



# BCWLE

BRITISH COLUMBIA WOMEN IN LAW ENFORCEMENT

## LEADERSHIP

To be awarded to a female peace officer or civilian professional who distinguishes themselves by demonstrating a continuing long- term commitment to leadership, using exceptional personal skills, leading teams, and team building, developing others, organizational skills and administration that has an outstanding positive impact within their agency or area of responsibility.

### Eligibility Criteria

- A peace officer or civilian professional of a law enforcement agency in British Columbia that identifies as female
- Nomination must be endorsed by a senior officer or manager
- The described examples must have occurred during the past three years from the closing date of the nomination period.

### Selection Criteria

Effective Communication: ensures an effective exchange of ideas, thoughts, and opinions in various formats

EDI Awareness: actively promotes and/or contributes to raising awareness and consciousness about equity, diversity and inclusion (internally and externally).

Teamwork: working collaboratively to achieve common goals and developing a positive work environment

Initiative: demonstrates a commitment to continuous improvement and enables growth

Problem Solving & Decision Making: analyzing and developing appropriate solutions to problems evaluating a course of actions reaching logical decisions.

Community Impact: enhances community trust and positive relationships.

- Provide examples of candidate's high integrity and professional standards and how they have demonstrated a strong commitment to ethics and integrity
- Describe how the candidate has demonstrated significant investment and engagement in the community to improve relationships between policing and the community and to improving diversity in law enforcement
- Provide examples of how the candidate has worked to actively contribute to the advancement and development of women either inside or outside of their own organization
- How has the candidate's work impacted women in law enforcement?

	<b>RATING SCALE</b> (each category to be scored out of a total of 4 points. Half points can be awarded. A maximum of 24 points may be awarded)					
<b>CRITERIA BCWLE Leadership Award</b>	No demonstration of criteria	Limited demonstration of criteria	Submission lacks details regarding aspects of the criteria	Submission includes a specific example that contains some aspects of the criteria	Submission includes a specific example that fully demonstrates all aspects of the criteria	Total
Effective Communication	0	1	2	3	4	
EDI Awareness and Education	0	1	2	3	4	
Teamwork	0	1	2	3	4	
Initiative	0	1	2	3	4	
Problem Solving and Decision Making	0	1	2	3	4	
Community Impact	0	1	2	3	4	
Total						



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## MENTORSHIP & COACHING

To be awarded to a female peace officer or civilian professional who distinguishes themselves by their support, assistance, and development of women in law enforcement by focusing on career aspirations, ongoing personal development and/or producing training programs or policies which enhance the role of women in policing.

### Eligibility Criteria

- A peace officer or civilian professional of a law enforcement agency in British Columbia that identifies as female
- Nomination must be endorsed by a senior officer or manager
- The described examples must have occurred during the past three years from the closing date of the nomination period.

### Selection Criteria

Effective Communication: ensures an effective exchange of ideas, thoughts, and opinions in various formats

EDI Awareness: actively promotes and/or contributes to raising awareness and consciousness about equity, diversity and inclusion (internally and externally).

Initiative: demonstrates a commitment to continuous improvement and enables growth

Developing Others: genuine intent to foster long term learning and development of others

Empowerment: shares responsibility with individuals/groups to garner ownership and commitment; fosters teamwork

Commitment to Continuous Learning: commitment to the ongoing and evolving needs of the organization

- Describe the extent to which the candidate's activities have contributed to the mentoring of women in law enforcement and the impact of the mentoring
- Provide examples of candidate's high integrity and professional standards and how they have demonstrated a strong commitment to ethics and integrity
- Provide examples of how the candidate has worked to actively contribute to the advancement and development of women either inside or outside of their own organization
- How has the candidate's work impacted women in law enforcement?

	<b>RATING SCALE</b> (each category to be scored out of a total of 4 points. Half points can be awarded. A maximum of 24 points may be awarded)					
<b>CRITERIA</b> <b>BCWLE</b> <b>Mentorship &amp;</b> <b>Coaching</b> <b>Award</b>	No demonstration of criteria	Limited demonstration of criteria	Submission lacks details regarding aspects of the criteria	Submission includes a specific example that contains some aspects of the criteria	Submission includes a specific example that fully demonstrates all aspects of the criteria	Total
Effective Communication	0	1	2	3	4	
EDI Awareness and Education	0	1	2	3	4	
Initiative	0	1	2	3	4	
Developing Others	0	1	2	3	4	
Empowerment	0	1	2	3	4	
Commitment to Continuous Learning	0	1	2	3	4	
<b>Total</b>						



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## ALLY

To be awarded to an individual (peace officer or civilian professional), who advocates for and significantly contributes to a culture of equity, diversity and inclusion (EDI) in law enforcement. This individual openly promotes EDI and is committed to the advancement of women in law enforcement.

### Eligibility Criteria

- A peace officer or civilian professional of a law enforcement agency in British Columbia
- Nomination must be endorsed by a senior officer or manager
- The described examples must have occurred during the past three years from the closing date of the nomination period.

### Selection Criteria

Effective Communication: ensures an effective exchange of ideas, thoughts, and opinions in various formats

EDI Awareness: actively promotes and/or contributes to raising awareness and consciousness about equity, diversity and inclusion (internally and externally).

Initiative: demonstrates a commitment to continuous improvement and enables growth

Overall Impact: enhances trust and builds long term positive relationships

Empowerment: shares responsibility with individuals/groups to garner ownership and commitment; fosters teamwork

- Describe ways in which the candidate acts as a role model to champion issues related to equity, diversity, and inclusion
- Provide an example(s) of the candidate's commitment to equity, diversity and inclusion based on the techniques, skills or information the candidate uses to educate and/or mentor others.
- Describe how the candidate addresses inequalities, barriers, and biases in their workplace and communities
- Describe how the candidate demonstrates a long-time and ongoing commitment to advancing the issues of diverse employees in their workplace

	<b>RATING SCALE</b> (each category to be scored out of a total of 4 points. Half points can be awarded. A maximum of 24 points may be awarded)					
<b>CRITERIA BCWLE Ally Award</b>	No demonstration of criteria	Limited demonstration of criteria	Submission lacks details regarding aspects of the criteria	Submission includes a specific example that contains some aspects of the criteria	Submission includes a specific example that fully demonstrates all aspects of the criteria	Total
Effective Communication	0	1	2	3	4	
EDI Awareness and Education	0	1	2	3	4	
Initiative	0	1	2	3	4	
Overall Impact	0	1	2	3	4	
Empowerment	0	1	2	3	4	
<b>Total</b>						



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## INNOVATION

To be awarded to an individual (female peace officer or civilian professional) or group, who demonstrates an innovative and unique achievement in the implementation of a program(s) and/or initiative(s), which has enhanced the effectiveness of law enforcement and the communities in which they work. This award intends to identify those who break new ground and have been successful in its creation of a novel program and/or initiative for law enforcement or the communities they serve.

### Eligibility Criteria

- A peace officer or civilian professional of a law enforcement agency in British Columbia that identifies as female
- Nomination must be endorsed by a senior officer
- The described examples must have occurred during the past three years from the closing date of the nomination period.

### Selection Criteria

Effective Communication:	ensures an effective exchange of ideas, thoughts, and opinions in various formats
Implementation:	Demonstrates sound decision-making during implementation while considering organizational goals, resource management, employee wellness, investigations, and public safety.
Initiative:	demonstrates a commitment to continuous improvement and enables growth
Problem Solving & Decision Making:	analyzing and developing appropriate solutions to problems evaluating a course of actions reaching logical decisions.
Overall Impact:	Their idea, initiative or campaign has made a measurable impact to all or some of the above noted considerations

- Describe the extent to which the candidate's activities have been innovative and enhanced the effectiveness of law enforcement
- Describe and provide example(s) of how the program/innovation was effective
- Provide examples of how the candidate has positively impacted their community and department, and
- How has the candidate's work impacted women in law enforcement?

	<b>RATING SCALE</b> (each category to be scored out of a total of 4 points. Half points can be awarded. A maximum of 24 points may be awarded)					
<b>CRITERIA BCWLE Innovation Award</b>	No demonstration of criteria	Limited demonstration of criteria	Submission lacks details regarding aspects of the criteria	Submission includes a specific example that contains some aspects of the criteria	Submission includes a specific example that fully demonstrates all aspects of the criteria	Total
Effective Communication	0	1	2	3	4	
Implementation	0	1	2	3	4	
Initiative	0	1	2	3	4	
Problem Solving and Decision Making	0	1	2	3	4	
Overall Impact	0	1	2	3	4	
<b>Total</b>						