



LEADERS TO BE
PROUD OF

LEADERS TO BE PROUD OF AWARDS

Nomination Period June — July 31, 2018

SPONSORED BY

Deloitte.

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 are presented in September at a gala in downtown Toronto.

NOMINATION PROCESS

1. During the nomination period (June – July 31), submit a nomination online for someone you feel deserves the Award.
2. The nominator is encouraged to schedule a phone call with a member of the awards team to go through any questions or concerns.
3. Provide two references per candidate should the selection committee have questions. Particularly members who can speak to the professional impact and successes of the nominee.
4. Applications will be reviewed by a selection committee of 5-6 members who are executive members of Canadian businesses. Past committee members can be found on our website at www.startproud.org.
5. Winners are contacted August 2018, and invited to the gala in September 2018.

YOU CAN NOMINATE FOR THESE AWARDS...

LIFETIME ACHIEVEMENT AWARD

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

***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 on the professional world.*

2017 Winner

Scott Mullin

Former Vice President,
Community Relations –
TD Bank



THE PROFESSIONAL LEADER AWARD (NEW IN 2018)

Newly created in 2018, this award is for LGBTQ+ senior leaders who has made a significant contribution to the business or professional community through exceptional leadership, market presence, strategic vision, and or economic value.

***Start Proud's Nominator advice:** Winners are often senior members of their organization, often c-suite. Contribution and personal qualifications are differentiators.*

TECHNOLOGY LEADER AWARD (NEW IN 2018)

In line with Start Proud's Venture Out initiatives in building a national network within the LGBTQ+ tech and tech entrepreneurship community, this award is newly created in 2018 to highlight LGBTQ+ tech leaders, groundbreaking projects, and companies

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.*

EMERGING LEADER AWARD

This award recognizes LGBTQ+ professionals within the first 5 years of their career that have shown exceptional ability in terms of leadership, professional excellence, and vision.

Start Proud's Nominator advice: *often the winner of this award has had a very significant impact in their professional and business world. Winners are selected primarily for high professional achievement in their field. Often winners in this category have not yet had a chance to give back to the community as they have been focused on their career. Overall their career success serves as a role model for students.*

2017 Winner

Michael Helander
CEO and Co-founder –
OTI Lumionics



LEADING EXECUTIVE ALLY AWARD

The Leading Executive Ally 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.

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.*

2017 Winner

Dave Mowat

President & CEO – ATB
Financial



PRIDE AT WORK CANADA ADVOCATE AWARD

The Pride at Work Canada Award is given to someone who has made significant contribution in the area of LGBTQ+ workplace advocacy.

Start Proud's Nominator advice: *former winners have been successful professionals who have practices 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.*

2017 Winner

Jennifer Johnson

Partner & National
Leader for Risk Assurance
Services – PwC



VALUE PROPOSITION FOR NOMINEES

1. Recognition for professional excellence
2. Recognition among 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

ABOUT START PROUD

START PROUD, FORMERLY OUT ON BAY STREET, FACILITATES THE PROFESSIONAL DEVELOPMENT OF LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER & ALLY (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.

START PROUD