



**change  
makers**

**2025**

**Business  
Innovation Award**

**2025  
Nomination  
Package**

10th Annual Change Makers Awards





# About the Awards

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Each year, YWCA Banff presents the Change Makers Awards to outstanding women and gender diverse people from the Bow Valley who have made a lasting difference in the lives of people in the Bow Valley and beyond. Any woman (transgender or cisgender) or gender diverse person who meets the award category criteria is eligible for nomination.

YWCA Banff is proud to host these awards, recognizing local individuals who through their own initiative, ability, and effort have demonstrated positive change in the community in alignment with YWCA Banff's core values.

Within this nomination packet, you will find key details about the nomination and selection criteria, as well as the overall selection process. A Change Makers nomination form is also included. Please review the information carefully to ensure your nominee meets the qualifications. If you have any questions, feel free to reach out – our contact information is provided at the end of the nomination form.

Thank you for taking the time to recognize and nominate an individual in the Bow Valley who embodies the spirit and impact of a true Change Maker. Your effort helps shine a light on those making a meaningful difference in our community.

Ebony Rempel  
Chief Executive Officer  
YWCA Banff

## Business Innovation Category

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This award recognizes an individual whose leadership and entrepreneurial spirit have driven social good and positive change within our community. Through innovation and vision, they have addressed a critical need or gap, creating lasting impact in the Bow Valley. Their contributions not only foster meaningful and sustained progress but also open doors for others, empowering and uplifting those around them.

They exemplify a deep commitment to community, demonstrating respect and engagement with clients, colleagues, and the broader public. As founders, owners, leaders, or innovators, they develop and implement programs, partnerships, policies, or initiatives that significantly enhance the lives of women and gender-diverse people in our community.

## Key Dates

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**NOMINATION DEADLINE:**

**Fri, April 11, 2025**

**CHANGE MAKERS AWARDS:**

**Thurs, May 22, 2025**

## Submissions

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**SEND BY EMAIL: [MARKETING@YWCABANFF.CA](mailto:MARKETING@YWCABANFF.CA)**

- MUST BE RECEIVED BY 11:59 PM ON FRIDAY, APRIL 11, 2025
- Late submissions will not be considered
- Incomplete submissions will not be considered
- Once submitted, nomination packages cannot be edited or altered

# Nomination Form & Guidelines

**\*New\* for 2025: You may only nominate a person in one category (Community Champion, Business Innovation, or Emerging Leader).**

Nominate an outstanding individual in our community who has made a lasting difference in the lives of women and gender diverse people in the Bow Valley and beyond.



## NOMINATOR QUALIFICATIONS:

- The nominator can be any individual who is interested in nominating an eligible nominee
- The nominator must fully complete the Nomination Form and submit it, along with the support material by 11:59 pm on Friday, April 11, 2025
- Current members of the Bow Valley Change Makers Awards selection committee are not eligible to submit nominations
- Multiple nominations from the same nominator are allowed
- Each nominee can only be nominated for one out of the three categories (Community Champion, Business Innovation, or Emerging Leader)

## NOMINEE ELIGIBILITY:

Nominee must:

- Be a role model, trail blazer or outstanding achiever residing in the Bow Valley - including the communities of Banff, Canmore, Lake Louise, Exshaw, Deadman's Flats, Kananaskis and Mini Thni
- Be a woman (transgender or cisgender) or gender diverse person
- Age restrictions: Emerging Leaders – Nominees must be 16-30 years old. Community Champion & Business Innovation – Nominees must be 18+ years old
- Support the mission and values of YWCA Banff
- Consent to nomination
- Be available to, or have a representative, attend the awards presentation on Thursday, May 22, 2025

In addition:

- We welcome and encourage inclusive and diverse nominations with respect to nominees' age, nationality, residency status in Canada, and career path
- Previous nominees may be re-nominated
- Previous award recipients; current YWCA Banff employees and Board members; and current Bow Valley Change Makers selection committee members are ineligible to be nominated
- We cannot accept nominations for people who have passed away

## SCORING CRITERIA:

To understand how your application will be evaluated, we recommend that you review the eligibility criteria below. Scoring for each criteria will be evaluated upon the following:

- **0 Points - Not Met:** Applicant has provided no evidence of activities that meet the eligibility criteria.
- **1 Point - Partially Met:** Applicant’s activities somewhat align with the eligibility criteria but show minimal engagement or impact.
- **2 Points - Satisfactorily Met:** Applicant’s current activities align with the eligibility criteria.
- **3 Points - Good:** Applicant has incorporated activities that actively promote the eligibility criteria with clear evidence of ongoing efforts.
- **4 Points - Very Good:** Applicant demonstrates strong commitment to the eligibility criteria with substantial activities and clear, measurable impacts.
- **5 Points - Excellent:** Applicant excels in activities that promote the eligibility criteria, showing exceptional initiative and leadership in furthering these goals with sustainable impacts.

Eligibility Criteria	Evidence that Application Meets Criteria
<b>Gender Equity</b>	<ul style="list-style-type: none"><li>• Demonstrates active efforts to advance gender equity in the Bow Valley.</li><li>• Examples of initiatives or advocacy that empower individuals and address systemic barriers.</li></ul>
<b>Adaptability</b>	<ul style="list-style-type: none"><li>• Demonstrates how the nominee has challenged conventions or shifted their approach to better support the community.</li><li>• Examples where nominee responded to change or challenges with resilience, creativity, and leadership.</li></ul>
<b>Inclusivity</b>	<ul style="list-style-type: none"><li>• Actions taken to ensure equal access to opportunities for marginalized or excluded groups.</li><li>• Efforts to create valued spaces for diverse identities and perspectives.</li></ul>
<b>Autonomy</b>	<ul style="list-style-type: none"><li>• Instances where the nominee has empowered others, respecting and valuing their lived experiences and voices.</li><li>• Examples of empowering others to lead meaningful change.</li></ul>
<b>Collaboration</b>	<ul style="list-style-type: none"><li>• Descriptions of how the nominee has built connections across communities.</li><li>• Examples of collaborative efforts uniting people toward a common goal or creating significant community impact.</li></ul>
<b>Integrity</b>	<ul style="list-style-type: none"><li>• Demonstrations of accountability and leadership.</li><li>• Examples of the nominee being guided by their values, particularly in situations requiring ethical decision-making.</li></ul>

Optional: Nominators may include a one-page letter of introduction and a maximum of two additional letters of support. Please let us know if you have any questions or concerns regarding the nomination form, or if you require support making your submission.

Please Note: The selection committee relies upon the nominators to provide a clear, detailed submission to help them get to know the outstanding qualities of the nominee. The selection committee may contact you with follow up questions if the need arises.

# Selection Process

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The selection committee is comprised of YWCA Board members and employees, Change Makers alumnae, and community members. The committee will review all submissions against nomination criteria and guidelines. The committee may contact nominators to confirm information or ask follow-up questions.

The award recipients will be selected and announced at the Change Makers award ceremony on Thursday, May 22, 2025.

Important! If selected as a YWCA Change Maker, the recipient **MUST** agree to be part of all media promotions, including local media, promotional videos, and be acknowledged on the YWCA Banff website. Recipients will also be asked to deliver a short acceptance speech at the 2025 Change Makers Awards ceremony on Thursday, May 22, 2025.

**Only the information provided in the nomination form and supporting documents will be considered.**





## 2025 CHANGE MAKER AWARDS NOMINATION FORM

# Business Innovation

### PART ONE: NOMINATOR INFORMATION:

(Your Information)

First and Last Name: \_\_\_\_\_

Pronouns: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

Would you like to receive occasional email updates about the YWCA Banff?  Yes  No

### PART TWO: NOMINEE INFORMATION:

(Who are you nominating?)

First and Last Name: \_\_\_\_\_

Pronouns: \_\_\_\_\_

Place of Residence: \_\_\_\_\_

Phone Number: \_\_\_\_\_

Email Address: \_\_\_\_\_

### PART THREE: NOMINATION QUESTIONNAIRE

Answer the following questions on the next three pages about the nominee to demonstrate how they meet or exceed the award criteria.

We recommend you read through the questions in advance and plan your responses to make best use of the space provided. Bullet points are recommended.

Supporting evidence for the application may include:

- Measurable outcomes or tangible achievements that demonstrate the nominee's impact in the Bow Valley, such as people supported, programs initiated, or partnerships formed.
- Personal stories, testimonials, or anecdotes that highlight how the nominee embodies these values and has created meaningful change in the community.
- Supporting materials, including photos, videos, articles, or letters of support, to attach to this nomination.

**When submitting the nomination, please include 1-2 high quality profile photos of the nominee and attach it with the nomination package.**

**1. Gender Equity: How has the nominee taken steps to advance gender equity through their business? Share examples of how they've implemented innovative programs, practices, or policies that empower individuals and address systemic barriers. (2,500 character limit including spaces)**

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**2. Adaptability: How has the nominee pushed boundaries, challenged conventions, or shifted their business practices to better support the community? Provide an example of how they've embraced change to create opportunities or address pressing needs. (2,500 character limit including spaces)**

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**3. Inclusivity:** In what ways has the nominee embraced inclusivity by ensuring their innovative practices or programs provide equal access to opportunities for those who might otherwise be excluded or marginalized? How have they incorporated diverse identities and perspectives in their work? (2,500 character limit including spaces)

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**4. Autonomy:** How has the nominee uplifted others through their innovative efforts, respecting and valuing lived experiences and unique voices? Share an example of how they've brought others along in their journey of creating meaningful change. (2,500 character limit including spaces)

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**5. Collaboration: How has the nominee built connections across communities and demographics through their business? Share how these relationships have expanded their reach, facilitated collaboration, or created meaningful impact for the community. (2,500 character limit including spaces)**

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**6. Integrity: How has the nominee built connections across communities and demographics through their business? Share how these relationships have expanded their reach, facilitated collaboration, or created meaningful impact for the community. (2,500 character limit including spaces)**

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