

Main findings: Canada



Women make up **53 per cent** of legal professionals in Canada, with **51 per cent** of those working in senior positions.

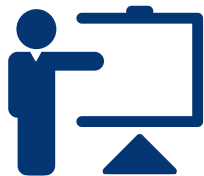


93 per cent of law firms, corporations and the public sector monitor gender representation in their workplaces generally and at a senior level within their organisation.

Women make up **48 per cent** of the judiciary in Canada, and **49 per cent** of those working in leadership positions.



Women make up **60 per cent** of all lawyers in the public sector, as well as **60 per cent** of those in senior positions.



Unconscious bias training and coaching and mentoring were the most popular initiatives overall.



Quota setting and target setting are the least popular but most highly rated at **100 per cent** effective. Leadership training was rated **91 per cent** effective.

In law firms, women constitute

43 per cent of all lawyers and

35 per cent of those in senior positions



the global voice of
the legal profession



www.ibanet.org/gender-equality-in-the-legal-profession