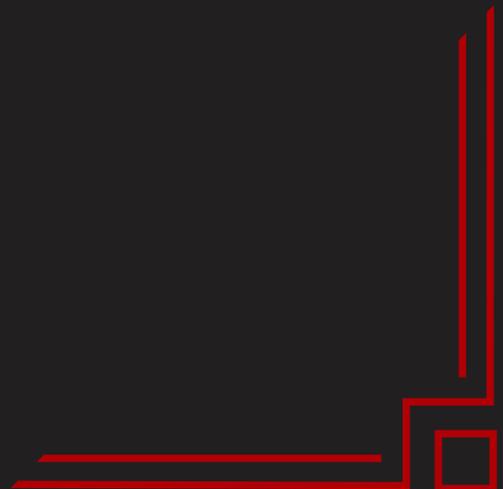


# Trailblazer Awards Series

Frequently Asked Questions

Updated 2025





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# General

## **How many Awards are in the Trailblazer Awards Series?**

There are five (5) Awards included in Women in Mining Canada's Trailblazer Awards Series:

- Trailblazer Award
- Indigenous Trailblazer Award
- Indigenous Student Trailblazer Award
- Student Trailblazer Award
- Rick Hutson Mentorship Award

## **Can a previous winner be nominated again?**

Previous winners are not eligible for the Award they have previously received. However, they can be nominated for, and win, other Awards in the Trailblazer Awards Series for which they are eligible.

## **Does the nominee need to be aware they are being nominated prior to submitting a nomination?**

No, the nominee is not required to be aware that they have been nominated. Women in Mining Canada will only communicate with the nominator regarding the nomination, unless the nominee is selected as a winner. The winners are contacted directly by Women in Mining Canada.

## **Are self-nominations penalized?**

No, self-nominations are not penalized. The judges are instructed to treat nominations and self-nominations equally.

## **In what languages can the nomination package be compiled and submitted?**

Nomination packages can be submitted in English or French, or a combination of the two languages. Material submitted in other languages will be disregarded by the judges, unless a translation is made available by the nominator.

## **Who judges the Awards?**

Women in Mining Canada appoints independent judging panels for each Award. All efforts are made to ensure the judging panels represent multiple types of diversity including:

- Geography
- Gender
- Age
- Ethnicity
- Profession/career type
- Career level/progression

The judging panels consist of:

- Women in Mining Chapter representatives
- Women in Mining Canada sponsor representatives
- Women in Mining Canada volunteers
- Previous Award winners
- Members of Rick Hutson's family (for the Rick Hutson Mentorship Award)
- Other working professionals

### **Is feedback provided for the unsuccessful nominations?**

Feedback can be requested by email at [info@wimcanada.org](mailto:info@wimcanada.org). However, not all judges provide feedback beyond the judging grid, and therefore feedback may not be available to share.

### **When are the Awards presented?**

The Awards are presented at Women in Mining Canada's annual Mining For Diversity Awards Ceremony and Networking Event at the Prospectors and Developers Association of Canada (PDAC) conference in Toronto. The exact date and time vary year to year. Winners are expected to attend the event, or in the case that they are unable to travel, provide a video acceptance.

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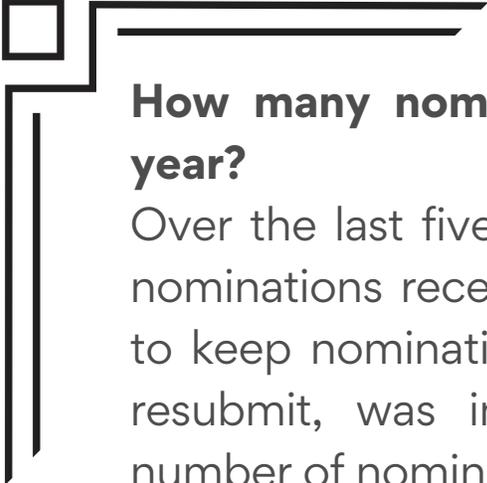
## **Trailblazer Award**

### **When was the Award founded?**

The Award was founded in 2011, and first awarded in 2012.

### **How many winners have there been since the Award was founded?**

There have been 15 winners since the Award was founded, with two winners being named in 2018.



## **How many nominations are typically received in a single year?**

Over the last five years, there have been between 15 and 30 nominations received per year. However, in 2024, the option to keep nominations for up to three years, without having to resubmit, was introduced. Therefore, this may affect the number of nominations received in the coming years.

## **What is the Award aiming to do?**

The Award aims to recognize women who embody the trailblazing spirit to navigate the Canadian mining industry. The winners are forward-thinking women, taking experiences of the past and present, and using them to build strategies for the future.

## **Who is eligible for the Award?**

All nominees (nominated or self-nominated) must identify as women and be Canadian citizens or residents. The nominee's accomplishments must be in the Canadian mining industry. Current Women in Mining Canada Directors and contractors are not eligible for the Award.

## **Are there restrictions on the sectors or areas in which the nominee must be involved?**

All sectors and areas are eligible for consideration, including, but not limited to, technical, operational, trades, professional, cultural, administrative, and sustainability.

## **How wide-reaching must the nominee's impact be?**

The nominee's impact in the Canadian mining industry must be of significance, but not necessarily wide-reaching. Achievement for subgroups of women in the mining industry (for example, women of colour, women with disabilities, women in trades, women in finance, women in a particular geographical area, etc.) are judged in the same way as achievements for wider groups of women. It's quality over quantity.

## **How is the Award judged?**

The Award will be judged on the following criteria:

- Particular achievement(s) demonstrating the nominee's contribution to the Canadian mining industry. *Are the nominee's achievements beneficial for the Canadian mining industry?*
- How the nominee uses creative, intuitive, and innovative thinking to foster pioneering change. *How has the nominee achieved her accomplishments?*
- How the nominee is empowering other women in the Canadian mining industry, how she has opened doors for herself and kept them open for other women.
- How the nominee is committed to the continual improvement of belonging and inclusion in the Canadian mining industry. *Does she make an effort to make others feel welcome and safe in her work environment?*
- General quality of the nomination package

## **What must be included in the nomination package?**

The nomination package must include:

- Nominator and nominee contact information
- Complete resume/CV
- Cover letter describing the nominee's achievements and contributions to the Canadian mining industry
- Minimum of one (1) and maximum of three (3) letters of support for the nominee

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# **Indigenous Trailblazer Award**

## **When was the Award founded?**

The Award was founded in 2017, and first awarded in 2018.

## **How many winners have there been since the Award was founded?**

There have been 8 winners since the Award was founded.

## **How many nominations are typically received in a single year?**

Over the last five years, there have been between 1 and 6 nominations received per year. However, in 2024, the option to keep nominations for up to three years, without having to resubmit, was introduced. Therefore, this may affect the number of nominations received in the coming years.

## **What is the Award aiming to do?**

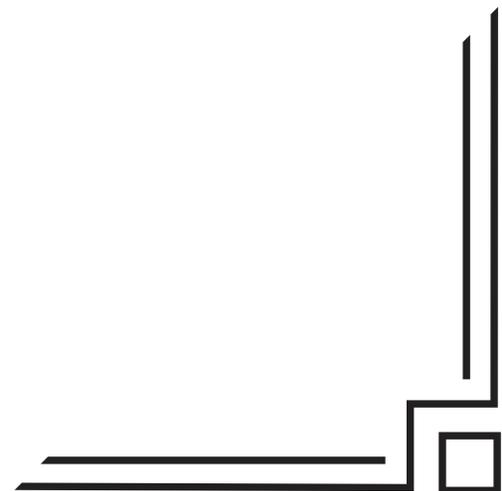
The Award aims to recognize Indigenous women who embody the trailblazing spirit to navigate the Canadian mining industry. The winners are forward-thinking women, taking experiences of the past and present, and using them to build strategies for the future.

## **Who is eligible for the Award?**

All nominees (nominated or self-nominated) must identify as women and be Canadian citizens or residents. The nominee's accomplishments must be in the Canadian mining industry. Nominees must self-identify as Indigenous: First Nations, Métis or Inuit. The Canadian constitution recognizes three groups of peoples: Indians (commonly referred to as First Nations), Métis, and Inuit. Women in Mining Canada welcomes and encourages nominations from all three groups. Current Women in Mining Canada Directors and contractors are not eligible for the Award.

## **Are there restrictions on the sectors or areas in which the nominee must be involved?**

All sectors and areas are eligible for consideration, including, but not limited to, technical, operational, trades, professional, cultural, administrative, and sustainability.



## **How wide-reaching must the nominee's impact be?**

The nominee's impact in the Canadian mining industry must be of significance, but not necessarily wide-reaching. Achievement for subgroups of women in the mining industry (for example, Indigenous People, Indigenous women, women of colour, women with disabilities, women in trades, women in finance, women in a particular geographical area, etc.) are judged in the same way as achievements for wider groups of women. It's quality over quantity.

## **How is the Award judged?**

The Award will be judged on the following criteria:

- Particular achievement(s) demonstrating the nominee's contribution to the Canadian mining industry. *Are the nominee's achievements beneficial for the Canadian mining industry?*
- How the nominee uses creative, intuitive, and innovative thinking to foster pioneering change. *How has the nominee achieved her accomplishments?*
- How the nominee is empowering other Indigenous People and/or women in the Canadian mining industry, how she has opened doors for herself and kept them open for those coming next. *Nominators can focus on empowering Indigenous People, women, or discuss both.*
- How the nominee is committed to the continual improvement of belonging and inclusion in the Canadian mining industry. *Does she make an effort to make others feel welcome and safe in her work environment?*
- General quality of the nomination package

## **What must be included in the nomination package?**

The nomination package must include:

- Nominator and nominee contact information
- Complete resume/CV
- Cover letter describing the nominee's achievements and contributions to the Canadian mining industry
- Minimum of one (1) and maximum of three (3) letters of support for the nominee

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# **Indigenous Student Trailblazer Award**

## **When was the Award founded?**

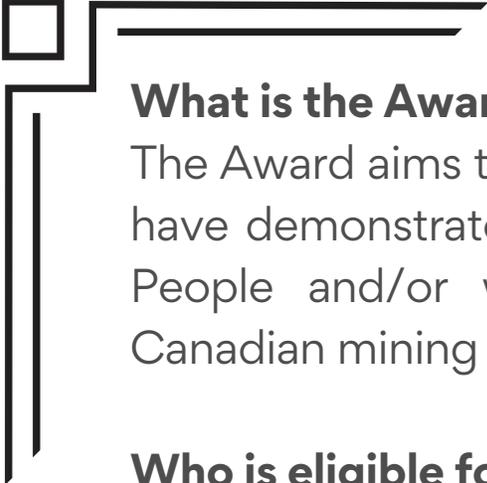
The Award was founded in 2017, and first awarded in 2018.

## **How many winners have there been since the Award was founded?**

There have been 7 winners since the Award was founded.

## **How many nominations are typically received in a single year?**

Over the last five years, there have been between 1 and 3 nominations received per year. However, in 2024, the option to keep nominations for up to three years, without having to resubmit, was introduced. Therefore, this may affect the number of nominations received in the coming years.



## **What is the Award aiming to do?**

The Award aims to recognize Indigenous women students who have demonstrated leadership in supporting other Indigenous People and/or women looking to pursue careers in the Canadian mining industry.

## **Who is eligible for the Award?**

All nominees (nominated or self-nominated) must identify as women and be enrolled in a post-secondary program. Nominees must self-identify as Indigenous: First Nations, Métis or Inuit. The Canadian constitution recognizes three groups of peoples: Indians (commonly referred to as First Nations), Métis, and Inuit. Women in Mining Canada welcomes and encourages nominations from all three groups. Current Women in Mining Canada Directors and contractors are not eligible for the Award.

## **Are there restrictions on the types of program or disciplines being studied?**

There are no restrictions on the type of postsecondary institution, program of study, level of study, or part- or full-time status. However, nominees must have a demonstrated interest in pursuing a career in the mining industry upon graduation.

## How is the Award judged?

The Award will be judged on the following criteria:

- Essay Question 1: “Why is the nominee interested in a career in the Canadian mining industry?” *Does the nominee have a demonstrated interest, regardless of her field of study, in the Canadian mining industry?*
- Essay Question 2: “How has the nominee supported and contributed to the advancement of other indigenous People and/or women looking to have careers in the Canadian mining industry?” *Does the nominee demonstrate leadership towards her peers? The answer can focus on Indigenous People, women, or discuss both.*
- CV: Does the nominee show initiative in finding internships, finding volunteer opportunities, etc. *Working experience in the Canadian mining industry is not a requirement, but is an asset.*
- Transcript: Does the nominee have consistently good grades or show improvement over time. *If the nominee is a new student and does not yet have access to a transcript, they can submit a proof of enrollment document instead.*
- General quality of the nomination package

## **What must be included in the nomination package?**

The nomination package must include:

- Nominator and nominee contact information
- Complete resume/CV
- Answers to the two essay questions

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# **Student Trailblazer Award**

## **When was the Award founded?**

The Award was founded in 2016, and first awarded in 2017.

## **How many winners have there been since the Award was founded?**

There have been 9 winners since the Award was founded.

## **How many nominations are typically received in a single year?**

Over the last five years, there have been between 5 and 30 nominations received per year. However, in 2024, the option to keep nominations for up to three years, without having to resubmit, was introduced. Therefore, this may affect the number of nominations received in the coming years.

## **What is the Award aiming to do?**

The Award aims to recognize women students who have demonstrated leadership in supporting other women looking to pursue careers in the Canadian mining industry.

## **Who is eligible for the Award?**

All nominees (nominated or self-nominated) must identify as women and be enrolled in a post-secondary program. Current Women in Mining Canada Directors and contractors are not eligible for the Award.

## **Are there restrictions on the types of program or disciplines being studied?**

There are no restrictions on the type of postsecondary institution, program of study, level of study, or part- or full-time status. However, nominees must have a demonstrated interest in pursuing a career in the mining industry upon graduation.

## **How is the Award judged?**

The Award will be judged on the following criteria:

- Essay Question 1: “Why is the nominee interested in a career in the Canadian mining industry?” *Does the nominee have a demonstrated interest, regardless of her field of study, in the Canadian mining industry?*
- Essay Question 2: “How has the nominee supported and contributed to the advancement of other women looking to have careers in the Canadian mining industry?” *Does the nominee demonstrate leadership towards her peers?*
- CV: Does the nominee show initiative in finding internships, finding volunteer opportunities, etc. *Working experience in the Canadian mining industry is not a requirement, but is an asset.*

- Transcript: Does the nominee have consistently good grades or show improvement over time. *If the nominee is a new student and does not yet have access to a transcript, they can submit a proof of enrollment document instead.*
- General quality of the nomination package

### **What must be included in the nomination package?**

The nomination package must include:

- Nominator and nominee contact information
- Complete resume/CV
- Answers to the two essay questions

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# **Rick Hutson Mentorship Award**

### **When was the Award founded?**

The Award was founded in 2016, and first awarded in 2017.

### **How many winners have there been since the Award was founded?**

There have been 9 winners since the Award was founded

## **Who was Rick Hutson?**

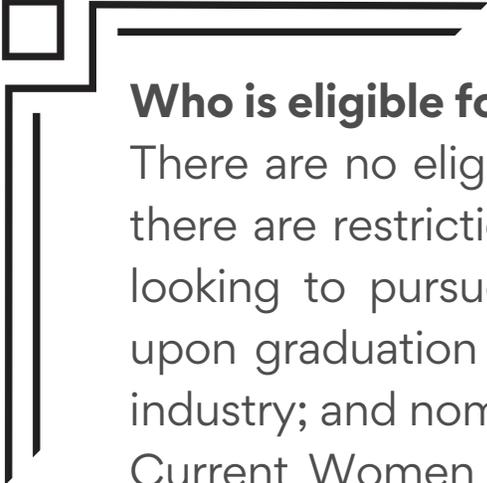
Rick Hutson was a great contributor and mentor to students looking to enter the mining industry; he was a highly valued member of the mining industry. He had immeasurable energy where students were concerned and he worked with many universities and student groups speaking, listening and sharing his enthusiasm for mining. Rick was very active with the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) and the Prospectors and Developers Association of Canada (PDAC), and was a board member of Women in Mining Canada. He passed away in 2014. Further to his passing, a decision was made to honour Rick Hutson's memory and all the work he did in helping young women in particular to enter the mining industry and the Award was created.

## **How many nominations are typically received in a single year?**

Over the last five years, there have been between 3 and 7 nominations received per year. However, in 2024, the option to keep nominations for up to three years, without having to resubmit, was introduced. Therefore, this may affect the number of nominations received in the coming years.

## **What is the Award aiming to do?**

The Award aims to recognize mentors and coaches, regardless of their gender, who have supported, encouraged, guided, and advised women along their journeys in the Canadian mining industry, either in school or in their careers.



## **Who is eligible for the Award?**

There are no eligibility restrictions on the nominees. However, there are restrictions on the nominators must be studying and looking to pursue a career in the Canadian mining industry upon graduation or currently working in the Canadian mining industry; and nominators must self-identify as women.

Current Women in Mining Canada Directors and contractors are not eligible to nominated a mentor for the Award.

## **How is the Award judged?**

The Award will be judged on the following criteria:

- The nominee's impact on the nominator
- The nominee's impact on others in the community/in the environment
- General quality of the nomination package

## **What must be included in the nomination package?**

The nomination package must include:

- Nominator and nominee contact information
- Cover letter describing the nominee's role as a mentor
- Minimum of one (1) and maximum of three (3) letters of support for the nominee

# 2025 Trailblazer Awards Series

## **What is the nomination period?**

The nominations will be open from August 2025 until December 5<sup>th</sup>, 2025 at 5PM ET.

## **When is the judging period?**

The judging period will take place from December 12<sup>th</sup>, 2025 to January 17<sup>th</sup>, 2027.

## **When will winners be notified?**

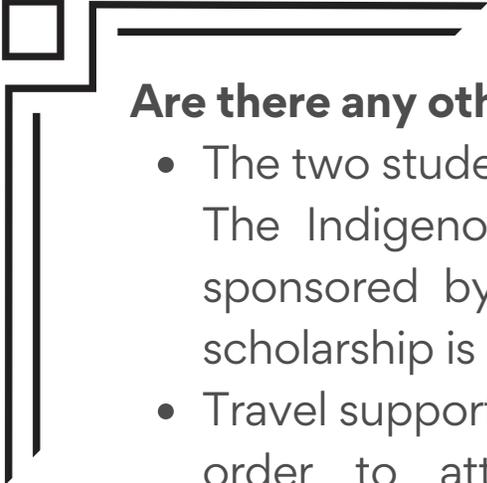
Winners will be notified between January 21<sup>st</sup>, 2025 and January 23<sup>rd</sup>, 2025.

## **When will the winners be announced publicly?**

The winners will be announced publicly during February. The announcement will be made on Women in Mining Canada's regular communication channels.

## **When will the Mining for Diversity Awards Ceremony and Networking Event take place?**

The Mining for Diversity Awards Ceremony and Networking Event will take place during the Prospectors and Developers Association of Canada's (PDAC) annual conference. The event will be on Tuesday, March 3<sup>rd</sup>. Further information (i.e. time and location) will be made available closer to the date. The event is free for the public to attend, no PDAC pass is required to enter.



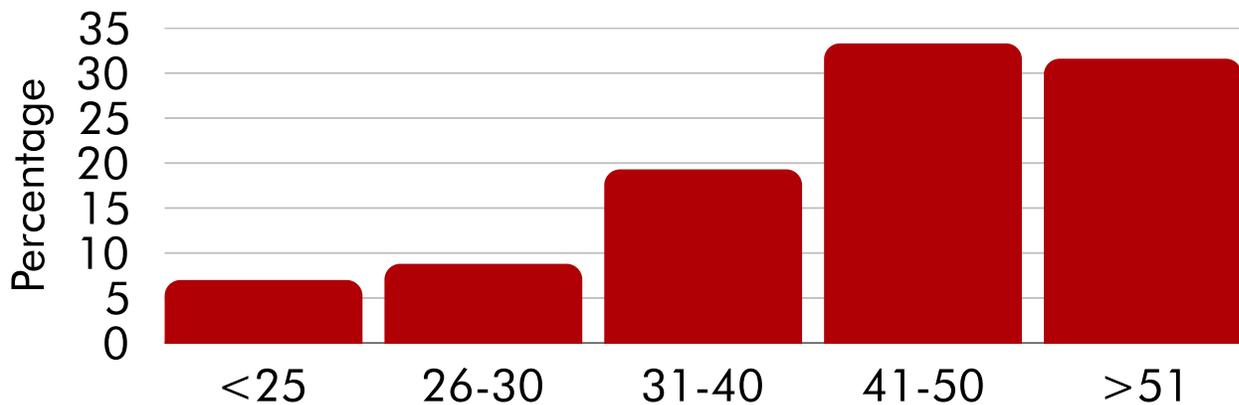
## **Are there any other benefits for the Award winners?**

- The two student awards each include a \$5,000 scholarship. The Indigenous Student Trailblazer Award scholarship is sponsored by Sprott, and the Student Trailblazer Award scholarship is sponsored by Dundee Precious Metals.
- Travel support is provided to those winners who require it in order to attend the event. The students' travel is sponsored by Wyloo.
- During the PDAC conference, video interviews with the winners, and the nominators where possible, are conducted. These videos are used to create 1 to 2 minute highlight videos which are later shared on Women in Mining Canada's regular communication channels.
- Other benefits may be made available and communicated closer to the date.

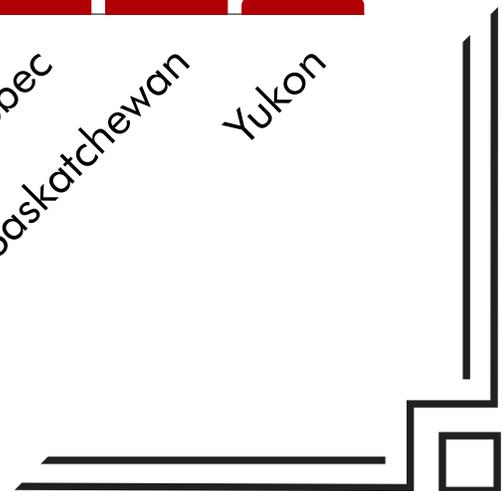
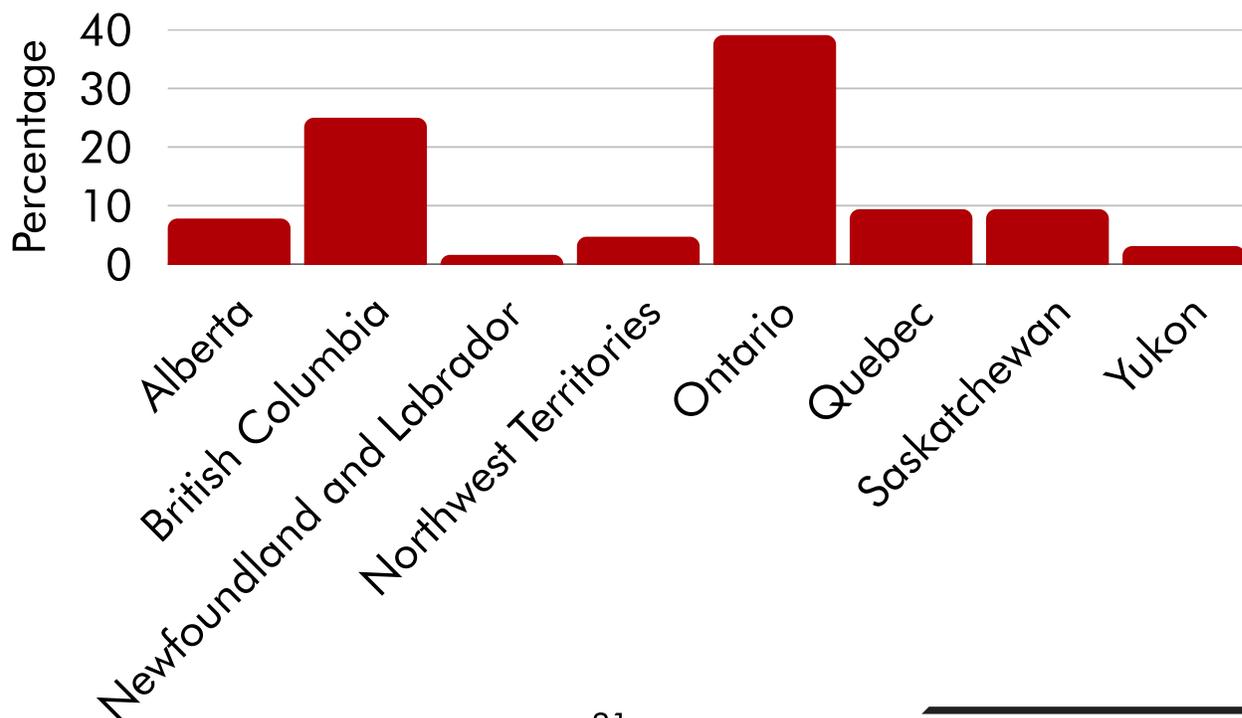
# Statistics

The following section presents some demographic statistics about those previously nominated for the different Awards. The Trailblazer and Indigenous Trailblazer are combined, and the Student Trailblazer and Indigenous Student Trailblazer are combined.

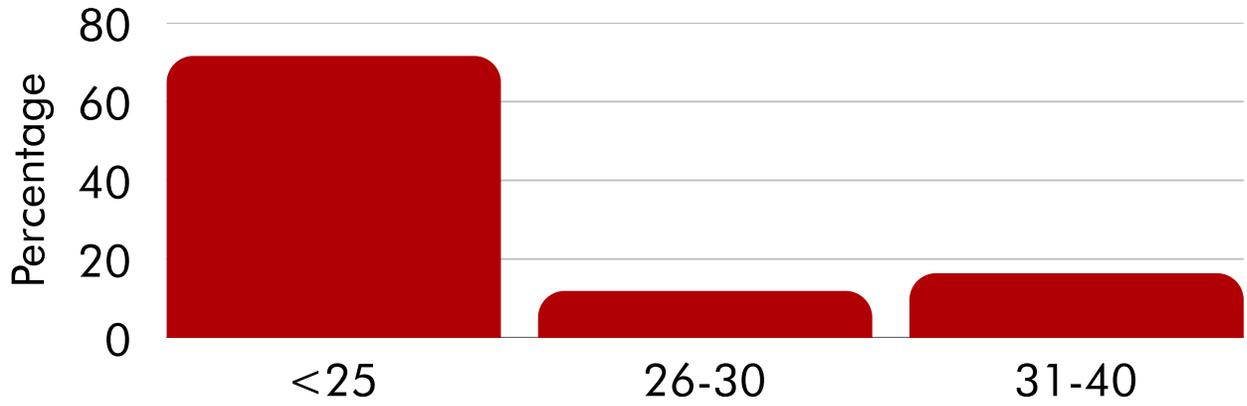
## Trailblazers - Age Group



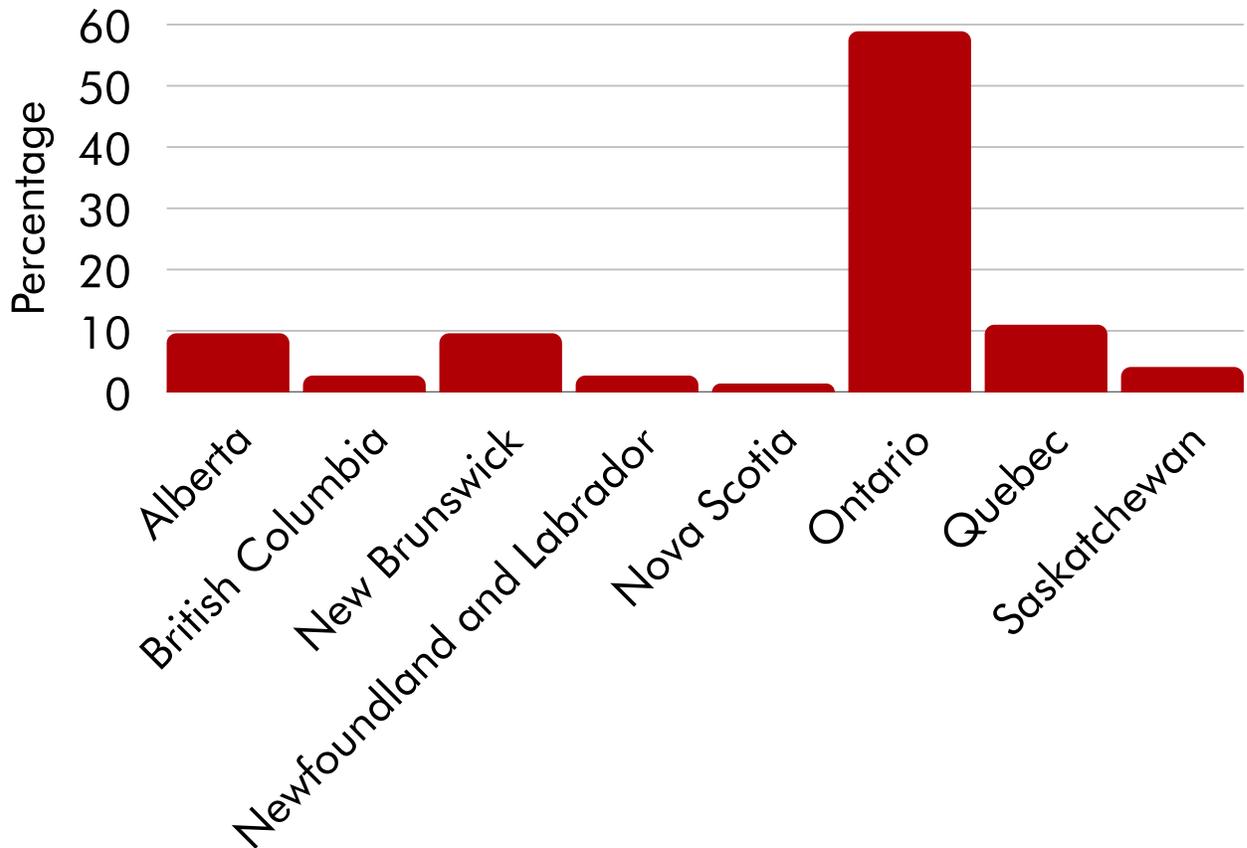
## Trailblazers - Location



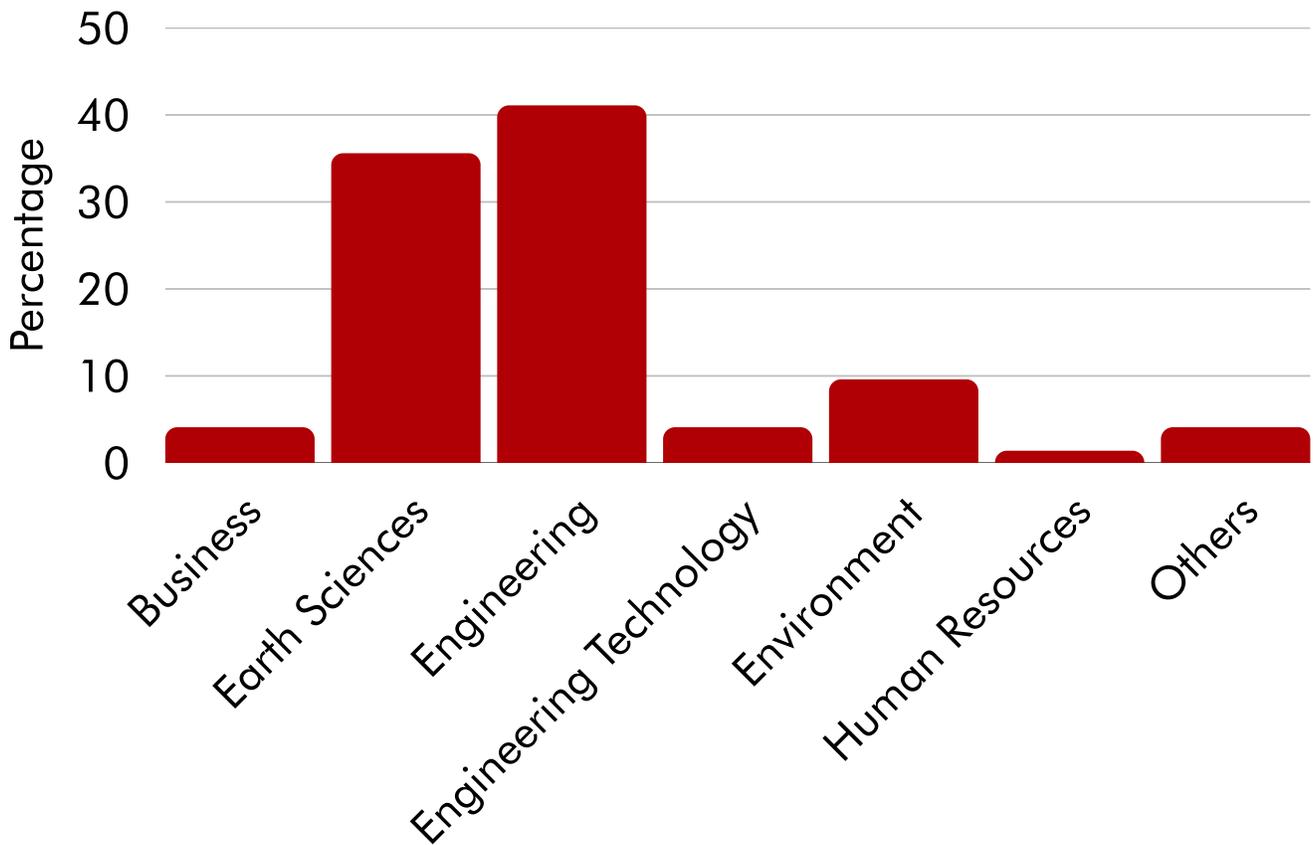
## Students - Age Group



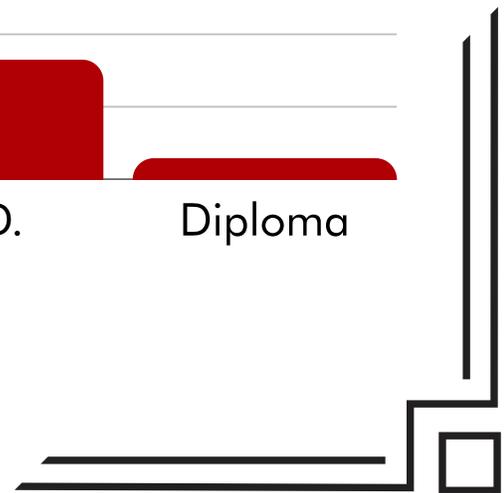
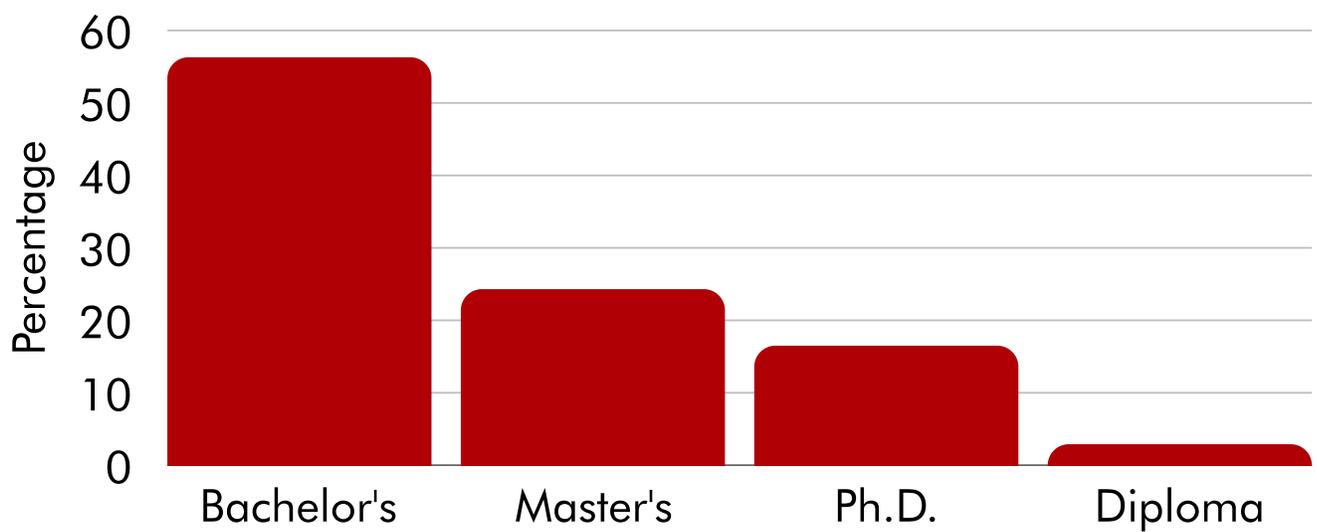
## Students - Location



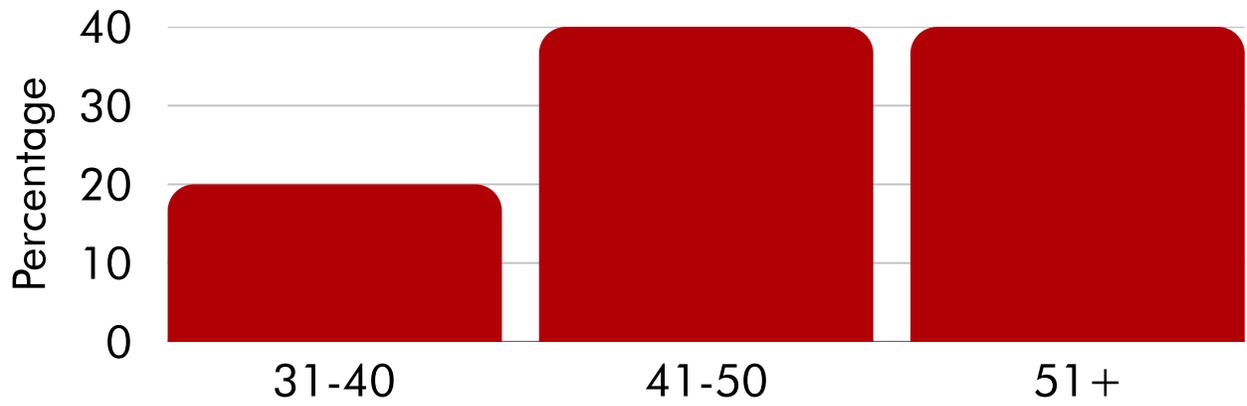
## Students - Field of Study



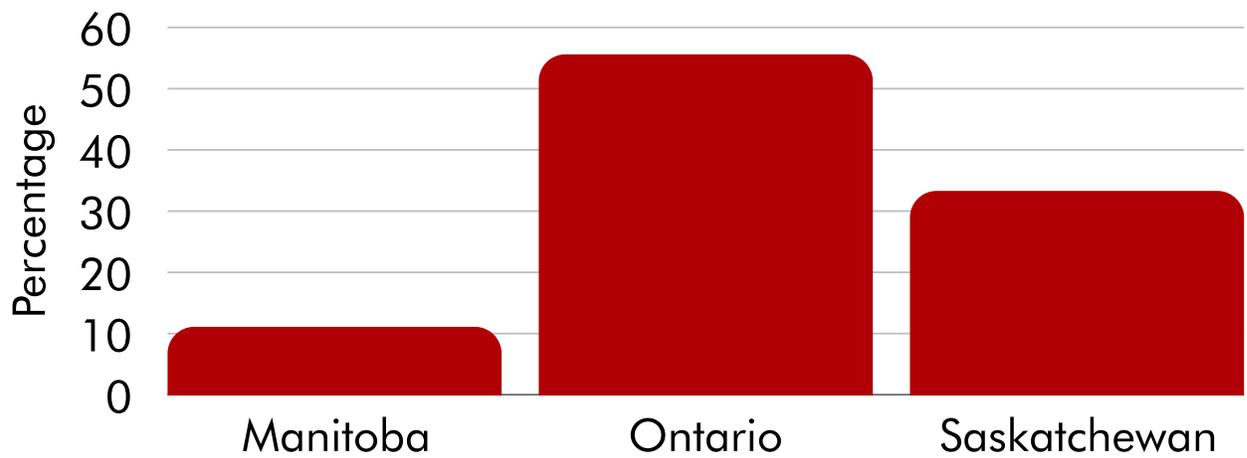
## Students - Level of Study



## Mentors - Age Group



## Mentors - Location



# Have any other questions?

Send us an email: [info@wimcanada.org](mailto:info@wimcanada.org)

