CATALYST AWARD *Nomination*

ELIGIBILITY WORKSHEET

This worksheet includes key context and questions to help you determine whether your organization's initiative is eligible for nomination for the Catalyst Award. Please visit the Catalyst Award Application page for more information.

CONTEXT

First, it is important to identify the scope and target population of your initiative.

1. Define the geography for the initiative you would like to nominate:

- ☐ Single region
- ☐ Two regions
- ☐ Global (i.e., in more than two regions where the organization operates)

2. Define the scope of the initiative:

- ☐ Single business or division
- ☐ Multiple businesses or divisions
- ☐ Entire organization

3. Define the target population for the initiative (select all that apply):

- ☐ Entry-level employees
- ☐ High potentials/high-performing employees
- ☐ Mid-level managers
- ☐ Senior-level employees
- ☐ Other levels (please describe: _____)
- ☐ Employees from underrepresented racial and ethnic groups
- ☐ Employees across other dimensions of diversity
- ☐ All employees
- ☐ Employees belonging to another target population (please describe: _____)

ELIGIBILITY PREREQUISITES

Answer questions 1–10 to determine whether your organization's initiative is eligible for nomination in the current Catalyst Award cycle.

Section A: You must answer "Yes" to questions 1–7 to be eligible in the current cycle.

1.	Does your organization have **at least two women** on its Board of Directors?	☐ YES ☐ NO
2.	Do women represent **at least 20%** of your organization's Band 1 executive leaders?	☐ YES ☐ NO
3.	If your organization is headquartered in a region where it is legal to collect data on ethnicity or race:	
	a. Is there at least one woman from a marginalized ethnic or racial group on your Board of Directors or among your organization's Band 1 executive leaders?	☐ YES ☐ NO ☐ N/A
	b. If your Band 1 exceeds 20 people, do women from marginalized ethnic and racial groups represent at least 5% of those Band 1 executive leaders?	☐ YES ☐ NO ☐ N/A
4.	Did your initiative start **at least three years** ago?	☐ YES ☐ NO
5.	Can you provide **at least three years** of complete data and supporting metrics for the initiative, including for the initiative's start year and current year?	☐ YES ☐ NO
6.	Do the supporting metrics for the initiative show a positive change for women between the year the initiative started and the current year?	☐ YES ☐ NO
7.	If your initiative is selected as a Catalyst Award winner, will your organization's Global CEO or Managing Partner/Director be available to attend the Catalyst Award Dinner and accept the Catalyst Award in person if there is an in-person Dinner, and live virtually if the event is fully virtual?	☐ YES ☐ NO

Section B: You must answer "No" to questions 8–10 to be eligible in the current cycle.

8.	**a.** Has your organization hired Catalyst for an in-depth and strategic consulting engagement (two or more days) within the **past three years**?	☐ YES ☐ NO
	b. Does the initiative you're nominating this year primarily consist of work led or created by Catalyst?	☐ YES ☐ NO
9.	Has your organization nominated an initiative for the Catalyst Award within the **past two years**?	☐ YES ☐ NO
10.	Has your organization been involved in a merger with another organization or divested a significant portion of your business within three years of nomination, or is your organization currently involved in a pending merger with another organization or significant divestiture?	☐ YES ☐ NO

If you have any questions about eligibility requirements, please contact the Catalyst Award Committee

CATALYST
WORKPLACES THAT WORK FOR WOMEN