



### **DIVERSITY AND INCLUSION AWARD**

**Diversity and Inclusion are now recognized as drivers of innovation and increased profitability in organizations of all types. The Diversity and Inclusion Award recognizes the Chamber's commitment to celebrating the range of human differences, including, but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs. Inclusion involves and empowers all people.**

**The award-winning Chamber member will have intentionally created policies, procedures, and practices that engage a wide range of voices that increases creativity, complex problem solving, job satisfaction and higher productivity.**

Applications will be reviewed and scored on the following criteria out of a possible 100%/Points. Bonus points are also available at the end of the application.

**Leadership:** For D&I to be embraced throughout an organization, it must begin with top level leaders. Not only must leadership understand D&I, but they must provide the vision, initiative, and expectations for others to follow. (25%)

**Infrastructure:** Policies and systems must be in place to sustain a culture of D&I. (25%)

**Evaluation & Assessment:** Consistent reviews, assessments and reflections on strategies, goals and dynamics. (15%)

**Training and Professional Development:** Team training opportunities, programs that support D&I, diversity training, speaker series, mentoring programs, etc. (15%)

**Collaboration:** Collaboration with individuals and organizations outside of your company that have shared goals around D&I. (20%)

**All award applications due 5 p.m., Friday, November 15th, 2019. Winners will be announced on December 4th at the Business of the Year Event.**



**Company Description: (no points for this section, but it is important we know who you are)**

*Business Name:*

*Contact Person Name:*

*Contact Person Title:*

*Contact Person Email:*

*Contact Person Phone:*

*Company Website, Social Media:*

*Business Founded in:*

*Number of Full Time Employees: \_\_\_\_\_*      *Number of Part Time Employees: \_\_\_\_\_*

*Describe the product or services your company offers, in an “About You” or “Elevator Pitch” format. Please use terms that a 5th grader could understand, avoiding industry terminology where possible. (No points for this question but it is important that we know what you do.)*

**Leadership:**

1. Please share your Mission Statement and Core Values. Describe how these take D&I into consideration. \_\_\_\_/5
2. How do you ensure that your organization's leadership, including your Board of Directors, is represented by people of diverse demographics and viewpoints and demonstrates an inclusive culture to leverage all members of the team?
  - a. Please describe the process and results. \_\_\_\_/10
  - b. Please provide demographics or measurable outcomes of these efforts. \_\_\_\_/10

**Infrastructure:**

1. Do you have organization-specific policies or strategies to encourage diversity and equitable treatment of all people within the recruiting, hiring, evaluation and promotion processes above the minimum legal requirements? If yes, briefly describe. \_\_\_\_/10
2. Does your organization have a staff person dedicated to supporting your diversity and inclusion policies? \_\_\_\_/10
  - a. How do they ensure that the policies are supported?
  - b. What is their title?
  - c. Describe their roles and responsibilities.
3. Do you have a diversity and inclusion steering committee or council? If yes, briefly describe their function. \_\_\_\_/5



### Evaluation & Assessment:

1. Do you measure your organization's culture and understand your employee experience through surveys or other tools or mechanisms? If so, briefly describe how frequently you conduct them and some of your results related to diversity and inclusion. \_\_\_\_/10
2. How do you use those results to improve your company culture? \_\_\_\_/10

### Training and Professional Development:

1. Does your organization have professional development efforts that build understanding and foster attitudes and behaviors to support diversity and inclusion, such as education related to cultural diversity, unconscious biases, stereotypes, and other inequities? Briefly describe. \_\_\_\_/10

### Collaboration:

1. Does your organization have a procurement policy that takes into consideration diversity, inclusion, minority, and women owned businesses? Please explain or describe the policy as well as the results. \_\_\_\_/10
2. Does your organization support any causes or nonprofits that share your goal of diversity and inclusion? If yes, please list and describe how you support them. \_\_\_\_/10

### Other:

Is there anything else you would like to include or feel that we should know about your organization's diversity and inclusion efforts and activities? If you have received any relevant awards or media recognition in the last 5 years related to the application category, also include those here.

The recipient of the **Diversity and Inclusion Award** will not only be recognized at the Chamber's Business of the Year dinner, but also during a luncheon and panel session at the annual **Inspiring Women Leaders Conference** on March 9th, 2020. The conference takes place at the Hilton Hotel in Gainesville and attracts approximately 300 participants from the local, state, national, and international communities.



By Signing the application you acknowledge that the information contained within is true to the best of your knowledge.

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Signature

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Date

Please return completed applications to:

Steve Cannon at [stevec@gainesvillechamber.com](mailto:stevec@gainesvillechamber.com)

Legal Notice:

The Greater Gainesville Chamber of Commerce reserves the right to use submission material at both the event and in related activities. All tax and financial information will remain confidential.

The Business Award Winners are judged by a group of their peers without regard to race, color, religion, gender identity, national origin, physical or mental disabilities.