Girls on Boards

OUR BOARD IS INTERESTED!

Are you a board interested in taking on a bright, committed and enthusiastic young female leader as a valued board member? Are you a community board looking to ensure your board members represent the community you serve? If so, then we have just the opportunity for you!

About Girls on Boards

Girls on Boards is an 18-month long program that trains and places young, community-minded women on non-profit boards for a minimum one-year term.

Girls on Boards tackles the two root causes of low female representation on boards:
1. Ensuring young women are qualified to serve on boards through training and experience
2. Giving directors of non-profit boards the tools to analyze how their boards and organizations can be more gender equitable

Why is Girls on Boards necessary?

- Public and private corporations have only 19.4% of their board seats filled by women
- While non-profit boards see better representation (approx. 40%) the majority of women on these boards are older professionals with serial board experience, wealth or professional positions
- In order to change the status quo, we need young women who come with years of board experience

Why does this approach work?

- Through our program, Young Directors take Ryerson University’s onBoard Canada governance training and work with a coach throughout the year on their personal and professional development
- (G)irls20 also invests in building a supportive peer-to-peer learning network for participants

Over 2 years, we have worked with:
- 70 young women
- 52 governance boards
- 6 provinces across Canada

Meet some of our participating boards
What are we asking of boards?

- Provide a warm welcome to a trained, coached and vetted young woman to serve on your board or a key board committee
- Make available a current board member who will act as a mentor to ensure the Young Director has the support they will need to be successful
- Take advantage of our annual Girls on Boards Governance Forum held in Toronto with specially designed workshops for Young Directors and Boards alike

What are we asking of Board Mentors?

- Assist with the onboarding process, such as initiating introductions to board directors and providing background information on the organization
- Setting up regular discussions (before and after meetings) to provide any insight or explanation to meeting proceedings and to address any questions or concerns the Young Director may have
- Maintain an ongoing, open, and accessible relationship with the Young Director throughout the duration of their term

How have young women impacted boards?

- **90%** of Board Mentors highly agree their board is now **more inclusive**
- **73%** of Board Mentors highly agree their board is **more effective** with a young woman
- **87%** of Board Mentors highly agree that a young woman's participation and perspective added value to their board
- **56%** of participating boards have invited the young woman to continue serving as a director following their one year term

Girls on Boards Key Dates

1. **Young Director Applications Due:** November 18, 2019
2. **Board Placements Begin:** Spring 2020
3. **Girls on Boards Forum:** March 6-8, 2020

For more information and to express interest please contact:
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"In our experience, having a young woman on the board has enriched our culture of mentorship and sponsorship and prompted reflections on governance and board processes in the spirit of learning."

– Dr. Kristin Blakely-Kozman, Canadian Women’s Foundation