

CATALYST CANADA HONOURS

**Celebrating Champions
of Women in the Workplace**

Key Dates

Submission deadline for completed nomination package:
February 15, 2019

Champions selected and announced: June 2019

Catalyst Canada Honours Conference and Dinner:
November 4, 2019, in Toronto

Questions?

Contact Catalyst Canada at +1 416 645 5868 or
canadahonours@catalyst.org.

About Catalyst

Catalyst is a global nonprofit working with some of the world's most powerful CEOs and leading companies to help build workplaces that work for women. Founded in 1962, Catalyst drives change with pioneering research, practical tools, and proven solutions to accelerate and advance women into leadership—because progress for women is progress for everyone.

2019 Catalyst Canada Honours Company/Firm Leader and Business Leader Nomination Package

The Catalyst Canada Honours annually recognizes leaders who are exceptional role models for accelerating progress for women through workplace inclusion. Catalyst Canada Honours Champions inspire corporate Canada by intentionally and strategically creating inclusive workplaces where all women can thrive.

Catalyst Canada Honours Champion

A Catalyst Canada Honours Champion is a leader who is visibly committed to diversity and inclusion in the workplace. Champions mentor and sponsor women, challenge the status quo, influence others to advocate for diversity and inclusion, and have a marked impact on the advancement of all women in the workplace, including but not limited to Aboriginals, people with disabilities, members of the LGBTQ+ (lesbian, gay, bisexual, and transgender) community, and visible minorities. Through their own unique combination of behaviors, skills, and convictions, Champions inspire others to make workplaces and the world better and more inclusive for all.

Nominee Categories and Eligibility

- **Company/Firm Leader:** This CEO, president, general manager (in Canadian incorporated companies or subsidiaries in which there is no CEO), or managing partner leads a for-profit company, subsidiary, or limited liability partnership; a commercial crown corporation; or a commercial co-operative.
- **Business Leader:** This senior executive leads a business unit, division, or practice area at a for-profit company, subsidiary, or limited liability partnership; a commercial crown corporation; or a commercial co-operative.

Catalyst encourages nominations from all backgrounds and from industries across Canada.

If selected as a Catalyst Canada Honours Champion the nominee must attend the Catalyst Canada Honours Conference and Dinner on November 4, 2019, in Toronto.

Read more about [Catalyst Canada Honours](#) categories, criteria, evaluation process and timeline, eligibility requirements, and past [Catalyst Canada Honours Champions](#).



Nominator Contact Information

First Name _____

Last Name _____

Relationship to Nominee _____

Title _____

Company/Firm _____

Address _____

Telephone _____

Email _____

Executive Assistant Name _____

Assistant's Telephone _____

Assistant's Email _____

Nominee Contact Information

| | | |
|---------------------------------|---------------------|-----------------|
| Nomination Category | Company/Firm Leader | Business Leader |
| First Name | _____ | |
| Last Name | _____ | |
| Title | _____ | |
| Company/Firm | _____ | |
| Address | _____ | |
| Telephone | _____ | |
| Email | _____ | |
| Executive Assistant Name | _____ | |
| Assistant's Telephone | _____ | |
| Assistant's Email | _____ | |

References

As part of the evaluation process, Catalyst will require the names and contact information of three to five references for short-listed nominees. References must be able to speak to aspects of the nominee's work as noted in the nomination submission.

The Evaluation Committee will reach out to the nominator for this information during the nomination review process.

To be completed by the nominator

Champion Evaluation Criteria

Please describe (with examples) how the nominee has:

1. Produced tangible results related to the representation, advancement, and inclusion of all women¹ at different levels of the organization.
2. Actively influenced other leaders, including men, at the emerging, middle, and senior levels, to challenge the status quo and demonstrate their support of, and commitment to, the advancement of all women.
3. Fostered an inclusive corporate culture that engages and values the capabilities of all women, highlighting the following inclusive leadership behaviours:²
 - Empowerment:** Enabling direct reports to develop and excel.
 - Accountability:** Demonstrating confidence in direct reports by holding them responsible for performance they can control.
 - Courage:** Putting personal interests aside to achieve what needs to be done; acting on convictions and principles even when it requires personal risk-taking.
 - Humility:** Admitting mistakes; learning from criticism and different points of view; acknowledging and seeking contributions of others to overcome one's limitations.

Examples of summary profiles can be found on the Catalyst Canada Honours Champions webpage.

¹ Consideration should be inclusive of race, ethnicity, sexual orientation, physical ability, and other dimensions of difference.

² Catalyst research has found four key leadership behaviours that are linked to workplace inclusion.

Is there any additional information about the nominee that you feel the Evaluation Committee should know?

▶ *If you require additional space, please attach a separate sheet with your nomination packet submission.*