

Terms of Reference for Pride at Work Canada's CHANGEMAKERS Application

1. Introduction:

CHANGEMAKERS is a Pride at Work Canada multimedia campaign where people can nominate as many changemakers as they admire, from the same organization, from different ones, or including themselves. This document provides essential information for applicants/nominees interested in participating in our recognition program, which aims to celebrate outstanding achievements and contributions in various fields, fostering positive change and innovation.

2. Objectives:

A) Celebrate Leadership in Inclusion

Provide a platform to celebrate and honour leaders who have made significant strides in fostering 2SLGBTQIA+ inclusion in their workplaces. By recognizing their achievements, we aim to inspire others to follow in their footsteps.

B) Strengthen the 2SLGBTQIA+ Inclusion Movement

CHANGEMAKERS is not just about recognizing individual accomplishments; they're about building momentum for the broader movement towards 2SLGBTQIA+ inclusion. By showcasing successful strategies and practices, we aim to inspire more organizations to take concrete steps towards creating diverse and welcoming workplaces.

C) Amplify the Voices of Inclusion

Elevate the voices of leaders who may not have had the chance to be heard on a national stage. We want to ensure that their stories and achievements inspire others to make a positive impact in their workplaces and communities.

D) Connect Leaders to Pride at Work Canada's Network

We believe in the power of collaboration. Recognizing CHANGEMAKERS will bring together like-minded leaders and connect them to our extensive network of Proud and Community Partners across Canada. Through this, we develop a sense of community, facilitate knowledge sharing, and provide a platform for leaders to learn from each other.

3. Nomination Categories:

There are many ways to shine. Below are some of the ways 2SLGBTQIA+ leaders positively affect Canadian workplaces.

Please identify one (or more) of the nomination categories and refer to their associated criteria when describing the contributions and achievements of the nominee.

A) Community Nomination:

- Championing for the Human Rights of 2SLGBTQIA+ people in their communities
- A significant contribution to challenging Human Rights abuses, engaging in public advocacy, collective action, social dialogue, and support for 2SLGBTQIA+ organizations

B) Human Rights Nomination:

- Promoting respect for the Human Rights of 2SLGBTQIA+ workers, customers, and/or community members
- A significant contribution to developing policies or practices to ensure they respect the Human Rights of 2SLGBTQIA+ people
- Establishing mechanisms to monitor compliance with Human Rights standards

C) Workplace Nomination:

- Challenging discrimination against 2SLGBTQIA+ employees in the workplace
- A significant contribution to promoting inclusion and reducing any discrimination in recruitment, employment, working conditions, benefits, respect for privacy, or treatment of harassment.
- Supporting 2SLGBTQIA+ staff at work
- A significant contribution to providing a positive, affirmative environment so that 2SLGBTQIA+ employees can work with dignity and without stigma

D) Marketplace Nomination:

- Challenging discrimination against 2SLGBTQIA+ customers, suppliers, and distributors
- A significant contribution to reducing barriers and promoting the inclusion of 2SLGBTQIA+ suppliers, distributors, or customers

4. Eligibility Criteria:

- Living in Canada;
- 18 years of age or older;
- Identify as Two-Spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual, and all members of the 2SLGBTQIA+ community who are not explicitly recognized in the acronym;
- Currently volunteering, working, retired, self-employed or seeking employment in Canada;
- Currently employed/volunteering, or nominated by someone who is employed/volunteering, at one of Pride at Work Canada's Proud Partners or Community Partners.

5. Ineligibility or Preclusion Criteria:

- Living outside Canada;
- Being younger than 18 years old;
- Individuals who do not identify as 2SLGBTQIA+. While the work and support from passionate 2SLGBTQIA+ allies are valued, please remember that the best support often means respecting the necessity for recognition and resources directly benefiting 2SLGBTQIA+ individuals.
- Officers, directors, employees, agents and representatives of Pride at Work Canada, including members of the Selection Committee, and members of the immediate families (defined as parents, siblings, children and spouses, regardless of where they live) or households (whether or not related) of such officers, directors, employees, agents, representatives and Selection Committee members.
- Not being affiliated or nominated by one of Pride at Work Canada's current Proud Partners or Community Partners.

6. Application Process:

To submit a nomination for the CHANGEMAKERS, please follow these steps:

- a. Submit a comprehensive application package, and any relevant supporting documents through the form.
 - Contact information
 - Biography
 - Headshot (JPEG, PNG or another image format)

- Supporting materials

b. Applications can be self-submitted or nominated by others.

c. Ensure that all applications are submitted by the specified deadline.

7. Evaluation Process:

Applications will be evaluated by a panel of judges/experts in the field. The judging criteria will include the demonstrated impact, innovation, and commitment to positive change.

8. CHANGEMAKERS Recognition:

Successful applicants will be recognized on the CHANGEMAKERS website, to be launched on May 17, 2024. We will then look for other opportunities to recognize the CHANGEMAKERS throughout the 2024-2025 program year (May 2024 to April 2025).

9. Communication and Publicity:

We will publicize the CHANGEMAKERS through various channels, including social media, press releases, and our official website. CHANGEMAKERS may be featured in local and national media to showcase their achievements.

10. Confidentiality:

Rest assured that all information related to the application and evaluation process will be treated with the utmost confidentiality. Only authorized personnel involved in the CHANGEMAKERS will have access to this information.

11. Amendments to Terms of Reference:

These terms of reference may be amended at the discretion of Pride at Work Canada to accommodate unforeseen circumstances or improve the overall effectiveness of the Program.

12. Waiver in connection with participation:

In connection with my participation in Pride at Work Canada / Fierté au travail Canada's CHANGEMAKERS, I, hereby grant permission to the organization to use my name, photograph, likeness, and voice in any manner and in all media now or hereafter known,

Pride at Work Canada
312-192 Spadina Ave.
Toronto, ON, M5T 2C2
info@prideatwork.ca



without compensation of any kind. I also waive any right to inspect or approve the finished product wherein my likeness appears.

I HAVE READ AND FULLY UNDERSTAND THIS WAIVER & RELEASE AGREEMENT AND UNDERSTAND THAT I AM ASSUMING ALL THE RISKS INHERENT IN THE CHANGEMAKERS, AND THAT I AM RELEASING ANY AND ALL CLAIMS THAT I MAY HAVE AS A RESULT OF MY PARTICIPATION IN THE EVENT.

I further acknowledge and agree that my electronic signature or acknowledgment constitutes my acceptance of this waiver and release agreement and will have the same legal effect as an original signature.

I HAVE READ AND UNDERSTAND THE ABOVE PHOTO RELEASE. I AFFIRM THAT I AM AT LEAST 18 YEARS OF AGE.

13. Contact Information:

For any inquiries or additional information, please reach out to Connor Pion at connor.pion@prideatwork.ca.

14. Application Submission Deadline:

The deadline for submitting applications is March 17, 2024.

We look forward to receiving your application and celebrating your contributions as a Changemaker!