

Honouring our past



LEADERSHIP AWARDS '24

AWARD CRITERIA

About the VersaFi Leadership Awards

Canada's finance sector has something to be proud of; exemplary individuals and firms that share an inspiring vision for the future — an equitable workplace.

That's why we launched the VersaFi Leadership Awards back in 2007 — to honour the work, innovation, and ingenuity required to create an environment that enables everyone to thrive. Seventeen years later we are as excited as ever to recognize the exemplary leaders of change that help drive a mission that can harness the full potential of North America's financial sector — one that includes more innovation, diverse and impactful teams, improved businesses, and new levels of prosperity.

We do this through six awards categories, which include: Rising Star; Trailblazers; Outstanding Volunteer; Transformational Leadership; Excellence in Innovation; and Allyship. Details for each category, including award criteria and nomination dates, are listed on the next pages.

Please note: VersaFi Board Members are not eligible.



Rising Star Award ^{1/2}

About

Recognizes up to three (3) high-performing women/gender-diverse individuals who have demonstrated strong professional progression early on in their careers, and are on the path towards increasingly senior roles. Candidates are strong advocates for equity, diversity and inclusion in their workplace with a focus on accelerating equity for women specifically. They do this by educating their peers, engaging men as allies, and/or actively supporting the advancement of other women in the industry.

Eligibility

- Junior-mid level women/gender-diverse professionals (3-6 years of experience)* to be verified through resume or LinkedIn profile;
- Must be a VersaFi full member in good standing;
- Currently working in the North American finance industry in a business line or supporting function on the sell side, the buy side, or in fintech; may also be working in an advisory firm in Capital Markets/Corporate Finance/M&A/Deals;
- Self-nominations and nominations for others are both accepted.



Rising Star Award ^{2/2}

Nominations must include:

- One (1) reference letter, supporting the nomination, from a more senior colleague with whom the nominee has worked over the past two years; the reference letter must include the nature of the professional relationship with the nominee as well as the referee's contact information in the event that a member of the VersaFi team requires further information;
- A written statement responding to the following criteria. (Note that nominations must address all of the following criteria in order to be considered).

Nominations will be judged on the following criteria:

Career Accomplishments

- How has the nominee excelled in their career to date and met or exceeded the expectations of their role(s)?

Leadership Capabilities

- How has the nominee engaged and inspired others, thereby setting a strong example for women/gender-diverse professionals?

Impact

- How has the nominee contributed to accelerating gender equity, diversity and inclusion in their team, department, or organization?
- Provide one or more examples of how the nominee has fostered a culture of gender inclusion at the team, department level, and/or organization level.



Trailblazers Award ^{1/2}

About

Recognizes up to three (3) high-performing women/gender-diverse individuals who have demonstrated strong professional progression, and are on the path to senior leadership roles. Candidates are strong advocates for equity, diversity and inclusion in their workplace with a focus on accelerating equity for women specifically. They do this by educating their peers, engaging men as allies, and/or actively supporting the advancement of other women in the industry.

Eligibility

- Mid- senior women/gender-diverse professionals (7-14 years of experience)* to be verified through resume or LinkedIn profile;
- Must be a VersaFi full member in good standing;
- Currently working in the North American finance industry in a business line or supporting function on the sell side, the buy side, or in fintech; may also be working in an advisory firm in Capital Markets/ Corporate Finance/M&A/Deals;
- Self-nominations and nominations for others are both accepted.



Trailblazers Award ^{2/2}

Nominations must include:

- One (1) reference letter, supporting the nomination, from a more senior colleague with whom the nominee has worked over the past two years; the reference letter must include the nature of the professional relationship with the nominee as well as the referee's contact information in the event that a member of the VersaFi team requires further information;
- A written statement responding to the following criteria. (Note that nominations must address all of the criteria noted below in order to be considered).

Nominations will be judged on the following criteria:

Career Accomplishments

- How has the nominee excelled in her/their career to date and met or exceeded the expectations of their role(s)?

Leadership Capabilities

- How has the nominee engaged and inspired others, thereby setting a strong example for women/gender-diverse individuals within the organization and/or the industry?

Impact

- Outline any initiatives the nominee has led/co-led to promote and accelerate gender equity, diversity and inclusion within their department and/or organization? Please note any outcomes of these initiatives.
- Provide one or more examples of how the nominee has engaged men as allies in pursuit of gender equity and inclusion.



Transformational Leadership Award ^{1/2}

About

Recognizes up to three (3) senior women/gender-diverse leaders who have made significant, measurable, and lasting contributions to improving gender equity at their organizations. Candidates have measurably contributed to the recruitment, retention, and advancement of women, and/or are actively working toward more equitable and gender-inclusive practices, policies, and culture. Candidates have influenced their workplaces by inspiring their team members and management to actively contribute toward building more gender-inclusive workplaces.

Eligibility

- Senior women/gender-diverse professionals (15 + years of experience)* to be verified through resume or LinkedIn profile;
- Must be a VersaFi full member in good standing;
- Currently working in the North American finance industry in a business line or supporting function on the sell side, the buy side, or in fintech; may also be working in an advisory firm in Capital Markets/Corporate Finance/M&A/Deals;
- Has not been a VersaFi Champion of Change in the past two years;
- Self-nominations and nominations for others are both accepted.



Transformational Leadership Award ^{2/2}

Nominations must include:

- One (1) reference letter, supporting the nomination, from a more senior colleague with whom the nominee has worked over the past two years; the reference letter must include the nature of the professional relationship with the nominee as well as the referee's contact information in the event that a member of the VersaFi team requires further information.
- A written statement responding to the following criteria. (Note that nominations must address all of the criteria noted below in order to be considered).

Nominations will be judged on the following criteria:

Career Accomplishments

- How has the nominee excelled in their career to date and met or exceeded the expectations of their role(s)?

Leadership Capabilities

- How has the nominee engaged and inspired others, thereby setting a strong example for other women/gender-diverse individuals in the organization and/or the industry?

Impact

- Outline any initiatives the nominee has led/co-led to promote and accelerate gender equity, diversity and inclusion within her/their organization? Please note any outcomes of these initiatives.
- How has the nominee engaged senior management, including men, to influence changes in policies and culture to become more inclusive and aware of gender equity and inclusion?



Excellence in Innovation Award ^{1/2}

About

Awarded to one (1) person, group, department, or organization that has made meaningful, measurable, and lasting improvements for women through a new and innovative approach. This recipient has taken an innovative approach to change using a comprehensive and thoughtful strategy that is results-driven, with measurability and accountability as key components.

Note: Category open to VersaFi Corporate Partners only

Eligibility

- Must be employed at a VersaFi Platinum, Gold, or Silver partner level firm * to be verified through resume or LinkedIn profile;
- Must provide data to back up the impact of innovative approach* (see below);
- The initiative must have taken place within the last 36 months and must have demonstrated sustained progress over time;
- Self-nominations and nominations for others are both accepted.

**Could be presented in reports, slide decks, tracking frameworks, etc. Anything where a plan with objectives was set, then those objectives were met through pre-determined metrics.*



Excellence in Innovation Award ^{2/2}

Nominations must include:

- One (1) reference letter, supporting the nomination, from a more senior colleague with whom the nominee has worked over the past two years; the reference letter must include the nature of the professional relationship with the nominee as well as the referee's contact information in the event that a member of the VersaFi team requires further information;
- A written statement responding to the following criteria. (Note that nominations must address all of the criteria noted below in order to be considered).

Nominations will be judged on the following criteria:

Leadership & Initiative

- Describe the gender diversity/inclusion approach or initiative and its objectives in terms of how it was designed to accelerate equity for women in the organization.

Innovation

- How has the nominee taken a new or innovative approach to advancing gender equity within the organization and/or industry?

Impact (data that backs up the innovative approach)

- Outline the gender equity strategy, including goals, tactics, and measurable outcomes.
- Outline how the strategy displays transparency, accountability, and measurability.



Allyship Award ^{1/2}

About

Awarded to up to two (2) men who have accelerated equity and inclusion for women at the team, department, organization, and/or industry level.* These male allies have shown sustained leadership and taken clear steps to advance equity, diversity and inclusion in their workplaces, resulting in tangible outcomes for their women colleagues.

Note: Category open to VersaFi Corporate Partners only

Eligibility

- Men employed at a VersaFi Platinum, Gold, or Silver partner level firm * to be verified through resume or LinkedIn profile;
- Must be a VersaFi ally member in good standing;
- Currently working in the North American finance industry in a business line or supporting function on the sell side, the buy side, or in fintech; may also be working in an advisory firm in Capital Markets/Corporate Finance/M&A/Deals;
- Has not been a VersaFi Champion of Change in the last two years;
- Self-nominations and nominations for others are both accepted.



Allyship Award ^{2/2}

Nominations must include:

- One (1) reference letter, supporting the nomination, from a more senior colleague with whom the nominee has worked over the past two years; the reference letter must include the nature of the professional relationship with the nominee as well as the referee's contact information in the event that a member of the VersaFi team requires further information;
- A written statement responding to the following criteria. (Note that nominations must address all of the criteria noted below in order to be considered).

Nominations will be judged on the following criteria:

Leadership

- Describe the gender diversity/inclusion approach or initiative and its objectives in terms of how it was designed to accelerate equity for women in the organization.

Influence & Accountability

- Provide one or more examples of how the nominee has influenced peers and others in the organization and/or industry to become more gender inclusive.
- Share how the nominee holds others accountable for advancing progress for women in the organization and/or industry.

Impact

- Provide examples of how the nominee's efforts have had a positive impact on equity, diversity, and inclusion within their team, department, and/or organization.
- Outline how the strategy displays transparency, accountability, and measurability.



Outstanding Volunteer Award ^{1/2}

About

Awarded to up to two (2) volunteers who have surpassed the typical expectations of a VersaFi volunteer. These volunteers have demonstrated impressive leadership and initiative, setting an exceptional example to other volunteers, with an elevated commitment to improving gender equity in the finance industry. Candidates contribute significantly to increasing VersaFi's reach and impact, by developing strong relationships across the industry and by assisting VersaFi in the delivery of relevant programming and events, designed to accelerate progress for women in the finance sector.

Eligibility

- Has held a VersaFi volunteer position for a minimum of two years;
- Must be a VersaFi member in good standing;
- Self-nominations and nominations for others are both accepted.



Outstanding Volunteer Award ^{2/2}

Nominations must include:

- A written statement responding to the following criteria. (Note that nominations must address all of the criteria noted below in order to be considered).

Nominations will be judged on the following criteria:

Leadership & Initiative

- Share how the nominee has demonstrated outstanding leadership and initiative as a VersaFi volunteer and surpassed expectations.

Commitment to Gender Equity

- How has the nominee shown an elevated commitment to improving equity for women in the finance sector through their volunteer work? Please provide one or more examples.

Impact

- Share examples of how the nominee has contributed significantly to increasing VersaFi's reach and impact.



Honouring our past



VersaFi

formerly **WCM**

