



LEADERS TO BE PROUD OF AWARDS

**Nomination Period** July 26 — September 12, 2021



# ABOUT THE AWARDS

The Leaders to be Proud of Awards team is looking for LGBTQ+ professionals who have demonstrated excellence in their organizations and communities.

The Awards will be presented in October at a gala in downtown Toronto held both in-person and online.

## NOMINATION PROCESS

1. Please complete and submit a written nomination for you or someone you feel deserves the award during the nomination period (July 19 — September 12, 2021). The nomination form can be found [here](#).
2. Provide two references per candidate who can attest to the nominee's professional impact and successes. References must be willing and able to discuss the candidate should the selection committee have questions.
3. Applications will be reviewed by a selection committee of at least 5 members who are notable members of the LGBTQ+ community.
4. Winners are contacted late September 2021 and invited to the gala in October 2021.

Any Questions about the application process? Email us at [awards@startproud.org](mailto:awards@startproud.org).

# Award Categories

## The Lifetime Achievement Award

This award is given to LGBTQ+ executive or industry leaders that have demonstrated a long history of exemplary success in their careers, organizations, and communities.

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**Start Proud's Nominator advice:** former winners have been senior professionals in the highest leadership roles, but level alone is not a constraint. **Nominees are assessed by their overall professional impact.** Overall, the nominee has had a significant impact in their occupational field throughout their career. While specific impact on LGBTQ+ communities/initiatives is beneficial, this award primarily looks to recognize outstanding career achievements.

## Award Criteria

- Has made a significant contribution to the business or professional community, including exceptional leadership, market presence, strategic vision, pioneering new methods, influence, personal integrity, etc.
- Is recognized as a lifetime achiever who currently belongs to the professional community or has retired with recognized achievements
- Identifies as LGBTQ+ (it is not required to have been 'out' at the time of achievements, or active in the LGBTQ+ community but the nominee must be comfortable having their name publicly stand for the award).

# Award Categories

## **The Professional Leader Award**

This award recognizes LGBTQ+ senior leaders who have made a significant contribution to the business or professional community through exceptional leadership, market presence and strategic vision.

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**Start Proud's Nominator advice:** Previous winners have been senior members of their organization. Among these, contributions and personal qualifications are differentiators. Overall, the nominee has had a significant impact in their respective professional circle and shows potential to continue to demonstrate leadership. While specific impact on LGBTQ+ initiatives is beneficial, this award primarily recognizes professional success.

### **Award Criteria:**

- Is a senior leader within their respective industry who is publicly recognized as a role-model for the LGBTQ+ community.
- Identifies as LGBTQ+ (it is not required to have been 'out' at the time of achievements, or active in the LGBTQ+ community, but the nominee must be comfortable having their name publicly stand for the award).

# Award Categories

## Technology Leader Award

This award highlights LGBTQ+ tech leaders who embrace groundbreaking projects and ideas, working within both corporate and entrepreneurial capacities.

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**Start Proud's Nominator advice:** The award is intended to recognize LGBTQ+ professionals with exceptional leadership and contributions to the tech and tech entrepreneurship community. Previous winners have held roles either in the executive or founder level of smaller organizations, or senior levels within corporate.

### Award Criteria:

- The nominee has made a significant contribution to the Canadian tech or tech entrepreneurship community through exceptional leadership, product scalability, strategic vision and/or exemplary activities.
- Identifies as LGBTQ+ (it is not required to have been 'out' at the time of achievements, or active in the LGBTQ+ community, but the nominee must be comfortable having their name publicly stand for the award).

# Award Categories

## Emerging Leader Award

This award recognizes LGBTQ+ professionals within the initial phase of their career that have shown exceptional ability in terms of leadership, professional excellence, and vision.

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**Start Proud's Nominator advice:** Often the winner of this award has had a very significant impact in the professional and business world. Winners are selected primarily for high professional achievement in their field. Overall, their career serves to inspire students and other young professionals.

### Award Criteria:

- Is generally within the **first five years** of their career and has shown exceptional ability in leadership, professional excellence and vision
- Has a strong potential to become a recognized leader in the community and demonstrates a relentless desire to succeed
- Would be recognized as a role model for students and recent graduates as an example of an individual with strong leadership potential
- Identifies as LGBTQ+ (it is not required to have been 'out' at the time of achievements, or active in the LGBTQ+ community, but the nominee must be comfortable having their name publicly stand for the award).

# Award Categories

## Leading Executive Ally Award

This award is given to a senior or executive leader who has made significant contributions to advancing LGBTQ+ issues in the community outside of their workplace through advocacy and outreach.

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**Start Proud's Nominator advice:** former winners have been senior and successful professionals – up to the C-Suite level – but level is not a constraint and leaders are assessed by their overall impact as an ally for the LGBTQ+ community. This category seeks to recognize specific impact on LGBTQ+ communities and initiatives.

### Award Criteria:

- The nominee is recognized for their strong contribution to advancing LGBTQ+ issues within their company and the broader business community through advocacy and outreach as an active, empowered ally.
- Identifies as an ally to the LGBTQ+ community though **does not need to personally identify as LGBTQ+**. If they do identify as LGBTQ+, their impact should have an intersectional impact on other segments within the community.

# Award Categories

## **LGBTQ+ Advocate Award**

This award is given to someone who has made significant contribution in the area of LGBTQ+ workplace advocacy.

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**Start Proud's Nominator advice:** former winners have been successful professionals who have private practices or occupational role in the diversity and inclusion space and have had cross-industry impact benefiting the LGBTQ+ community or they have been senior and successful professionals who have had significant impacts to benefit the LGBTQ+ community outside of or over and above their day job.

### **Award Criteria:**

- Has played an active leadership role supporting a LGBTQ+ employee inclusion group, as well as contributed to the broader community
- Has made significant contribution in the area of LGBT+ workplace advocacy, such as supporting LGBT-inclusive policies, mentorship, and/or creation of an employee resource group (ERG)
- Is considered to be an advocate for diverse and inclusive workplaces and a driver for the business case behind LGBTQ+ inclusion
- Identifies as an ally and/or member of the LGBTQ+ community

# Value Proposition for Nominees

1. Recognition for professional excellence
2. Recognition among the LGBTQ+ community as a leader and role model
3. Recognition for nominee's company or organization as a diversity champion
4. Highlight of individual's leadership qualities and activities that align with award criteria
5. Opportunity to network at the Awards reception and develop stronger relationships with an exclusive network formed by peers, respected guests and members of the LGBTQ+ community

# 2019 Award Recipients



- **Lifetime Achievement Award** Heather Conway, Board Director of Great-West Life and American Express Bank of Canada
- **The Professional Leader Award** Miguel Mendes, Chief Compliance Officer, BMO Investments Inc. (BMOI)
- **Technology Leader Award** Lauren McCallum, Global Managing Director, Mill Film
- **Emerging Leader Award** Reshad Ali, Specialist, Diversity & Inclusion at Dentons Canada LLP
- **Leading Executive Ally Award** Kevin Coon, Managing Partner, Baker & McKenzie International
- **Pride at Work Canada Advocate Award** Larissa Holmes, VP Talent, Borrowell

# About Start Proud

Start Proud facilitates the professional development of LGBTQ+ students as they transition from school to career in order to build a national network within the LGBTQ+ community. Start Proud is the largest non-profit organization of its kind in Canada. For more information, visit [www.startproud.org](http://www.startproud.org).

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