



Oregon Commission For Women

Advocating for Equity and Diversity throughout Oregon



## 40<sup>th</sup> Anniversary Women of Achievement Awards 2025

The Oregon Commission for Women (OCFW) is seeking nominations of trailblazers and emerging leaders who are working to establish economic, social, legal, political and/or health equity for women and girls in Oregon for the 2025 Women of Achievement Awards.

### Nomination Period

Nominations are open through January 15, 2025, at 11:59 PM. The Commission reserves the right to disqualify incomplete nominations or nominations received after the January 15, 2025, deadline.


### History of Women of Achievement Awards

Since 1985 the Oregon Commission for Women has recognized and honored 113 women who, through their works and practices, have significantly improved the lives of women in Oregon.

This award demonstrates our state's appreciation for their endeavors and recognizes their accomplishments across Oregon. The statutory charter of the Oregon Commission for Women empowers the Commission to “promote the full recognition of the contributions of women.” Check out the complete list of [prior Women of Achievement Award recipients here](#).



<https://www.oregonadvocacy.org/> 

503.302.9725 

[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov) 

PO Box 17550, Portland, OR 97217 

## Goal of the Women of Achievement Awards

Recognize women in Oregon who have achieved leadership and success in their personal lives, professional endeavors, civic engagement, volunteer efforts, and activism.


- Promote equity and inclusion through the recognition of diverse Oregon women who are typically underrepresented in race, ethnicity, gender identity, occupation, income, and geography.
- Recognize the often unseen and thankless work that women are doing to promote equity for all.
- Increase knowledge of the mission and priorities of the Oregon Commission for Women among state and local agencies, elected officials, community and advocacy organizations, foundations, and other groups throughout the state.

## Nomination Process

- Nominations *must* be submitted **via our online form at [bit.ly/WomenOfAchievement2025Nominate](https://bit.ly/WomenOfAchievement2025Nominate)**. This is a Google form and will require a Google account to upload attachments. If you do not currently have an account, you can create one.
- All nominations must include the nominee's resume and one (1) letter of support. Two additional letters can be submitted but are entirely optional. Up to three (3) nomination letters in support of a given nominee will be considered - please coordinate with other nominators to submit.
- Any submission received via email or other platforms will be disqualified.
- All submission documents **MUST** include the nominee's full name in the document title.
- Should nominators have issues, please email our Public Affairs Specialist, Saba Saleem at [saba.saleem@oac.oregon.gov](mailto:saba.saleem@oac.oregon.gov) with the subject line "Women of Achievement Award Nomination".
- Letters of support should be one page maximum and consider the selection criteria below.
- The Commission will not consider nominees who are incumbent elected officials or candidates during an election cycle.
- Nominations not selected for an award may be resubmitted again in a future year.



<https://www.oregonadvocacy.org/> 

503.302.9725 

[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov) 

PO Box 17550, Portland, OR 97217 

## Nomination Categories

Women in every stage of their personal, political, and professional development deserve to be recognized for their growth and achievements.

1. **Emerging Leader Award:** Presented to an early career woman who has been working, volunteering and/or organizing for less than 5 years. They have displayed a commitment to their field, passion, or community.
2. **Professional Achievement Award:** Presented to a woman who has been active for the last 5-15 years in furthering a cause, policy or need in their personal, professional, volunteer, or activism work.
3. **Lifetime Achievement Award:** Presented to a woman who has paved the way for other women in their 15+ years of service. Through their volunteer, personal, professional and/or activism work, they have inspired and supported the advancement of other women in their community and/or field.

## Selection Criteria


- **Exemplifies leadership** and accomplishment in Oregon and has had an impact on the community they serve.
- **Actively promotes the status of Oregon women** through their work to advance women's rights, status, or condition.
- **Demonstrates special commitment to equity and diversity** in Oregon, as evidenced by service for women historically underrepresented due to culture, race, ethnicity, gender identity, occupation, income, religion, and geography.
- **Is recognized as a leader by peers or organizations**, as evidenced by at least one letter of support for their nomination from such individuals and/or groups.
- **See Scoring Matrix below.**


## Highlighting Nominee's Leadership and Accomplishments

- **Demonstrates leadership and significant accomplishments** in Oregon and how their achievement(s) influenced the local or statewide community. The Commission is seeking examples of successful, dynamic, and inclusive leadership.
- **Promotes the status of women** in Oregon by advancing women's rights, status, or condition within the applicable strategic priority area. The Commission is looking for the identification of any special efforts or programs they have initiated or participated in, that fulfill this objective.
- **Demonstrates a specific commitment to equity and diversity** in Oregon. The Commission is looking for a demonstrated respect for cultural, religious, ethnic, and other types of diversity, especially regarding the candidate's advocacy of, or participation in, programs and policies impacting women, their families, the community, and the workplace.
- **See Scoring Matrix below**



<https://www.oregonadvocacy.org/> 

503.302.9725 


[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov) 

PO Box 17550, Portland, OR 97217 

Criteria	Weight (%)	Description	Scoring Scale
Leadership & Accomplishment	30%	Demonstrates significant leadership and accomplishments that positively impact women in Oregon. Contributions influence the local or statewide community.	1 - Minimal leadership impact 3 - Moderate influence 5 - Outstanding leadership and wide-reaching impact
Commitment to Equity & Diversity	20%	Exhibits strong commitment to advancing equity and diversity for historically underrepresented women (BIPOC, LGBTQIA+, low-income, etc.). Engagement in policies/programs that address diverse issues.	1 - Low focus on equity/diversity 3 - Some engagement in equity initiatives 5 - Consistent and profound advocacy for equity and diversity
Impact on BIPOC Communities	20%	Specific contributions to supporting BIPOC women and communities through leadership, advocacy, or programs.	1 - Little to no focus on BIPOC communities 3 - Some advocacy for BIPOC groups 5 - Major contributions to BIPOC empowerment and equity
Advancement of Women's Rights	5%	Actively promotes women's rights, status, or conditions in Oregon through volunteer work, professional leadership, or advocacy.	1 - Minimal efforts for women's rights 3 - Moderate advocacy for women's rights 5 - Significant efforts and measurable impact
Recognition as a Leader	10%	Recognized as a leader by peers or organizations. Strength of support in letters from peers or community organizations.	1 - Limited recognition 3 - Some recognition by peers 5 - Broad recognition and endorsements from multiple organizations
Commitment to Geography & Inclusion	10%	Actively works to uplift women from various geographic regions, ensuring rural or marginalized areas in Oregon are represented.	1 - Focuses on urban/central areas 3 - Some geographic diversity in efforts 5 - Substantial impact in rural/marginalized communities
Nomination Materials Completeness	5%	Quality and completeness of nomination materials, including letters of support and resume.	1 - Incomplete or low-quality materials 3 - Adequate materials 5 - Exceptional quality and completeness



<https://www.oregonadvocacy.org/> 

503.302.9725 

[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov) 

PO Box 17550, Portland, OR 97217 

## Scoring Rubric

- **Score 5:** Exemplary performance in the criterion, far exceeding expectations and having substantial impact or recognition.
- **Score 3:** Meets the basic requirements of the criterion but has room for improvement or greater impact.
- **Score 1:** Fails to meet expectations, minimal to no contribution or recognition in this area.

**Total Weight: 100%**


## Priority for BIPOC Nominees

If a nominee belongs to a BIPOC group, add 10% to the final score as a bonus for prioritizing historically underrepresented groups.

This matrix ensures a fair, transparent evaluation process, emphasizing equity, leadership, and diversity in Oregon.



<https://www.oregonadvocacy.org/> 

503.302.9725 

[oaco.mail@oregon.gov](mailto:oaco.mail@oregon.gov) 

PO Box 17550, Portland, OR 97217 