



## 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 may electronically complete and submit your application online by clicking this [link](#).
- Email all supplemental documents to: [diversity@sahrma.org](mailto: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