



Women Leaders in Pharma Awards Gala 2023

# AWARDS ELIGIBILITY AND DESCRIPTIONS

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**WOMEN LEADERS IN PHARMA**

[info@womenleadersinpharma.com](mailto:info@womenleadersinpharma.com)



# Who May Be Nominated

## Eligibility Criteria

<b>Volunteers</b>	<ul style="list-style-type: none"><li>• Members of Women Leaders in Pharma for the past 12 months.</li><li>• Volunteered for Women Leaders in Pharma for the past 12 months.</li><li>• Works and/or Lives in Canada.</li></ul>
<b>Individuals</b>	<ul style="list-style-type: none"><li>• Member or Non-Member</li><li>• Works in the Pharmaceutical Industry.</li><li>• Includes categories open to all genders.</li></ul>
<b>Associations</b>	<ul style="list-style-type: none"><li>• Not-For-Profit associations</li><li>• Operates in Canada</li><li>• Have been active for 24 months.</li></ul>
<b>Companies</b>	<ul style="list-style-type: none"><li>• Pharmaceutical, Biotech, and/or Healthcare Industry</li><li>• Manufacturer, Supplier, and/or Vendor</li><li>• Operates in Canada</li><li>• Have been active for 24 months.</li></ul>

## Awards Categories

Volunteers	Individuals	Associations	Companies
People's Choice Award	The Lifetime Contribution Award	Not-for-Profit of the Year	Women Empowerment Company of the Year
The Collaboration and Teamwork Award	The Excellence in Diversity, Equity and Inclusion	Diversity Initiative of the Year	Diversity Initiative of the Year
The Leadership Award	The Excellence in Leadership Award		Women Support Network
The Innovation and Creativity Award	The Rising Star Award		
The Outstanding Achievement Award	Excellence in Allyship		



# Volunteer Awards

## The People's Choice Award

The People's Choice Award is peer recognition for the best volunteer.

### Criteria:

- Not Applicable - Most voted by WLP Members and volunteers through Survey Monkey poll.

## The Collaboration and Teamwork Award

The Collaboration and Teamwork Award recognizes volunteers who demonstrate excellence in collaboration by working effectively with others to produce positive results. This award celebrates the ability to establish effective partnerships and to solicit diverse views and build consensus in decision-making. It highlights the importance of effective relationships and collaboration within and across teams and committees to tackle pressing issues in the pharmaceutical industry.

The judging criteria assess the degree of commitment, complexity, and active listening skills demonstrated by nominees. Successful collaboration requires individual self-awareness and emotionally based social skills to acknowledge all viewpoints.

### Criteria:

- She **solicits diverse** views and opinions;
- She **establishes** effective **partnerships** across multiple levels of the organization;
- She **shares knowledge or information** contribution to group success;
- She increases the successes of team(s) through **co-operative problem solving**.

## The Leadership Award

The Leadership Award for Volunteers recognizes volunteers who embody the true essence of leadership by inspiring a shared vision. These volunteers have the ability to create a unique and ideal image of what WLP can achieve, inspiring and enabling others through collaboration, trust, and recognition of individual contributions. They set the standard for excellence and lead by example, serving as an inspiration to others.

To be eligible for this award, the nominees must have demonstrated initiative, promoted a respectful work environment, and encouraged creativity through collaboration. Let us celebrate the women who are dedicated to making a positive impact in WLP and inspiring others to do the same.

### Criteria:

- She **demonstrates strategic and future-focused thinking** and a commitment to visionary leadership;
- She promotes a work environment that is **respectful, collegial and supportive**;
- She is a role model by **creating standards of excellence** and setting an example for others to follow;
- She **inspires** others to work collaboratively and creatively.



## The Innovation and Creativity Award

The Innovation and Creativity Award honours the volunteers who have demonstrated outstanding creativity and innovation in their work. This volunteer has an innate ability for generating new ideas, techniques, and solutions with practical applications. They are agile and respond positively to changing technologies, demographics, and attitudes, inspiring others to embrace new beginnings. They possess a fearless spirit and are not afraid to challenge themselves and others in a positive way, promoting and trying new ideas that lead to bold new ways of supporting WLP initiatives. Join us in honouring these trailblazers who have made a significant impact on innovation and creativity within WLP.

### Criteria:

- She demonstrates effectiveness in **generating new ideas**, techniques or solutions with practical applications;
- She **responds positively** to new beginnings, attitudes, behaviours, and/or new initiatives;
- She **encourages colleagues to think boldly** to implement new ways supporting WLP's mission;
- She **invites challenges and challenges others** in a positive manner.

## The Outstanding Achievement Award

The Outstanding Achievement Award is a testament to the incredible contributions of those WLP volunteers who selflessly give their time and expertise to empower women in the pharmaceutical industry. This award honors the tireless efforts of those who have gone above and beyond to advance gender equality, promote diversity, and foster a more inclusive workplace. These volunteers are true champions of progress, and their dedication and commitment serve as an inspiration to us all. Congratulations to the nominees of this esteemed award – your impact is immeasurable, and your passion and leadership are truly exceptional.

### Criteria:

- She contributes to the success of fellow volunteers by providing **leadership, mentoring and support** to others;
- She made **significant contributions** to the accomplishment of work group goals and objectives;
- She has assumed a high level of responsibility in work tasks such as handling the **more difficult assignments, worked on special projects**;
- She is someone who deserves recognition for her **long-term dedication** to the WLP's vision and mission.



# Individual Awards

## The Lifetime Contribution Award

This Lifetime Contribution Award celebrates individuals' long-term emphasis on diversity, equity, and inclusion, and the nominees have demonstrated a track record of achievements, community involvement, and professional growth. The nominees are women who are known for their positive influence and competent abilities. Their work is innovative, exemplary, and represents best practices that serve as a model for other individuals or groups. These nominees' efforts have led other women progress into positions of leadership.

### Criteria:

- Her **work encompasses long-term emphasis** on promoting equity in the Pharmaceutical/ Biotech industry;
- Service as a **role model or mentor** that shows dedication to the advancement of women in Pharmaceutical/ Biotech industry;
- She has seen **women that they mentored progress** into position of leadership;
- She is known for her **positive influence** and competent **abilities**.

## The Diversity, Equity and Inclusion Award

This Diversity, Equity and Inclusion Award celebrates individuals whose work encompasses a sustained focus on diversity, equity, and inclusion. Our nominees' work is innovative, exemplary, and represents best practices in DEI. They have gone above and beyond their job duties in terms of scale and quantity of work. The nominees have registered tangible results and positive outcomes to stakeholders. Their commitment to diversity, equity, and inclusion has made a significant impact on our industry, and they serve as a role model for others to follow.

### Criteria:

- Their work encompasses **sustained focus** on diversity, equity and inclusion;
- Their work is innovative, exemplary, and/or represents **best practices in DEI**;
- Their **DEI efforts extend beyond the job duties** in terms of scale and quantity of work;
- They were able to **outline tangible results and positive outcomes** to stakeholders.

## The Excellence in Leadership Award

The Excellence in Leadership Award recognizes bold and well-known women executives who have made significant contributions to women leadership and played a major role in advancing women in her industry. Our nominees have a proven record of growth, success, and influence. They provide leadership to their team that is impactful, effective, motivational, and consistent and provide an equitable working environment for all team members. This award honours inspirational leaders who set an example for others to follow.

### Criteria:

- She has made a **significant contributions** to Women Leadership and has played a major role in the advancement of all women;



- She provides **leadership to her team that is impactful, effective, motivational, and consistent**;
- She has a proven **record of growth, success and influence**;
- She provides an **equitable working environment for all team members**.

## The Rising Star Award

The Rising Star Award celebrates the potential of young women who have already demonstrated exceptional leadership. It honors emerging leaders aged 18 - 30 who have shown continuity and exceptional growth in their contribution, as well as increased responsibility and sphere of influence. The nominees, though not yet senior- or chief-level positions, have exhibited a strong career trajectory, which suggests the possibility of forward advancement and appointment at the highest levels. Must be aged younger than 31 as of January 1st of nomination year.

### Criteria:

- She must be an **early to mid-stage career** working in the industry, with **10 years or less** in the profession;
- She has a career path which resulted in successes, with **increasing levels of responsibility**;
- She is a true **role model, guiding and inspiring** others with her leadership, creativity, and attitude;
- What do you consider to be her **core achievements** within the last **twelve (12) months** and why do you believe that this is the year that she should be the Rising Star?

## Excellence in Allyship

The Excellence in Allyship award recognizes exceptional individuals who have demonstrated a strong commitment to advancing women's careers and promoting equality and equity for women. They show solidarity and understanding for their female counterparts and beyond. They work to raise awareness around male privilege in the workplace, and stand beside women as their equals by being active participants - and encouraging others to engage - in the conversation around gender equality in the workplace and work to challenge the 'norm'.

### Criteria:

- The ally has demonstrated support of women in the workplace by **listening** in a generous and capacious way, by **providing** career **advice, feedback, encouragement, and motivation**, by **affirming, sponsoring, and celebrating** women colleagues;
- The ally has evidenced **concrete initiatives** to reduce gender inequalities at work, by adopting or creating appropriate support mechanisms;
- The ally has moved the diversity, equity and inclusion conversation forward with resolution and dedication. The ally has made this ethos and **strategic priority for both the ally's team and company**.
- The ally has engaged in women's events, conferences or has taken part in **women's rights initiatives**.



# Association Awards

## Not-for-Profit of the Year

The Non for Profit of the Year Award recognizes organizations that support gender equality and address women's issues. It is a vocal advocate for women's empowerment, and individual members have demonstrated influence in advancing women's rights and equity.

### Criteria:

- Placed women's issues at the core of their **mission and values**;
- Achieved meaningful and **measurable outcomes** through their advocacy work;
- Designed and implemented an **effective, timely campaigns, events or activities** around the issue;
- Provided women access to **networking and mentoring**.

## Diversity Initiative of the Year Award

The Diversity Initiative of the Year Award recognizes an initiative that has engaged stakeholders, set goals, and produced significant, measurable results in empowering and engaging women while reducing discrimination and exclusion based on ethnicity, race, sex, or age.

### Criteria:

- Has increased **accountability and transparency** around diversity issues;
- **Deployed effective alternatives** to the past whistleblower channels and complaint systems to prevent retaliation;
- The initiative has **offered strategies to reduce discrimination**;
- The initiative involved all the concerned stakeholders, especially leadership and **encouraged constructive feedback and conversations**.



# Company Awards

## Women Empowerment Company of the Year

The Women Empowerment Company of the Year award recognizes a company that has made quantifiable efforts to empower and engage women while reducing discrimination and exclusion based on ethnicity, race, sex, or age. The qualifying company has formal and documented processes for supporting positive change and measuring progress. It has a leadership team with individuals well known for their advocacy work and has successfully engaged in at least two to three initiatives over the last two years. The company takes a visible stance and has an explicit statement of support for Women Empowerment issues.

### Criteria:

- The qualifying company has **formal and documented processes (best practices)** for supporting positive change and quantifying and measuring progress;
- This company has **several individuals** on the leadership team who are well known for their advocacy work;
- This company would have successfully engaged in at least four initiatives over the last year;
- This company takes a visible stance and has an explicit statement of support for issues related to Women Empowerment.

## Diversity Initiative of the Year

Diversity Initiative of the Year recognizes a resource or initiative that has proven to positively promote diversity and inclusion in the workplace. This award sets out to recognize a DE&I program in its entirety.

### Criteria:

- The qualifying initiative has **set goals, collected and analyzed data on diversity over time**, and compared results to other organizations;
- The insights gathered through this initiative were **shared with key stakeholders**;
- The initiative has **demonstrable benefits** for the organization, its employees, customers and other stakeholders;
- The initiative **had the support at the highest level** of the organization.

## Women Support Network

The Women Support Network award recognizes companies that have supported the women's network within their company. It recognizes companies whose senior leadership has invested itself in implementing such a network. The network has been funded and has provided women with coaching and mentoring opportunities. It has also provided women with a safe place to discuss border issues that may impact their work life.

### Criteria:

- The network stands out for **coaching and mentoring** opportunities for women.
- Within this support network, women are given **tools and resources** that empower them.
- The network has successfully engaged in at least **four initiatives** over the last year.
- Company's **C-Suite** has invested time and has participated in the network's activities.





# Criteria Evaluation Grid

Score	Description
<b>Outstanding (4)</b>	Nominators provided specific and measurable examples of nominee's impact that far exceeded the criteria and documented that this occurred on a consistent basis.
<b>Exceeds Expectations (3)</b>	Nominators provided specific and measurable examples of nominee's impact that exceeded the criteria and documented that this occurred on a frequent basis.
<b>Successful (2)</b>	Nominators provided specific examples of nominee's impact, however, the examples provided did not fulfill all the criteria.
<b>Limited (1)</b>	Nominators provided limited information and description of nominee's impact. Examples provided were vague and immeasurable. Letters of support did not corroborate.
<b>Blank or Off Topic (0)</b>	No example provided, or example provided is off-topic.

**Do you know someone who matches the awards criteria?**

**Nominate Now!**