

MENTORSHIP & COACHING

To be awarded to an individual (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 of a law enforcement agency in British Columbia that identifies as female
- Nomination must be endorsed by a senior officer
- must have occurred during the immediate 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: 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?

	RATING SCALE (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)					
CRITERIA BCWLE Mentorship & Coaching Award	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	
Total						