

CATALYST HONOURS

Celebrating Champions
of Women in the Workplace

2022 Catalyst Honours Business Leader Nomination Form

The Catalyst Honours annually recognizes champions who value and accelerate workplace inclusion for women and, by doing so, are exceptional role models. Champions inspire other corporate leaders by intentionally and strategically creating inclusive workplaces where all women—regardless of race, ethnicity, sexual orientation, or ability—can thrive.

Catalyst Honours Business Leader Champions

A **Business Leader** is an executive who leads a business unit, division, or practice area at a for-profit entity, including: a company, subsidiary, limited liability partnership, commercial crown corporation, or commercial co-operative in Canada. These are individuals who plan, direct, and formulate policies, set strategy, and provide the overall direction of the organization. This is likely to include those individuals within two reporting levels of the CEO/Firm Leader, whose responsibilities involve frequent interaction with the CEO.

To be eligible, nominees must:

- Be a member of one of the champion categories at the time of nomination and the time of the public announcement of Champions in June.
- Have been in their role for a minimum of 3 years.
- Be employed by a for-profit entity, including: a company, subsidiary, limited liability partnership, commercial crown corporation, or commercial co-operative in Canada.
- Not be employed by an organization that is a finalist for the Catalyst Award in the same calendar year.
- Have not been previously employed by Catalyst.

Evaluation Criteria

Please refer to the [Catalyst website](#) for the complete eligibility and nomination requirements.

Questions? Contact Joanna Harper by [email](#) or at 1 416 645 5870.

In selecting **Business Leader Champions**, Catalyst assesses a variety of strategic and innovative approaches taken by nominees that drive change at their organization. The results of a nominee's work must demonstrate that they have enabled women's advancement—including women from **underrepresented groups**—and contributed to creating a more inclusive workplace.

About Catalyst

Catalyst is a global nonprofit supported by many 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 preeminent thought leadership, actionable solutions, and a galvanized community of multinational corporations to accelerate and advance women into leadership—because progress for women is progress for everyone.



Nominator Contact Information

First Name

Last Name

Title

Company/Firm

Email

Phone

City/Province

Relationship to Nominee

Executive Assistant Name

Assistant's Email

Nominee Contact Information

First Name

Last Name

Title

Company/Firm

Email

Phone

City/Province

Executive Assistant Name

Assistant's Email

To be completed by the nominator

Please attach a separate document providing detailed answers, including examples where possible, to the questions below in the order in which they appear. Your answers must be numbered and limited to **no more than 1250 words** per question. We will reach out to you if additional materials are needed.

Please submit responses by email to CanadaHonours@catalyst.org no later than **February 11, 2022**.

Please share how the nominee has:

- 1. Produced tangible, measurable results related to the inclusion and advancement of women.** Efforts can include mentoring, sponsoring, and/or leading programs and initiatives. Please provide the relevant metrics and data to show the direct impact of their efforts. This should include data across a minimum of 3 years. The data can include representation numbers and engagement scores.
- 2. Innovated and challenged the status quo of workplace gender inclusion.** Examples can include initiatives and programs they have led and supported that are particularly innovative, and ways in which they've pushed the boundaries to drive change for a more inclusive workplace.
- 3. Influenced other business leaders to support diversity, equity, and inclusion.** This influence can extend to other leaders—including men—at the emerging, middle, and senior-management levels. Share how their influence over others has shown up in the workplace.
- 4. Demonstrated inclusive leadership qualities.** These qualities, [as defined by Catalyst research](#), are accountability, ownership, allyship, curiosity, humility, and courage.
- 5. Please share any additional information about the nominee that you feel the Evaluation Committee should know.**
- 6. Please provide 3 reference letters from individuals who are familiar with the work of the nominee.** This can include direct reports, managers, colleagues, as well as individuals outside the organization.

