



The Parity Certification™

Since its founding in 2010, Women in Governance has been working to transform workplaces and make parity a tangible reality. The organization pursues an ambitious mission: to build a future where gender equality becomes the norm rather than a goal to be achieved.

Proudly founded in Canada in 2017 with the support of McKinsey & Co., the Parity Certification™ is the only North American certification dedicated to gender parity with the ambition to address organizational challenges at an international level while remaining grounded in local realities.

It supports organizations seeking to increase the representation of women, particularly in historically male dominated sectors and leadership roles. Today, more than one million employees work in certified organizations, a clear testament to the tangible impact of this initiative.

Why Enroll?

Showcase your commitment to gender parity. Earn Women in Governance's Parity Certification™

Accelerate your transformation with a strategic tool

- Personalized support
- Analysis of your policies, practices, and outcomes
- Gap measurement to guide your actions
- Clear objectives, concrete timelines

Boost your performance with tangible results

- More innovation, stronger financial performance
- Inclusive, cohesive, and equitable work environment
- More diverse teams, better market responsiveness
- Varied perspectives, improved customer satisfaction

Attract and retain top talent

- Higher team engagement
- Stronger employer brand
- Enhanced social responsibility
- Less turnover

Join a community of excellence

- Access to leading practices
- Be part of a network of committed organizations
- Increased visibility with your key stakeholders
- Gender parity Champion

Join the movement!

Become one of nearly 150 influential organizations in Canada and the United States that have chosen to make a concrete commitment to equity and to leverage parity as a true driver of performance and innovation through the Parity Certification™.

9 years	CNESST	Desjardins	[intact]	RioTinto	Sollio	Sun Life								
8 years	Autorité des marchés financiers	BANQUE NATIONALE	bdc	Loto Québec	MERCER	Schneider Electric	sodexo	wtw						
7 years	AIR CANADA	CAE	Cascades	CBC	Radio-Canada	Fairstone	Kruger	Lavery	MCKESSON	POLYTECHNIQUE MONTREAL	randstad	sonofi		
6 years	ABB	accenture	BNP PARIBAS	Bombardier	ETS	COOPERS & LYONDE	GILDAN	EDC	Concordia	Cambridge	MARSH	PSP	TMX	Montréal
5 years	Alithya	Bristol Myers Squibb	Cominar	Palais des congrès de Montréal	DANONE	Pfizer	FedEx	TELEFILM	TELUS	UBISOFT				
4 years	ADM	Bell	La Caisse	CCC	CIAM	HERACAPITAL	Garde côtière	Canada	IAI	ENERGEX				
3 years	AtkinsRéalis	GENARION APARTMENT PROPERTIES-REIT	COGECO	Couche-Tard	cpac	Domtar	exp	IMPAX						
2 years	Adecco	ALSTOM	ArcelorMittal	BARROW HANLEY	BORALEX	la Chambre de commerce de Montréal métropolitain	EQUANS	ENGLOBAL						
1 year	ACCOR	Bedard	BDO	BROCCOLINI	engros	CGI	CyberCo	EBC	girlscouts					