PARITY CERTIFICATION
Parity Certification Why?

- To close a gap, you need to know how big it is and what is causing it.
- To evaluate the level of commitment of the organization towards Parity.
- To analyze goals, practices and results at all levels of the organization.
- To set objectives and target dates.
- To compare against best practices in various sectors.
**Governance & Vision**
An organization must demonstrate that, through their policies and practices, their strategic direction and key decision-making, as well as the organization's culture is inclusive of a progressively equitable representation of women to men.

**Collective Enablers**
An organization must demonstrate that its practices, programs and actions are geared to facilitating the progress towards equitable representation of women at all levels, until parity is achieved and sustained.

**Equity**
An organization must demonstrate that the outcome of its strategy and actions in the area of gender equality results in progression towards equity or parity in the distribution of women to men in the hierarchy of the organization, promotion and hiring and that women at the same level are on average earning a salary equitable to men.
Parity Certification Process

1. Assessment
   - Pre-qualification
   - Validation
   - Payment
   - Complete questionnaire

2. Post-submission
   - Final evaluation delivered
   - Recognition Gala
   - Debates/custimized report
   - HR Forums

3. Enablement Services
   - Consulting Services
   - Access to enablement toolbox

4. Enablement Process
   -...
The organization has communicated a clear commitment to gender diversity and has set long term targets. Policies and procedures are in place to support women’s professional development and advancement. However, these initiatives are recent and have a limited impact on parity targets.

The organization has communicated a clear commitment to gender diversity and has set medium term targets. Policies and practices are in place with an emphasis on select employee groups and measures are in place to monitor their impact enabling the growth of the female talent pipeline and a significant increase in female employees at all levels.

The organization continuously communicates its commitment to gender diversity and has set short term targets. Management is held accountable for these targets and results are communicated. Policies and procedures are consistently applied and monitored to measure their effectiveness on hiring and advancement processes.

The organization has demonstrated, internally and externally, that gender parity is part of its strategy and culture at all levels of hierarchy. Policies, practices and procedures are monitored and reviewed to ensure long term sustainability. Management leads initiatives to create a strong pipeline of female talent and is held financially accountable for results.
Obtain a personalized report that provides cohort benchmarking, best practices, and allows you to compare your status to that of other participating organizations and your position relative to the other levels of certification.

As volume increases, we will be able to provide industry benchmarking as well.
Parity Certification HR Forum

Women in Governance presents a global review of the certification results, joined by our consulting partners.

We invite HR leaders from certified organizations to an exclusive HR Forum, which represents a unique opportunity to further progress towards our common goal and share best practices in order to achieve a higher level of certification in the years to come.
FIRST STEPS

Visit www.paritycertification.com

Complete our short pre-qualification questionnaire

Start your journey towards parity!
THANK YOU
to our Parity Certification Partners

McKinsey & Company

Human Resources Professionals Association

Willis Towers Watson

CPHR
British Columbia & Yukon