



Springfield Area Human Resources Association

Presents:

# Distinction in Diversity Award



## Distinction in Diversity Award

*The Springfield Area Human Resources Association (SAHRA) Distinction in Diversity Award recognizes organizations who have made outstanding contributions to the community by their commitment to Diversity, Equity, and Inclusion.*

SAHRA encourages organizations to reimagine diversity, equity, and inclusion to promote and cultivate inclusive environments that celebrate the diversity of the communities we serve. We believe that a diverse and inclusive environment is fundamental to any organization's mission.

In this, the inaugural year of the award, SAHRA wishes to honor an organization that has contributed to the community in which they do business with their DEI efforts. In 2021, after such dramatic change in workplaces everywhere, it is even more important to point out those that are innovating and reinventing their DEI programs.

Nominations are now open for our 2021 Diversity Award. The deadline is **Friday, September 24, 2021.**

SAHRA embraces a broad definition of diversity which includes these definitions:

- **Diversity** – the richness of human similarities and differences that make up our community.
- **Equity** – the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion** – ensures that every employee is given the room to thrive. Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. All have the opportunity to voice their opinions, to not feel excluded on the basis of their identity and see themselves reflected in the organization's values.



## Selection Guidelines

The Selection Committee for the "Distinction in Diversity Award" uses these principles as a basis in the evaluation process of all nominations. The criteria, definitions, and guidelines used in the evaluation process by the Selection Committee are as follows:

- I. **Enhancement:** Has the organization enhanced their diversity, equity and inclusion initiatives in its organization as well as in the community?
- II. **Effectiveness:** What were the specific results of the organization's efforts? Did the results meet or exceed expectations?
- III. **Impact:** How has the organization's efforts impacted DE&I in the community? Is the impact visible or highly recognizable to the community?
- IV. **Uniqueness:** Does this organization exhibit uniqueness in the support/advancement of diversity, equity and inclusion?
- V. **Longevity:** How long has this organization been active in enhancing DE&I? Is this an isolated event? Please note that the committee places extreme importance on sustaining programs that promote DE&I.
- VI. **Service:** Is there evidence of service to the community in the areas of diversity, equity and inclusion?
- VII. **Commitment:** Is the organization investing resources, people, and time in their DE&I space?

*Please describe how the organization has demonstrated as many of the above guidelines as possible/appropriate.*



### **About**

"Distinction in Diversity Award" award was established by the Springfield Area Human Resources Association in 2021. This award is presented annually to organizations in the Springfield, Missouri area in recognition for their effective and innovative strategies that are in place to promote and advance the concept and spirit of diversity, equity, and inclusion.

### **Eligibility**

Organizations that demonstrate a commitment to promoting diversity are eligible for nomination for the award, as long as they have not received it within the last three years. The organization must have an employee who is a member of SAHRA.

### **Selection Criteria**

For purposes of the award selection process, diversity, equity, and inclusion initiatives are defined as organizational programs, activities and efforts designed to promote and support differences in people and society, that may include race and ethnic origin, gender, physical abilities, religious beliefs, age, education, sexual orientation and/or other perceived differences.

Organizations must have responded to as many of the following areas as possible in the last year:

- Any on-going diversity efforts or programs that promotes diversity, equity and inclusiveness; or
- A one-time effort or program that promotes diversity, equity and inclusiveness;
- Examples of senior management and/or Board support;
- Community-based outreach programs and efforts that drive diversity through employee participation.
- An outline of defined goals, actions steps and accomplishments toward achieving a work environment that recognizes, promotes and encourages a diversity at all levels throughout an organization.

Examples of winning initiatives include:

### **ACCOUNTABILITY**

Innovative internal programs and/or systems that define management's role in promoting diversity related issues.

Demonstrated CEO and executive leadership commitment and support of diversity and related programs through a linkage of a strategic business plan.

### **RECRUITMENT AND RETENTION**

Innovative programs or initiatives designed to attract, select, promote and retain qualified diverse group, women, and/or other individuals with differences in the workforce.

### **TRAINING AND DEVELOPMENT**

Special efforts in place to prepare and develop diverse employees for senior level positions, examples include: Mentoring, Career coaching and Counseling; Formalized Succession Planning and/or employee-sponsored professional networks.

Organizational development and training programs in place for the purpose of professional growth; encouraging participation by individuals with differences to excel at management levels.

Available diversity training to educate, sensitize and familiarize employees at all levels of the many differences and similarities in our society.

Educational opportunities and programs available to motivate, encourage and support diverse groups in achieving higher educational degrees, certificates, etc., both technical and non-technical fields.

### **DIVERSITY AND INCLUSION**

Has produced exemplary results in the area of diversity and inclusion by developing programs that have resulted in increased employment amongst diverse people and the development of the communities in which they reside.

Fostering an environment that celebrates differences.

### **SUPPLIER DIVERSITY**

Has produced exemplary results in the area of diverse supplier development by increasing procurement opportunities that have resulted in increased employment among diverse groups and the development of the communities in which they do business.

Winners will be notified in early October and invited to attend an event in October, 2021 to receive the award.



## 2021 Nomination Form Distinction in Diversity Award

<b>Name of the Organization being Nominated</b>	
<b>SAHRA Member Name</b>	
<b>SAHRA Member Title</b>	
<b>Street Address</b>	
<b>City</b>	<b>State:</b> <b>ZIP:</b>
<b>Phone</b>	
<b>Mobile</b>	
<b>Name of the Nominator</b>	

**Date: Nominated:**

Provide reason(s) for Nomination (see selection guidelines). Attach supportive information or additional pages with nomination as necessary.

<b>I. Enhancement:</b>
<b>II. Effectiveness:</b>
<b>III. Impact:</b>

***IV. Uniqueness:***

***V. Longevity:***

***VI. Service:***



**VII. Commitment:**

**Send nomination information to:**

Springfield Area Human Resources Diversity Committee

Or email to: [diversity@sahramo.org](mailto:diversity@sahramo.org)

Nominations are due: **September 24, 2021**

Thank you for your nomination!