



# BCWLE

BRITISH COLUMBIA WOMEN IN LAW ENFORCEMENT

## 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 BCWLE Mentorship &amp; Coaching 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>						