LEADERSHIP

To be awarded to an individual (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 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:	contributed 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 law enforcement 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?

	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 Leadership 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	
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						

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 law enforcement.

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						

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 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 of a law enforcement agency in British Columbia
- 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
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

	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 Ally 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	
Overall Impact	0	1	2	3	4	
Empowerment	0	1	2	3	4	
Total						

COMMUNITY SERVICE

To be awarded to an individual (female peace officer or civilian professional) or group, who demonstrates exemplary actions to improve public safety, reduce crime and criminal behaviour, reduce anti-social behaviour or foster better relationships between law enforcement and the community.

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
Implementation:	Demonstrates sound decision-making during implementation while considering organizational goals, resource management, community trust, 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.
Community Impact:	Their idea, initiative or campaign has made a measurable impact to the community.

- Describe the extent to which the candidate's activities have enhanced the effectiveness of law enforcement
- Describe and provide example(s) of how the program 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?

	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 Community Service 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	
Implementation	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						