

Dallas HR Diversity Excellence Award



Overview

Dallas HR is proud to present the 1st annual Diversity Excellence Award. The Dallas HR Diversity Committee established the Diversity Award Initiative in 2009 to recognize and commend professionals for their leadership of diversity and inclusion in the workplace; in turn, transforming our diverse community into a truly inclusive environment where individuals are valued for their talent and able to reach their full potential.

This year's winner will be honored at the Annual Dallas HR Diversity Conference and Luncheon Meeting on August 11, 2009. The winner will be notified in early August so that arrangements can be made for their participation. The honoree will also be recognized via communications through various media sources.

Eligibility

This award is open to all professionals in the Dallas/Ft. Worth area, Dallas HR members and non-members, and it is not solely limited to HR professionals. The award is designed to recognize outstanding achievement in the promotion and advancement of diversity through inclusion and effective leadership in an organization. This award is affirmation of an individual's level of commitment to effectively value and manage diversity to achieve business excellence by positively influencing their organization and community.

Selection Criteria

Nominations should reflect the fervent efforts of an individual's work with others, a product initiative, innovative program, or other activity that have resulted in a visible, tangible, or measurable impact on the perception of, attitude toward, and respect for, a truly inclusive environment -- one where individuals are valued for their talent and able to reach their full potential.

About the Nomination

Each nomination should represent and describe the diversity-related activities accomplished in 2008 in each of the following categories:

- ***Workforce Diversity – Example:***

Within the workforce, leads the development of innovative or contemporary measures to fight discrimination and prejudice and the effects of past discrimination, and/or fosters positive communication and actively promoted inter-group relations among persons of different races, ages, ethnic origin, gender, sexual orientation, religious backgrounds, or physical and mental abilities to promote an overall work environment.

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- ***Innovative Diversity Practices – Example:*** Has worked within the confines of changing times, i.e., new administration, economic downturn, to develop an innovative diversity practice in support of their employer, community, or client. Through this innovative approach in a period of global transition, this individual's diversity practices have made a difference in acquiring, developing, or retaining a diverse workforce. Perhaps the strategic moves of this individual have brought a Return on Investment to a corporation.
- ***Leadership – Example:*** Serves as a mentor and demonstrates by example how to embrace inclusion. Leads efforts to celebrate and promote people's ability to influence their company culture, community, or other appropriate network to transcend tolerance.
- ***Multicultural Outreach – Example:*** Demonstrates dedication and continuing commitment to advocating, raising issues of diversity and protecting civil and human rights (example: civil rights, human rights activist, outspoken group leader, cultural ambassador, humanitarian, etc.). Gets involved in areas of improving services and product needs, as well as preferences of diverse consumer bases to develop socio-economic opportunities.
- ***Community Involvement – Example:*** Participates in a variety of corporate and community events that promotes mutual respect, acceptance, cooperation or tolerance: any level of involvement in community events, projects, efforts or organizations that promote or celebrate tolerance and contribute to diversity awareness in the community and workplace.

Deadline

Completed entries must be received no later than **5:00 p.m. on Friday, July 24th**. We regret that no extensions can be granted.

Submissions

Submit the information using one of the following:

E-mail: info@dallashr.org
Fax: 214.631.4533

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Nominator _____ Contact
_____ Information (if _____ applicable):

Nominator's name: _____

Employer/Organization: _____

Street Address: _____

City: _____ State: _____ Zip code: _____

Email address: _____

Phone number: _____

Candidate Contact Information:

Candidate's name: _____

Employer/Organization: _____

Street Address: _____

City: _____ State: _____ Zip code: _____

Email address: _____

Phone number: _____

Workforce Diversity – 20%

In 200 words or less, please provide data and/or narrative supportive of the individual's commitment and impact to Recruitment, Talent Management/Retention, and Cultural Competency. See "About the Nomination" for additional information and an example of requisite criteria.

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Innovative Diversity - 20%

In 200 words or less, please provide narrative relative to the individual's creative innovation ideas in this time of change to develop a diversity practice that resulted in a positive impact to the community or employer (Return on Investment - ROI). What was the idea, or strategic focus point? What was the value of his/her contributions? Why was this unique? See "About the Nomination" for additional information and an example of requisite criteria.

Community Involvement– 20%

In 200 words or less, please provide data and/or narrative supportive of the individual's involvement with the local community and volunteerism. See "About the Nomination" for additional information and an example of requisite criteria.

Multicultural Outreach – 20%

In 200 words or less, please provide data and/or narrative supportive of the individual's involvement in the areas of improving services and product needs and preferences of diverse consumer bases that may have resulted in socio-economic opportunities. See "About the Nomination" for additional information and an example of requisite criteria.

Leadership – 20%

In 200 words or less, please provide ways the nominee has demonstrated diversity leadership qualities that include the following:

- A track record of balanced decision-making and an appreciation for multiple perspectives
- A breadth of perspectives, a range of experiences that reflect flexibility, and the ability to transcend narrow experiences and issues
- A demonstrated ability to value and respect diverse points of view and varied ways to approach issues and topics

See "About the Nomination" for additional information and an example of requisite criteria.