- Immigrant Services Association of Nova Scotia (ISANS)
- Afghan Society Of Halifax
- Halifax Chamber of Commerce
- Halifax Learning Centre
- Halifax Partnership
- YWCA Halifax
- Dalhousie University
- Dartmouth Heritage Museum Society
- Saint Mary's University



# NEXT STEPS



**1.RELEASE THE NUMBER  
WOMEN'S REPRESENTATION ON  
THE HRM'S ABC FOR 2021**

**2.JOIN THE 50-30 CHALLENGE**