

2ND ANNUAL WOMEN IN LAW LEADERSHIP AWARDS

NOMINATION PACKAGE

Nominations open November 29th, 2023 for the
2024 WILL Awards Ontario

Nomination deadline **February 7th, 2024**

Awards will be held on **April 11th, 2024**



womeninlawleadership.ca

FOUNDING ORGANIZATION

THE COUNSEL
NETWORK
a Caldwell company

AWL
ASSOCIATION OF WOMEN LAWYERS (ONTARIO)

MEDIA SPONSOR

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LAW FIRM LEADERSHIP AWARD

The WILL Awards Ontario Law Firm Award is presented to a law firm in recognition of its leadership in fostering a supportive environment for women* in law.

ELIGIBILITY

The law firm must:

- Have active operations in Ontario;
- Foster the inclusion of women lawyers, as demonstrated by its internal policies and procedures and how they are implemented (including without limitation, the firm's recruiting strategies, mentoring and sponsorship programs, retention strategy, flexible working hours, pay equity policy [if any], conditions and promotions);
- Demonstrate an intention to promote women lawyers into senior positions and to hire women students and lawyers to fill the pipeline of future women in senior leadership roles; and
- Support women in the legal and business communities (including support and sponsorship of organizations which foster the inclusion of women lawyers, contributes to mentoring female law students and junior lawyers, be a leader in diversity initiatives, and be a positive role model in fostering the inclusion of women lawyers at other firms in Ontario).

NOMINATION PROCESS

A law firm may nominate itself or be nominated by an individual or group.

All nomination packages received should include:

- A cover letter describing how the law firm has demonstrated its commitment to fostering an inclusive and supportive environment for women lawyers in its operations in Ontario with supporting evidence (i.e. copies of policies or summaries of policies, examples of their implementation, statistics of the number and percentage of women partners, counsel, associates and students, and the roles undertaken by the firm in the community).
- Two letters of support from references other than the nominator (maximum three letters).

SELECTION PROCESS

The WILL Awards Ontario Selection Committee includes the Chair of Women in Law Leadership Ontario as well as a representative from the judiciary, a representative from an Ontario law school, the President of the Ontario Bar Association or designate, and a representative from the Association of Corporate Counsel or the Canadian Corporate Counsel Association.

- The nominees will be reviewed by the WILL Awards Ontario Selection Committee.
- The contents of all applications will be treated as confidential (except the announcement of the winner).
- The nominees will be evaluated on criteria including the following: the criteria listed in the Eligibility section, the information provided in the nominator's cover letter and the supporting evidence submitted in the nomination package.
- If a law firm nominee is not selected in the nomination year, the firm's nomination will be considered in the following year, unless the firm withdraws in writing.
- In any given year, the WILL Awards Ontario Selection Committee may choose not to present an award to a law firm or may select more than one law firm for an award.

*This program is for all women, including cis and trans women and non-binary people who are comfortable in a space that centres on the experiences of women.



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INDIVIDUAL LEADERSHIP AWARD

The WILL Awards Ontario Individual Leadership Award is presented to an individual in recognition of their leadership in the profession.

This award will recognize and applaud a lawyer who has shown extraordinary leadership in one or more of several areas including: legal skills and capabilities, contribution to legal education and/or scholarship, demonstrated leadership in law and diversity initiatives, and a commitment to being a positive role model for other lawyers.

ELIGIBILITY

All female* members of the legal profession in Ontario are eligible for nomination.

- Members of the judiciary are not eligible for nomination during their tenure as judges and for one year after their term in office ends.
- Nominees can be active or non-practicing members of the Law Society of Ontario.

NOMINATION PROCESS

Nominees may self-nominate.

All nomination packages received should include:

- A statement from the nominator detailing why the nominee is worthy of the award.
- A curriculum vitae of the nominee outlining their background, career and any activities that qualify her/their for nomination.
- Two letters of support for the nominee from someone other than the nominator (three letters of support for the nominee if she is/they are self-nominating).

SELECTION PROCESS

The WILL Awards Ontario Selection Committee includes the Chair of Women in Law Leadership Ontario as well as a representative from the judiciary, a representative from an Ontario law school, the President of the Ontario Bar Association or designate, and a representative from the Association of Corporate Counsel or the Canadian Corporate Counsel Association.

- The nominees will be reviewed by the WILL Awards Ontario Selection Committee.
- The contents of all applications will be treated as confidential (except the announcement of the winner).
- The nominees will be evaluated on criteria including the following: vision and leadership, impact on other lawyers, dedication, initiative, career accomplishments and results achieved.
- If a nominee is not selected in the nomination year, her/their nomination will be considered in the following year, unless she/they withdraw in writing.
- In any given year, the WILL Awards Ontario Selection Committee may choose not to present an award to an individual or may select more than one individual for an award.

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MENTORSHIP AWARD

The WILL Awards Ontario Mentorship Award is presented to an individual in recognition of their commitment to the mentorship of lawyers.

This award will recognize and applaud a lawyer who has a demonstrated interest in and proven track record of mentoring lawyers in Ontario.

ELIGIBILITY

All female* members of the legal profession in Ontario are eligible for nomination.

- Members of the judiciary are not eligible for nomination during their tenure as judges and for one year after their term in office ends.
- Nominees can be active or non-practicing members of the Law Society of Ontario.

NOMINATION PROCESS

Nominees may self-nominate.

All nomination packages received should include:

- A statement from the nominator detailing why the nominee is worthy of the award.
- A curriculum vitae of the nominee outlining the nominee's background, career and any activities that qualify her/their for nomination.
- Two letters of support for the nominee from someone other than the nominator (three letters of support for the nominee if she is/they are self-nominating). At least one letter of support must be from a mentee of the nominee.

SELECTION PROCESS

The WILL Awards Ontario Selection Committee includes the Chair of Women in Law Leadership Ontario as well as a representative from the judiciary, a representative from an Ontario law school, the President of the Ontario Bar Association or designate, and a representative from the Association of Corporate Counsel or the Canadian Corporate Counsel Association.

- The nominees will be reviewed by the WILL Awards Ontario Selection Committee.
- The contents of all applications will be treated as confidential (except the announcement of the winner).
- The nominees will be evaluated on criteria including the following:
 - A demonstrated involvement with and dedication to mentoring, whether through informal or formal channels;
 - An ability to promote and develop relevant skillsets of their mentees and have a demonstrated impact on their mentees;
 - The promotion of diversity and inclusion within the legal profession through their mentorship work;
- If a nominee is not selected in the nomination year, her/their nomination will be considered in the following year, unless she/they withdraw in writing.
- In any given year, the WILL Awards Ontario Selection Committee may choose not to present an award to an individual or may select more than one individual for an award.

*This program is for all women, including cis and trans women and non-binary people who are comfortable in a space that centres on the experiences of women.



NOMINATION FORM

Send completed nomination packages to ontarioawards@womeninlawleadership.ca

NOMINATION DEADLINE – February 7th, 2024

NOMINEE INFORMATION

Name: _____

Award Category: _____
Law Firm Award Leadership Award Mentorship Award

Firm/Company/Organization Name: _____

Business Phone: _____

Email: _____

NOMINATION SUBMISSION CHECKLIST

- A statement from the nominator detailing why the nominee is worthy of consideration. A nominee may self-nominate.
- A curriculum vitae of the individual nominee outlining the nominee's background, career and any activities that qualify the nominee for nomination in one of the two individual categories OR a cover letter describing how the law firm has demonstrated its commitment to fostering an inclusive and supportive environment for women lawyers and qualifies the law firm for nomination in the law firm category.
- Two letters of support for the nominee from someone other than the nominator (three letters of support for the nominee if self-nominating).
- Members of the judiciary are not eligible for nomination in any category.

THE 2024 WILL AWARDS ONTARIO

Awards event will be held on April 11th, 2024 at the Ritz Carlton, Toronto.

For further information regarding nominations, event tickets, tables or available sponsorships, contact:

Jacquelyn Stevens

Chair of WILL Awards Ontario Committee

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ontarioawards@womeninlawleadership.ca



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