

Business Champions League Criteria

What is the Champions League?

The ODEN Champion's League is made up of a group of business leaders who have demonstrated a leadership role in promoting the inclusion of people who have a disability in the workplace. Based on their personal and professional experiences, Champions League members have made a commitment to promote and advocate to their peers, the benefits of including people who have a disability in the workforce.

The Champions League works in partnership with the Ontario Disability Employment Network. Finding, nurturing, and working with Champions has proven to be a best practice in moving the workforce participation agenda forward and creating positive changes in the employment situation for people who have a disability. The network is stronger as a result of the Champions.

When we encounter such Champions, it is important that we engage with them to harness their passion and drive.

A maximum of 3 Champion's League members will be inducted annually (provided nominations are received and selected).

Who can nominate a Business Leader?

Nominations can be submitted from ODEN Members in good standing. Executive level sign-off is required if the nominator does not have signing authority for the organization.

How do you nominate a Business Leader?

As a nominator, your **first step should be a conversation with the leader you are going to put forward**. It is important that they understand what it is that you are nominating them for. The Champion League members actively support ODEN and its member agencies throughout the year on a volunteer basis. Activities include accompanying job developers to business meetings, providing coaching and mentoring to job developers and coaches, speaking on business panels about the benefits of hiring inclusively, meeting quarterly with the League, and the nominee should be prepared to participate in high-level conversations with government officials as they act as advocates on behalf of the membership.

Once you have informed the business leader of the League and discussed with them the meaning of becoming a champion, you will **fill out the nomination form and submit it to ODEN**. Working with the potential new champion on the application is strongly suggested.

Who judges the Champion's League Nominees?

Nominees to the Champion's League will be judged and selected by their peers. Each of the business champions who comprise the League will review all nominations, they will invite nominees who move to the next stage to participate in an interview with a panel of champions, and then references will be followed up on. Once this process is over the Champion League members will determine the new inductees – up to a maximum of three each year. If no suitable candidates are presented the nomination process will be closed, ODEN and the League have the authority to open the process again, after a period of 6 months has passed.



What are the criteria?

The Champion's League members are chosen based on their merit. This is determined by three important criteria.

1. The first criteria is, ***Leading by Example*** – the Champion being nominated by an Employment Service Provider organization has demonstrated a commitment to include people who have a disability in their workplace.
2. The second criteria is that the Champion has ***Significantly promoted Hiring People Who Have a Disability by promoting this to others*** in the past through events, personal messaging, professional association membership activities etc.; and,
3. The third criteria is that they have made a ***Commitment to Continue*** to help move the Mission and Vision of ODEN and its member network forward. That they are willing and able to work with the League and the Ontario Disability Employment Network to influence plans and strategies that will increase the capacity of businesses in our province to successfully hire and retain employees who have a disability.

How long does a Champion serve on the league?

A Champion in good standing with their fellow members will serve on the league for a three (3) year term. Once that term is up the Champion will either recommit to the league or retire. Champions who are current members will have active profiles on the ODEN Business Page on the website. Retired Champions will have their profiles available in the archive.



Business Champion's League Nomination Form

Before completing this Nomination Form please review the Nomination Criteria carefully. If you have any questions, please contact Lila Jorgenson at ljorgenson@odenetwork.com.

Please send completed forms to: info@odenetwork.com.

NOMINEE (name of the Business Leader that you are nominating)

Name: _____

Company/Organization: _____

Work Phone: _____

Email: _____

Provide LinkedIn profile: _____

NOMINATOR (Name of the ODEN member who is nominating the champion)

Name: _____

Employment Service Provider Organization:

Work Phone: _____

Email: _____

Website: _____

*Nominator Signature: _____ Date: _____

***NOTE: The person signing this document must have signing authority for the organization or attach proof of review and approval by the ED/CEO of the organization**



CRITERIA # 1: Leads by example

Leading by Example is one of the most important aspects of being an ODEN Business Champion. The business leader you are nominating must demonstrate a history of successfully employing people who have a disability.

- a) Please describe what hiring practices the nominee has in their current company:

- b) How many people who have a disability have been hired by the nominee (or their company) in the past 24 months? (include the number of people hired, length of time this employer has been hiring people who have a disability, types of jobs hired for, retention rates, and examples of promotion within the company)

- c) Has the nominee employed people who have a disability in previous companies they have worked with?

- d) Does the nominee have a strong positive reputation with Employment Service Providers? If yes, why?

- e) Any additional information you would like to provide for Criteria #1?

CRITERIA # 2: Promotes hiring people who have a disability to others

CRITERIA # 3: The Nominee will work with the League to support plans and strategies that promote the inclusion of people who have a disability in the workplace

Business Champions are a dedicated group of business leaders from across the province. They represent all sectors. They are committed to working with ODEN in the following ways:

1. Provide advice and guidance to ODEN and member agencies
2. Advocate on behalf of ODEN with government and the private sector
3. Engage with ODEN as a volunteer for Conference events, Business Engagement activities, special projects, Association events etc
4. Meet a minimum of 4 times per year – ODEN uses a virtual platform for these meetings.

a) Is the candidate willing to work with the Champion's League, in partnership with the Ontario Disability Employment Network to support plans and strategies, and enable ODEN to successfully achieve its Mission?

b) In your experience, what skills would the Nominee bring to the Business Champions League?

Criteria #4: Nominees will successfully complete a panel interview. The panel will be made up of Business Champions and ODEN Staff Team members

Being nominated for the Champions League means that you are recognized as a leader and supporter of Diversity & Inclusion within your business and your community. A panel interview with current League members provides the nominee with an opportunity to expand on the information you provided, to ask questions, and to demonstrate why they would be an excellent addition to this very important group of business leaders.

- a) Is the nominee willing to participate in an interview with the Business Champions (conducted by video)? In this interview they will be asked to demonstrate their track record for hiring, promoting, advocating for and with employees who have a disability, and to expand on any of the questions above.

The Centre for Excellence is committed to all aspects of the Accessibility for Ontarians with Disabilities Act (AODA) and the Human Rights Code and strives to ensure all locations provide barrier-free services, supports, environments and employment. The Centre for Excellence recognizes the key principals of accessibility and diversity are dignity, integration and equality, and is committed to creating a diverse workplace and being an equal opportunity employer.

The Centre for Excellence welcomes and encourages applications from people who have a disability. Accommodations are available for candidates taking part in all aspects of the selection and recruitment process.

We thank you for your interest. Only candidates selected for an interview will be contacted.