

# CBDC NEWSLETTER / BULLETIN CCDA

FEBRUARY/MARCH 2011

## SPONSORSHIP UPDATE

The Canadian Board Diversity Council (CBDC) is pleased to welcome **Talisman Energy** as the 2011 Title Sponsor of the 'Get on Board' Education Program and **Hydro One** as the 2011 Sponsor of the 'Get on Board' Intermediate Level Series. They join **Xstrata Nickel**, Sponsor of the Introductory Level Series, and **Deloitte**, our Advanced Level Series Sponsor.

We are also happy to introduce **Ernst & Young** and **Odgers Berndtson**, as the Co-Sponsors of the 2011 Nominating Chair Roundtable Discussions. We thank Ernst & Young and Odgers Berndtson for their support in helping the Council to work with board decision makers to encourage and equip them with the tools to strategically identify diverse board candidates.

If you are interested in sponsorship opportunities, please contact Pamela Jeffery at [pjeffery@boarddiversity.ca](mailto:pjeffery@boarddiversity.ca).

## CORPORATE MEMBERSHIP

The CBDC offers Corporate Memberships, and we welcome our newest corporate member, **Accenture**, which joins the roster of leading organizations dedicated to supporting the Council and our efforts to increase diversity on boards. Corporate Members are promoted on the CBDC website and receive a 20% discount off 'Get on Board' Education Program fees.

If you are interested in becoming a corporate member, please visit our website at [www.boarddiversity.ca](http://www.boarddiversity.ca) or contact Pamela Jeffery at [pjeffery@boarddiversity.ca](mailto:pjeffery@boarddiversity.ca)

## 'GET ON BOARD' EDUCATION PROGRAM 2011 SPRING AND FALL SCHEDULE\*

Montréal
<b>Introductory</b>
<b>May 4, 8-12; May 19, 1-5; May 31, 8-1</b>
<b>Intermediate</b>
<b>May 4, 8-12; May 18, 1-5; May 31, 8-12; June 15, 12-5</b>
<b>Advanced</b>
<b>May 3, 8-12; May 16, 1-5; June 2, 8-12; June 13, 1-5; June 23, 8-1</b>

Toronto
<b>Introductory</b>
<b>Oct. 4, 1-5; Oct. 18, 8-12; Nov. 1, 8-1</b>
<b>Intermediate</b>
<b>Sept. 15, 1-5; Oct. 5, 8-12; Oct. 19, 1-5; Nov. 2, 8-1</b>
<b>Advanced</b>
<b>Sept. 22, 8-12; Oct. 19, 1-5; Nov. 3, 8-12; Nov. 15, 8-12; Dec. 8, 8-1</b>

Calgary
<b>Introductory</b>
<b>Sept. 15, 8-12; Sept. 30, 1-5; Oct. 12, 8-1</b>
<b>Intermediate</b>
<b>Sept. 20, 8-12; Oct. 4, 1-5; Oct. 20, 1-5; Nov. 24, 12-5</b>
<b>Advanced</b>
<b>Sept. 30, 8-12; Oct. 13, 1-5; Nov. 17, 1-5; Dec. 7, 8-12; Jan. 11, 12-5</b>

Vancouver
<b>Introductory</b>
<b>Sept. 13, 8-12; Sept. 22, 8-12; Oct. 5, 8-1</b>

\* Introductory Level Series consist of three half day sessions; Intermediate Level Series consist of four half day sessions; and Advanced Level Series consists of five half day sessions.

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## 'GET ON BOARD' PROGRAM UPDATE

The 'Get on Board' Education Program now has 136 graduates, and 69 individuals who are currently enrolled in the 2011 Winter Series across Canada.

We are pleased to inform you that the CBDC is offering a **new Risk Management module** in our Advanced Level Series. This is in part a response to participant feedback. We worked with Deloitte's Enterprise Risk Management (ERM) team which created a course that provides an overview of the broad spectrum of risk, how to anticipate, understand and manage risk. The module is presented by Eddie Leschiutta, National Leader of Deloitte's ERM Practice, and Alan Peretz, Partner, ERM. Both Eddie and Alan are Board Members of Deloitte Canada and bring extensive risk management expertise *and* direct *FP500* board experience.

The CBDC is committed to supporting our 'Get on Board' Program graduates. Recently, the CBDC invited past Advanced Level graduates to join us for the Advanced Level Risk Management module in Toronto. We also **invite graduates to submit their completed board resumes to the Council**. We will send Introductory and Intermediate Level graduates' board resumes to the Maytree Foundation ([www.maytree.com](http://www.maytree.com)). As well, Intermediate and Advanced Level graduates' board resumes are forwarded to our executive search firm Founding Members Odgers Berndtson ([www.odgersberndtson.ca](http://www.odgersberndtson.ca)) and Korn/Ferry ([www.kornferry.com](http://www.kornferry.com)) for consideration in their board searches. We will continue to provide support to our graduates as part of our ongoing commitment to help them achieve their board aspirations.

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*"Toronto Advanced was an excellent one. In a very short period of time, a variety of experts were able to provide a wealth of information that was both timely and relevant. The structure of the program was quite interactive and allowed participants to network well with each other and with the presenters."*

Advanced Level Graduate

## LAUNCH OF THE CBDC 2011 NOMINATING CHAIR ROUNDTABLE DISCUSSIONS

In December, we outlined our plan to reach board decision makers through a series of *FP500* Nominating Chair Roundtables, co-sponsored by **Ernst & Young** and **Odgers Berndtson**. These Roundtables are designed to introduce board decision makers to the Council; hear from their *FP500* peers who have successfully increased diversity on their boards; learn what other jurisdictions are doing in terms of codes and quotas; and provide tools that will help them strategically select qualified, diverse board members.

The first Roundtables took place on February 16 in Calgary and March 2 in Toronto. The following *FP500* organizations were represented at these Roundtables: Methanex; Calgary Co-operative; Perpetual Energy Inc.; Gilden Activewear Inc.; Deloitte; Potash Corporation; and the Bank of Nova Scotia. Special thanks to **The Canadian Society of Corporate Secretaries**, a CBDC Founding Member, for working with us to engage their membership of corporate secretaries and general counsel to flag these Roundtables with Nominating Chairs.

There was agreement that board diversity is an important issue. Participants discussed the current bias towards C-suite candidates. They also discussed ways to identify, support and sponsor board ready, diverse candidates as well as the need to create clear selection criteria which includes first and foremost key skills sets and diversity.

The Council is expanding the scope of the Roundtables to include all *FP500* Board Chairs and CEOs because we recognise their important role in influencing the identification of candidates for presentation to shareholders for consideration.

Future Roundtables are planned for Vancouver, Calgary, Toronto and Montréal. We will continue to update you on these exciting discussions.

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## CBDC READS

[Corporate UK's Limited Gene Pool](#)  
**Wall Street Journal- Market Watch**

[Women Still Face Barriers in Hong Kong](#)  
**New York Times**

[EU Decisions Crash Barriers](#)  
**The Toronto Star**

Recently Defeated Bill S206  
[Brief to Senate Committee on Banking,  
Trade and Commerce](#)  
**Canadian Coalition of Good Governance**

[SEC Requires Transparency in Diversity  
Policy on Board Nominees](#)  
**Diversity Inc.**

## NEW CBDC CORPORATE GOVERNANCE AWARDS

CBDC is working for the first time with the **Maytree Foundation** to introduce a Corporate Governance Award, recognizing companies in the corporate sector for excellence in corporate governance in the area of board diversity. The awards will be presented at a ceremony by CBDC Founder, Pamela Jeffery. Premier McGuinty is interested in attending, and we are awaiting his confirmation. The ceremony will take place in the first week of May, 2011.

The application for the Corporate Governance Award will be posted on our website shortly. If you have any questions about the award and nomination process, please contact Chor Lam, Director of the CBDC, at [clam@boarddiversity.ca](mailto:clam@boarddiversity.ca).