

## Statement of Nomination

It is with great pleasure that we nominate Jane Doe in the category of Business, Labour and the Professions for the 2003 YMCA-YWCA of Guelph Women of Distinction Awards.

### **Acts a Role Model for other Women**

Jane was the first woman to be hired as a manager for Agricultural Machine Company. Jane accepted the job with an additional mandate -- to serve as a role model for other women who aspired to management positions. When she became pregnant with her first child, she was determined to stay in the management track. She pioneered off site work by attending meetings through conference calls and contributing work through Internet based information exchange. Today, many OMC employees work up to 80% of the week from home; this has been a boon to working women who are able to manage their work days to accommodate sick school age children and the demands of aging parents.

When Jane became District Sales Manager for AMC, she noticed that absenteeism was higher for women production workers when on the afternoon shift. On investigation, she found that the women had difficulty arranging child care and she convinced the company to open a 24 hour Child Care centre at the main plant.

OMC's Career Development Program was started by Jane after she was involved as a coach and mentor to younger co-workers. Jane recruited some of the women she had coached to become mentors themselves. At OMC today, and in businesses across Ontario, there are many women who would list Jane as one of their first role models.

Jane has always been a people first, hands on manager. When she became Vice President of Human Resources for AMC, she organized English as a Second Language and High School Diploma classes for AMC's largely new immigrant female work force. She promoted Wellness by providing employee Health Information Fairs and seminars, starting the Corporate Fitness Centre and hiring the an ergonomics specialist to evaluate all production and office work spaces.

### **Contribution to the Community**

Following the example of OMC, fourteen local industries now have on site Child Care Centres for their employees. Jane provided leadership when the Industrial Continuing Education Council was established, which now supplies teachers and learning space for employees of small companies to upgrade their language skills.

One of Jane's passions is the eradication of domestic violence. Working with Women in Crisis and Family and Children's Services, she co-founded the Employers Against Violence Committee which assists corporations in providing education and support services information to their employees around the issues of sexual assault, child abuse and spousal assault. She has been a tireless fund raiser for both WIC and FCS, using her corporate connections to secure both money and gifts in kind.

Jane expanded OMC's Career Development Program to The Wellington County Mentor Program, teaming local businesswomen with students at Conestoga College and the University of Guelph.

Jane enjoys giving of her time to the Community. She has chaired the Corporate Campaign for the Guelph United Way, served on the board or committees of the Guelph Spring Festival, Big Sisters, Hoops and Hustles, The Humane Society and Wyndham House and has just celebrated her twentieth year as a volunteer usher with the Guelph Little Theatre.

## **Individual Achievement**

Jane's career at OMC from sales clerk to Vice President speaks to her abilities. She has lectured to business classes at the University of Guelph and the University of Western Ontario and travels across North America providing seminars for Human Resources Personnel.

Jane was elected President of the Ontario Human Resources Association and served from 1988 to 1994. During her presidency, she led the establishment of certification requirements for Human Resource Professionals. During that time, she consulted with the Ontario Government and was instrumental in ensuring that protection for women, minority groups, and the disabled was written into Ontario's employment laws.

Jane became received the Order of Canada in 1999, in recognition of her contribution to the establishment of work place Child Care Centres.

During all these activities, Jane has managed to maintain a happy family, supporting her three children in their academic and sports activities. We believe that her individual achievements, contributions to life in Guelph, and her example as a role model for other women make her a Woman of Distinction.