

# 2023 CATALYST HONOURS

**Celebrating Champions  
of Women in the Workplace**

## Catalyst Honours Nomination Form

Catalyst Honours annually recognizes exceptional role models accelerating progress for women in the workplace. Launched in Canada in 2010, Catalyst Honours has recognized 65 outstanding individuals as representing the gold standard for inclusive leadership. This recognition is a valuable platform for sharing individual successes with the broader Canadian business community.

### Champion Categories

Catalyst Honours recognizes individuals from these four categories:

**Company/Firm Leader** is a CEO, president (in Canadian incorporated companies or subsidiaries in which there is no CEO) or managing partner. To be eligible, nominees must have a minimum of two women on their executive team, at least one of whom is living across a marginalized identity of race, ethnicity, gender, sexual orientation, and/or ability.

**Business Leader** is an individual who plans, directs, and formulates policies, sets strategies, and provides the overall direction of a business unit, division, practice, team or similar.

**HR/DEI Leader** is an individual who is within the HR or DEI function at their organization. They could be at any level within their organization and have a direct mandate to focus on DEI/HR initiatives impacting employees across the organization or business unit.

**Next Generation Leader** is an individual who is on the path to becoming a leader at their organization. This category can include those leading and engaged with ERGs.

### Eligibility

Catalyst Honours Champions:

1. Are employed by a for-profit entity, including: a company, subsidiary, limited liability partnership, commercial crown corporation, or commercial co-operative in Canada.
2. Have a role that fits within one of the four Champion categories at the time of nomination and the time of the public announcement of Champions in June.
3. Have been in their current role, or a similar role, for a minimum of three years.
4. Are not employed by an organization that is a finalist for the Catalyst Award in the same calendar year.
5. Have not been previously employed by Catalyst.
6. Are available to attend the Catalyst Honours event in the fall of 2023 in person.

### Criteria for Nominees

The nominee has:

1. Positively impacted the development and inclusion of women in all their intersecting identities.
2. Innovated and challenged the status quo of workplace inclusion.
3. Influenced others to support diversity, equity, and inclusion efforts at their organization.
4. Demonstrated inclusive leadership behaviours, accountability, ownership, allyship, curiosity, humility, and courage, as defined by [Catalyst research](#).

### About Catalyst

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.

## To Be Completed by the Nominator

Please submit your answers to the questions listed below to this [form](#).

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Your answers can be in bullet point, paragraph form, or a combination, but must be **no more than 1,000 words** per question. The Catalyst Honours Evaluation team will reach out to the individual listed as the primary contact if additional materials are needed.

1. **In which category are you nominating this individual?**

- Company/Firm Leader
- Business Leader
- HR/DEI Leader
- Next Generation Leader

2. **Tell us about the nominee. What inspires them to do the work they do?**

3. **Driving change. Describe the programs, initiatives, or efforts that the nominee has driven or participated in to create a workplace that is inclusive to women in all their intersecting identities.** (Focus on no more than three programs or initiatives). When answering this question, please share:

- Details on the program elements and to what extent the individual was involved. For example, if they were involved in the creation of a sponsorship program, please discuss their involvement in the ideation and development of the program, the execution of the efforts, and/or whether they were an executive sponsor that provided guidance and space.
- How these efforts resulted in impactful changes within the organization (large or small) and how the positive outcomes impacted women and marginalized individuals. Please include **qualitative and quantitative data** where applicable. This could include participation metrics, quotes from participants, employee engagement surveys, etc.
- How these efforts have been engrained in the organization to ensure the progress continues past their tenure.

4. **Influencing others. Please share how the nominee has been able to influence other leaders and individuals to be champions of diversity, equity, and inclusion.** This could include peers, senior leaders, industry leaders, and more.

5. **Inclusive Leadership. How has the nominee taken efforts to ensure they have a diverse, equitable, and inclusive team?**

- If the nominee **manages a team or project**, please outline actions they have taken to ensure they have a diverse, equitable, and inclusive team. Please include the representation data of the team and, if possible, three years of data showing the rate of change as well as the raw numbers.
- If the nominee is **not a people manager**, include an example of how they have modeled inclusive behaviour within their sphere of influence.

6. **Opportunity to provide any additional information you were not able to include above.**

7. **Provide two reference letters from individuals who are familiar with the nominee's work.** This can include direct reports, managers, and peers, as well as individuals outside the organization.

### Submit Nomination

**Deadline:** February 17, 2023

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### Questions?

Contact Catalyst Canada at +1 416 645 5870 or [canadahonours@catalyst.org](mailto:canadahonours@catalyst.org).

