



Award Application Instructions

Learn. Connect. Serve

San Antonio Human Resource Management Association

Awards Program Overview

The award recognizes San Antonio organizations, leaders, and teams that best demonstrate outstanding achievement in the areas of diversity and inclusion which is a focus of the San Antonio chapter of the Human Resource Management Association (SAHRMA).

There will be seven awards with organizational size categories. Year 2019 is the first year these will be awarded, and at the October Diversity Symposium.

Winners Will Receive

- 1 Plaque/Trophy
- Certificates for Winners named in the application
- Honored on October 8, 2019 at the SARMA Diversity & Inclusion Symposium
- Honored on SAHRMA Website and Social Media sites
- 2 tickets to the Diversity & Inclusion Luncheon
- Event and award photos to share and promo

Who Should Apply?

- Organizations, teams or individuals with proven efforts in welcoming diverse members of their community into their organization.
- Organizations, teams, or individuals that have been able to recognize and address issues regarding bias, prejudice and misunderstanding to promote diversity and inclusion.
- Organizations, teams, or individuals who have effectively partnered with community partners to increase diversity and inclusion awareness in their organization specific to underrepresented groups

About

Organizations today must understand and embrace the uniqueness of all individuals, appreciating that each contributes a diversity of views, experiences, cultural heritage and traditions, skills and abilities, values, and preferences. When leaders respect differences, yet acknowledge shared commonalities that unite people, and develop meaningful priorities based upon agreed upon values, they genuinely represent the whole of their organization and the community they do business in.

Inclusion is a commitment to involve the entire community in planning and implementing programs and specific activities that promote and protect **diversity**. Bringing in different viewpoints is key to building a robust and meaningful culture of creative innovation, critical and ethical thinking, solution-focused dialogue, and collaborative problem-solving mentality. Individuals come with their own views, experiences, cultural heritages and traditions, skills and abilities, values, and preferences.

When all aspects of the community are represented, all voices will be heard; and SAHRMA will be an effective advocate to include all voices. By recognizing and embracing diversity, organizations value differences and similarities in people through actions and accountability. SAHRMA values and appreciates diversity, which enriches and strengthens the structure of our society.

Championing Award Categories

see award categories document for complete details

- Disability Inclusion
- Gender Equality
- Lesbian, Gay, Bi-sexual, Transgender Inclusion
- Racial & Ethnic Diversity Inclusion
- Social Mobility
- Employee Network Excellence
- Indigenous People Equality

Application Information

Criteria

- Must be doing business in the San Antonio metropolitan area
- The Diversity & Inclusion efforts described in the application must have taken place within the last calendar year.
- Application to include all required items upon submission.
- Submission of an application constitutes the entrant's permission and consent that SAHRMA may display, copy, reproduce, enhance, print, publish, and distribute, in part or entirety, any portion of the submission for SAHRMA purposes

Application Instructions

- Determine category to apply (see application)
- A downloadable form can be found at: <https://sahrma.org/DS>
- You can electronically complete and submit your application online by clicking this [link](#).
- Email all supplemental documents to: diversity@sahrma.org
- **All applications MUST be received by August 15, 2019**

Requirements

A complete application includes:

1. Current demographic information for the organization, community, and geographic area supported by the submitting organization, team, or individual and the population specifically served (see Award application).
2. Narrative answer to each of the six questions on the award application (maximum of 500 words per response)
3. At least one supplemental document (maximum of three) supporting example(s) given in the narrative answers
4. Contact information for key contact(s), directly related to cited activities

Terms & Conditions

- By submitting this application, you are acknowledging that you have read the full application and agree to the following terms and conditions:
- If your application is selected as an award winner, you agree to attend the October Symposium to be recognized.
- If your application is selected as an award winner, you agree to be highlighted in all news and social media efforts.
- If your application is selected as an award winner, you agree to have any and all photos used by SAHRMA



Award Categories

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<p style="text-align: center;">Category 1</p> <p style="text-align: center;">Championing Disability Inclusion Award</p>	<p style="text-align: center;">Category 2</p> <p style="text-align: center;">Championing Gender Equality Award</p>
<p>An award for an individual, team, group or network initiating and leading action to remove barriers and improve the working experience and engagement levels of disabled employees or demonstrating excellence in the delivery of services to disabled people.</p> <p>Criteria for #1</p> <ul style="list-style-type: none"> • Acts as a role model or ally in championing disability inclusion. • Creates an inclusive culture by challenging disability inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development, promotion and implementing appropriate, high quality and cost-effective workplace adjustments etc., or in customer service delivery • Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against disabled employees or service users • Leads positive actions or interventions to enable talented disabled employees to realize their full potential • Applies evidence and customer insight to tackle issues effectively to improve employee or service user experience • Can demonstrate positive outcomes arising from their interventions for individuals and the organization, and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of a company/organization <p style="text-align: center;"><u>Submit Application</u></p>	<p>An award for an individual, team, group or network initiating and leading action to remove barriers and improve the working experience and engagement levels of employees; or demonstrating excellence in the delivery of services to all genders.</p> <p>Criteria for #2</p> <ul style="list-style-type: none"> • Acts as a role model or ally in championing gender equality • Creates an inclusive culture by challenging gender inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion, or in customer service delivery • Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against employees or service users of all genders • Leads positive actions or interventions to enable talented employees of all genders to realize their full potential • Applies evidence and customer insight to tackle issues effectively to improve service user experience • Can demonstrate positive outcomes arising from their interventions for individuals and the organization, and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of a company/organization <p style="text-align: center;"><u>Submit Application</u></p>

<p style="text-align: center;">Category 3</p> <p style="text-align: center;">Championing Lesbian, Gay, Bisexual, Transgender (LGBT+) Inclusion Award</p>	<p style="text-align: center;">Category 4</p> <p style="text-align: center;">Championing Racial and Ethnic Diversity & Inclusion Award</p>
<p>An award for an individual, team, group or network initiating and leading action to remove barriers and improve the working experience and engagement levels of Lesbian, Gay, Bisexual, Transgender, Intersex employees; or demonstrating excellence in the delivery of services to LGBT+ people.</p> <p>Criteria for #3</p> <ul style="list-style-type: none"> • Acts as a role model or ally in championing LGBT+ issues • Creates an inclusive culture by challenging sexual orientation or gender identity • inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion etc. or in customer service delivery • Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against LGBT+ employees or service users • Leads positive actions or interventions to enable talented LGBT+ employees to realize their full potential • Applies evidence and customer insight to tackle issues effectively to improve service user experience • Can demonstrate positive outcomes arising from their interventions for individuals and the organization, and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of a company/organization <p style="text-align: center;"><u>Submit Application</u></p>	<p>An award for an individual, team, group or network initiating and leading action to remove barriers and improve the working experience and engagement levels of racially and ethnically diverse company employees/organization members</p> <p>Criteria for #4</p> <ul style="list-style-type: none"> • Acts as a role model or ally in championing company/association issues • Creates an inclusive culture by challenging race and ethnic inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion etc., or in customer service delivery • Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against company employee/association members • Leads positive actions or interventions to enable talented company employees/association members to realize their full potential • Applies evidence and customer insight to tackle issues effectively to improve service user experience • Can demonstrate positive outcomes arising from their interventions for individuals and the organization, and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of the company/association <p style="text-align: center;"><u>Submit Application</u></p>

<p style="text-align: center;">Category 5</p> <p style="text-align: center;">Championing Social Mobility Award</p>	<p style="text-align: center;">Category 6</p> <p style="text-align: center;">Employee Network Excellence Award</p>
<p>An award for an individual, team, group or network initiating and leading action to remove barriers to attract and improve working experience and engagement level of employees/members from a lower socio-economic background; or demonstrating excellence in the delivery of service to people from a lower socio-economic background.</p> <p>Criteria for #5</p> <ul style="list-style-type: none"> • Acts as a role model or ally in championing social mobility issues. • Creates an inclusive culture by challenging inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion etc., or in customer service delivery for people from a lower socio-economic background. • Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against employees or service users from a lower socio-economic background. • Leads positive actions or interventions to enable talented employees from a lower socio-economic background to realize their full potential. • Applies evidence and customer insight to tackle issues effectively. • Can demonstrate positive outcomes arising from their interventions for individuals and the organization and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of the company/association <p style="text-align: center;"><u>Submit Application</u></p>	<p>An award for the network/Employee Resource Group (ERG) which has:</p> <ul style="list-style-type: none"> • Been able to demonstrate its impact in shaping and driving the Diversity and Inclusion agenda • Demonstrated the sustained value it has added to the business or association <p>Criteria for #6</p> <ul style="list-style-type: none"> • Empowers and supports its members to realize their full potential. • Applies evidence and customer insight to tackle issues effectively. • Helps deepen understanding between different diversity groups and how opportunities and challenges may intersect. • Collaborates with others to innovate and develop workable solutions. • Engages with and utilizes senior champions to ensure pace, focus and direction. • Interventions demonstrate positive business/association outcomes for individuals and the organization, with the potential for scaling up for other parts of the company/association. <p style="text-align: center;"><u>Submit Application</u></p>

Category 7:

Championing Indigenous People's Equality Award

An award for an individual, team, group or network initiating and leading action to remove Indigenous people barriers and improve the working experience and engagement levels of indigenous employees/organization members; or demonstrating excellence in the delivery of services to indigenous people.

Criteria for #7

- Acts as a role model or ally in championing company/association issues
- Creates an inclusive culture by challenging Indigenous People's inequalities/barriers/bias in the application of people management policies, for example inclusive recruitment, talent development, performance management, career development and promotion etc., or in customer service delivery
- Takes steps to eliminate or reduce incidents of bullying, harassment or discrimination against company employee/association members
- Leads positive actions or interventions to enable talented company employees/association members to realize their full potential
- Applies evidence and customer insight to tackle issues effectively to improve service user experience
- Can demonstrate positive outcomes arising from their interventions for individuals and the organization; and can demonstrate the potential for scaling up or demonstrating initiatives for other parts of the company/association.

[Submit Application](#)