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LEADERS TO BE PROUD OF AWARDS

Nomination Period July 15 — September 15, 2019

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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.

NOMINATION PROCESS

1. During the nomination period (July 15 - Sept. 15th, 2019), submit a written nomination online for someone you feel deserves the Award. The nomination form can be found [here](#).
2. Provide two references per candidate should the selection committee have questions. The references should be individuals who can speak to the professional or personal impact and successes of the nominee.
3. Applications will be reviewed by a selection committee of 5 members who are executive members of Canadian businesses. Past committee members can be found on our [website](#).
4. Winners are contacted late September 2019 and invited to the gala in October 2019.

Any Questions about the application process? Email us at 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.

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.

The Professional Leader Award

This award is for LGBTQ+ senior leaders who have 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 (senior executive level). Contribution and personal qualifications are differentiators.

*Please review the criteria tab on the website for further guidance.

Award Categories

Technology Leader Award

In line with Start Proud's Venture Out initiatives in building a national network within the LGBTQ+ tech and tech entrepreneurship community, this award was created 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 to inspire students.

*Please review the criteria tab on the website for further guidance.

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.

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.

Pride At Work Canada Advocate Award

This 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.

*Please review the criteria tab on the website for further guidance.

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

2018 Award Recipients



- **Lifetime Achievement Award** Helen Kennedy, Executive Director, Egale Canada
- **The Professional Leader Award** Brett House, Vice-President and Deputy Chief Economist, Scotiabank
- **Technology Leader Award** Dax Dasilva, Founder & CEO, Lightspeed and Founder, Never Apart
- **Emerging Leader Award** Pam Hrick, Lawyer, Stockwoods Barristers
- **Leading Executive Ally Award** Malcolm Lang, Chief Financial Officer, TD Securities
- **Pride at Work Canada Advocate Award** Kimberley Messer, North America Business Development Leader, Global Diversity & LGBT+ Markets, IBM

About Start Proud

Start Proud, formally Out On Bay Street, 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.

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