

**Women’s Advisory Council  
WOMEN EMPOWERMENT AWARDS IN CHINA**

**OVERVIEW**

The Women Empowerment Awards in China were created by the Women’s Advisory Council, with support from AmCham China and SCHS Asia. The awards seek to recognize trailblazing individuals and innovative companies that have demonstrated a robust commitment to promoting women in the workforce in order to encourage greater gender equality and drive stronger business outcomes in China.

**AWARD CATEGORIES AND CRITERIA**

<i>Criteria for Outstanding Woman Leader of the Year</i> .....	2
<i>Criteria for Male Ally of the Year</i> .....	3
<i>Criteria for Innovative Young Woman Leader of the Year</i> .....	4
<i>Criteria for Best Company for the Advancement of Women (MNCs)</i> .....	5
<i>Criteria for Best Company for the Advancement of Women (SMEs)</i> .....	6
<i>Criteria for Best Policies and Benefits to Promote Gender Equity</i> .....	7

## Criteria for Outstanding Woman Leader of the Year

An award to recognize one senior executive female leader (VP/Director level or above) who has become a successful and influential leader in her chosen field and has also paved the way for others. She is committed to the advancement of women in business in China and engages other leaders to join in these efforts. This outstanding leader is a role model for the next generation and a pioneer for others looking to advance female talent. To be eligible for the individual category awards, the nominee must be part of a business or organization in its local office in China.

### Professional Accomplishments

- This leader is a pioneer in her industry with a minimum of 15 years of increasing responsibility and significant professional accomplishments and work experience.
- A proven senior executive leader recognized both internally & externally (*ex. Awards, professional recognitions, media coverage*)
- Leads positive actions or interventions to enable talented women employees to realize their full potential (*ex. documented engagement in professional networks for women, documented sponsorship of female talent*)
- Actively sponsors women to advance into leadership (*ex. specific individuals or talent profiles she has helped to advance, testimonials from sponsored talent*)

### Advocacy and influence

- Engages other leaders to become advocates for women (*ex. encourages male sponsors to become champions for women, testimonials from other leaders*)
- Promote women leadership in a Chinese business context (*ex. documented advocacy for women in leadership in China*)
- Acts as a role model for other women (*ex. clear examples of how she has given her time to help advance other women*)
- Commitment to business development/strategy to become more inclusive and gender equal (*ex. participation in local leadership team with a clear commitment or documented actions to advancing gender equity within the organization*)
- Actively advocates for the advancement of young female talent in her industry and has developed meaningful solutions towards this end (*ex. clear examples of mentorship or sponsorship of emerging female talent, encourages others to sponsor young talent*)

### Community Involvement

- Serves as a mentor to others
- Supports women's initiatives/programs within company and community (*ex. clear examples of engagement within the community*)
- Trailblazer in business in her own right (*ex. testimonials, media, bio, or other example clearly articulating her unique contributions to her field*)
- Creates an inclusive, empowering culture in her workplace (*ex. documented examples of driving an inclusive environment to drive better performance*)

## Criteria for Male Ally of the Year

An award to recognize one senior executive male leader (VP/Director level or above) who actively champions, sponsors and advocates for women in leadership. He is a visible and engaged ally who has a clearly articulated commitment to gender equality. He brings others along on this journey and constantly seeks to drive action that delivers meaningful results and increases the representation of women in leadership and throughout the company.

### Professional Accomplishments

- Drives accountability on gender diversity internally (ex. meeting agenda showing that gender diversity accountability is part of leadership team meetings)
- Sponsors young women and women in leadership (ex. documented sponsorship or testimonials of sponsored talent)
- Drives and supports internal initiatives that promote gender equality (ex. participation in programs that focus on meaningful impact to advancing women into leadership)

### Advocacy and influence

- Acknowledges the need for men to work on the gender equality agenda and serves as a visible champion internally & externally (ex. documented engagement such as photos, media, newsletters, etc.)
- Acts as a role model for other leaders in championing gender equality
- Commitment to business development/strategy to become more inclusive and gender equal (ex. gender diversity strategy or goals actively championed by the applicant)
- Takes steps to eliminate or reduce incidents of discrimination against women (ex. of engaging in unconscious bias)
- Engages other leaders to become advocates for women (ex. show how the applicant has engaged other to become champions)

### Community Involvement

- Actively mentors women and promotes the advancement of women
- Demonstrates sustained support for advancing diversity and inclusion in the workplace (ex. a minimum of 1 year of championing women in leadership)
- Raises awareness of workplace gender equality and inclusion issues (ex. participation in gender related events)
- Has been a catalyst for change regarding workplace diversity and inclusion and/or has impacted change within an industry, organization or local community (ex. citation of specific change championed by the individual)

## Criteria for Innovative Young Woman Leader of the Year

An award to recognize one young woman leader (under 35) who is an innovative leader that advocates for gender equality. She aspires to and has the potential to be a future senior leader. She understands that this role must drive both business results and contribute to strengthening the pipeline of future female leaders. She boldly advocates for female talent and leads courageously.

### Professional Accomplishments

- Recognized business leader (ex. internal company recognition, assignments or external awards, media coverage, etc.)
- Significant professional accomplishments showing increased year on year responsibility on track to a robust career future through development programs or participation in other high potential related initiative.
- Professional creativity and innovation (ex. documented how the individual has contributed unique ideas or inputs)

### Advocacy and influence

- Actively advocates for other young female talent (ex. participation in diversity or inclusion related activities focused on advancing women)
- Clear demonstration of ethical business behavior and support of women empowerment.
- Uses her position to drive change to support women (ex. involvement in initiative or program that helped to drive the advancement or development of women in the workplace)

### Community Involvement

- Clearly documented engagement in programs or solutions that encourage young female talent to pursue meaningful and successful careers (ex. external engagement in community programs that support the next generation of female leaders)
- Actively participates in activities that empower women in her community

## Criteria for Best Company for the Advancement of Women (MNCs)

An award to recognize one multinational corporation (MNC) that has demonstrated a commitment to real progress in gender equity and engaged people across all genders and all levels of the business to deliver that progress. They are a leading organization for the advancement of women in business in China with a holistic approach to gender equality, actively develops women within the organization to become senior leaders and promotes gender equality throughout the organization.

### Company Achievements (quantitative)

- The organization has a healthy pipeline of female talent and strong representation of women at all levels, including entry level and senior levels. (ex. show year on year progress and a clear trajectory to increase the number of women in the future)
- Advancement of women into senior leadership roles in China (ex. year on year increase of women in leadership in China)
- Documented policies and training programs that support the advancement of women (ex. programs or policies that support the development of women leaders)

### Company Achievements (qualitative)

- Actively engages male colleagues to serve as allies and champions of female talent. (ex. strong male champion program or strong engagement of visible male leaders championing female talent)
- Proactively develops policies that contributes to the advancement of women in leadership and removes systemic bias in hiring and talent practices and systems. (ex. strategies, policies or initiatives aimed at mitigating workplace bias or systemic barriers to the advancement of women)
- Strong employee sentiment results (ex. net promoter score or other employee engagement sentiment)

### Advocacy and influence

- Communications aimed at educating and engaging employees in gender equality initiatives
- Documented engagement of senior leadership in the work of advancing female talent at all levels of the organization
- Driving gender equity in the workforce involves initiative such as advancing pay equity, mutually available career pipelines, and equitable representation at senior and governance levels. (ex. documented evidence of these or other initiatives aimed at driving gender equity)

### Community Involvement

- Actively engaged in the community to share best practices to move the needle more broadly on diversity and inclusion. (ex. cross company collaboration or other community engagement aimed at advancing the agenda around D&I)
- Clearly defined D&I strategy for the China market
- Impactful programs to advance women into leadership with documented outcomes
- May have a program that actively seeks to develop the next generation of young women talent within the company or external.

## Criteria for Best Company for the Advancement of Women (SMEs)

An award to recognize one Small or Medium Enterprise (SME) that has demonstrated a commitment to real progress in gender equity and engaged people across all genders and all levels of the business to deliver that progress. They are a leading organization for the advancement of women in business in China with a holistic approach to gender equality, actively develops women within the organization to become senior leaders and promotes gender equality throughout the organization.

### Company Achievements (quantitative)

- The organization has a healthy pipeline of female talent and strong representation of women at all levels, including entry level and senior levels. (ex. show year on year progress and a clear trajectory to increase the number of women in the future)
- Advancement of women into senior leadership roles in China (ex. year on year increase of women in leadership in China)
- Documented policies and training programs that support the advancement of women (ex. programs or policies that support the development of women leaders)

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## Criteria for Best Policies and Benefits to Promote Gender Equity

An award to recognize one company for their market leading employment policies, benefits, or programs that support women and men at all stages of their career lifecycle with strong emphasis on gender equality. This company enables women and men to succeed at home and at work throughout their career, from hiring to retirement. The policies, benefits or program must have documented results and is actively leveraged in the China market.

### Policy, benefit or program achievements

- Equalized parental leave
- Robust parental benefits
- A targeted and diverse hiring strategy, complimented by an onboarding experience that promotes D&I
- Strong training program(s) aimed at developing the next generation of female talent
- Flexible work policy with documented utilization, promoted to both women and men
- Data showing outcomes (promotion, turnover, lateral movements, etc)
- Enables women to succeed in their professional role with consideration for their personal roles

### Advocacy and influence

- Strong local leadership engagement, utilization and advocacy for such policies
- Testimonials from participants
- Clearly defined problem that this program is solving for with documented impact

### Community Involvement

- Sharing best practices for these policies, benefits, or programs to external audiences
- Actively involved in developing further policies, benefits, or programs (ex has a documented roadmap of continuous improvement)