



Diversity LEADER Award

The Board of Directors of the Human Resource Management Association of Greater St. Louis (HRMA) is proud to announce their first ever Diversity LEADER award. The purpose of the award is to promote and encourage diversity best practices among organizations within the HRMA membership. HRMA has defined what it means to be a diversity leader. Components include: **L**eadership Commitment, **E**ducation, **A**lignment, **D**ynamic, **E**ngagement, and **R**esults and Measurement. Recognized winners will demonstrate each of these criteria in their application package.

There are many dimensions to diversity and inclusion with respect to race, gender, age, disability, sexual orientation, national origin, and cultural backgrounds.

Eligibility

Nominations are limited to organizations represented by an HRMA member(s). There is dual opportunity for nomination:

You Can Nominate Your Own Organization: Submission requirements are outlined below.

You Can Nominate Another Organization: Submission requirements are outlined below, however, a follow-up interview may be necessary to obtain the comprehensive and necessary signatures, data, etc.

Categories

Three (3) awards will be given based on the number of employees in the organization:

Small Business – Less than 250 employees

Medium Business – 251 – 1000 employees

Large Business – Over 1000 employees

Each winner will receive an award and advertising/promotion of the award. Winners will be announced, expected to attend the September 17, 2008 dinner meeting and encouraged to invite 2-3 members to join them.

Deadline

All entries / applications for consideration must be received by the HRMA Diversity Committee no later than May 30, 2008. **Late or incomplete** entries will not be considered.

Submission

Each entry must include:

- The Award Nomination form must be accompanied by an essay that describes how the organization is a LEADER in Diversity using the criteria in this packet. The essay must not exceed three pages in length and should be done in 12 point type.
- An official HRMA Diversity LEADER Award Nomination form as a cover sheet.
- Additional documentation *may* be submitted including video, PowerPoint, statistics, spreadsheets, etc.

The Award Nomination form is available on the HRMA website at www.hrmastl.org

Send completed documentation to:

HRMA of Greater St. Louis
Diversity Committee
PO Box 25006
St. Louis, MO 63125

Or

Via email to: hrma@hrmastl.org

Questions? Please contact:

Patricia Henderson, PHR
Senior Manager, Employment
St. Louis Community College
314-539-5214

Diversity **LEADER** Criteria



Leadership commitment

The organizations' leaders must be intrinsically involved in the diversity effort being nominated. The key people provide the vision for the program(s) and are involved in their development and implementation.

In your nomination, describe the commitment and involvement of the leadership team and include any examples of senior management support.



Education

All nominations must have an educational component. Think of education in its' broadest terms; aimed at individual and organizational change.

Describe the opportunities and programs that motivate, encourage and support diverse populations in achieving career enrichment and development. This may include, but is not limited to, employee and management training, mentoring, succession planning programs, ombudsmen, or outreach and awareness programs.



Alignment

To be successful a diversity effort must be aligned with the mission, vision, values, strategy and goals of the organization. The diversity effort must be supported by policies, practices, and communications.

In your nomination, describe how the nominated company integrates programs and initiatives designed to attract, select, promote, and retain a qualified diverse workforce.



Dynamic

Dynamism is evidenced by creativity, innovation, and progression. The diversity effort foresees organizational needs and may be seen as the cutting edge. It represents an approach that changes the "business as usual" mentality.

In your nomination, describe the creative approach, programs or policies the organization has implemented to drive diversity.



Engagement

Building a sense of ownership by multiple stakeholder groups is necessary for the success of a diversity effort.

In your nomination, explain how employees at all levels and departments are engaged and how you interface with the external community.



Results and Measurement

More than good intentions are needed for a successful diversity initiative. The business case for diversity is made by demonstrating (observing and measuring) the outcomes.

In your nomination, show the impact of the diversity programs and initiatives on the organization. This should be supported by measurable and/or observable data.



Diversity LEADER Award Nomination

Organization Size Category:

- Less than 250 Employees
- 251- 1000 Employees
- More than 1000 Employees

Name of Organization nominated for the Award:

Street Address: _____

City/State: _____ Zip Code: _____

Telephone Number: _____ Fax Number: _____

Highest ranking official supporting the diversity initiative:

Name	Title
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Signature	Date
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Official responsible for Human Resource Management:

Name	Title
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Signature	Date
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Nominator Information:

Name Title

Signature Date

Street Address: _____

City/State: _____ Zip Code: _____

Telephone Number: _____ Fax Number: _____

Nominated Organization's HRMA member:

Name Title

Signature Date

Email Address _____

Submission Checklist:

- Completed Award Nomination Form
- Essay demonstrating criteria
- Any other supporting documentation (optional)

Send completed documentation to:

HRMA of Greater St. Louis
Diversity Committee
PO Box 25006
St. Louis, MO 63125