GMSHRM Diversity & Inclusion Awards

Please complete this Nomination Form as a Word document and transmit via e-mail to: sonora92@comcast.net.
Please put on subject line: 2012 GMSHRM Diversity Application.

GMSHRM's commitment to Diversity & Inclusion continues with our 2012 Awards! It is our belief that Diversity & Inclusion should be reflective of the community and populations surrounding us. Diversity in Action Awards for 2012 looks to recognize non-profit and for profit organizations which best demonstrate it's commitment to giving back to the community and participating in events within the community that is reflective the organizations diversity.

I. NOMINEE INFORMATION	
Name of Organization/Business:	Website Address:
Address:	City, State, Zip:
Years in Existence:	Number of Employees in Miami-Dade County:
Nominee Contact Name:	Contact's Title:
Nominee Contact Name:	Contact's E-mail Address:
GMSHRM will contact the Nominee to verify spelling, acknowledgement and logo usage for the winning organization.	
II. NOMINATOR INFORMATION	
Name:	Title and/or Connection to Nominee:
Phone Number:	E-mail Address:
III. ABOUT THE NOMINEE	
A. COMMUNITY RELATIONS- (* This category will count for 50% of the award for 2012.)	
How does the nominee encourage diversity in the community? Does it lead or support community projects? Please provide specifics.	
Does the nominee offer scholarships related to Diversity or to diverse communities? Please provide specifics.	
Is employee volunteerism that supports diversity encouraged? ☐ **Yes** ☐ **No** **Please describe how and provide examples of the employee volunteerism activities.**	

Does the nominee offer a mentoring program to individuals in the community? ☐ **Yes** ☐ **No**
If yes, please describe.

Please tell us about other Community initiatives championed by your organization?

B. LEADERSHIP

What is the nominee's Mission Statement?

Does its written Vision support or encourage Diversity?

Is Inclusion part of its Strategic Plan?

How diverse is the Board? What is the Board's composition, in percentages, for each of the following four categories:

_____ % Male _____ % Female

_____% Hispanic or Latino
_____% White (not Hispanic or Latino)
_____% Black or African American (not Hispanic or Latino)
_____% Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
_____% Asian (not Hispanic or Latino)
_____% American Indian or Alaska Native (not Hispanic or Latino)
_____% Two or More Races (not Hispanic or Latino)

_____% Veteran _____% Non-Veteran

_____% Disabled _____% Not Disabled

How diverse is top management? (The top 5% to 10% of managers.) What is top management's composition, in percentages, for each of the following four categories:

_____ % Male _____ % Female

_____% Hispanic or Latino
_____% White (not Hispanic or Latino)
_____% Black or African American (not Hispanic or Latino)
_____% Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
_____% Asian (not Hispanic or Latino)
_____% American Indian or Alaska Native (not Hispanic or Latino)
_____% Two or More Races (not Hispanic or Latino)

_____% Veteran _____% Non-Veteran

_____% Disabled _____% Not Disabled

How does the organization support female and/or minority vendors and suppliers?

C. WORKFORCE DIVERSITY

Is there a diversity recruitment program in place? ☐ **Yes** ☐ **No**
If yes, provide a description of the program(s).

Does the organization welcome returning veterans? ☐ **Yes** ☐ **No**
List activities along with examples and/or specific partnerships, as applicable.

List examples of reasonable accommodations, if any, the nominee has made for its employees?

How does the nominee embrace, celebrate and include diverse people in its workforce?

Are special diversity events held? ☐ **Yes** ☐ **No**
If yes, please describe.

Is diversity featured in company newsletters, communications? ☐ **Yes** ☐ **No** ☐
N/A

What diversity-related on-boarding procedures are in place?

How diverse is the overall workforce? What is the workforce's composition, in percentages, for each of the following four categories:

_____ % Male _____ % Female

_____% Hispanic or Latino
_____% White (not Hispanic or Latino)
_____% Black or African American (not Hispanic or Latino)
_____% Native Hawaiian or Other Pacific Islander (not Hispanic or Latino)
_____% Asian (not Hispanic or Latino)
_____% American Indian or Alaska Native (not Hispanic or Latino)
_____% Two or More Races (not Hispanic or Latino)

_____% Veteran _____% Non-Veteran

_____% Disabled _____% Not Disabled

D. DEVELOPMENT

Is there a training and development plan geared to the development of women, minorities and other diverse groups? How does the program work?

Is there a career development program in place? ☐ **Yes** ☐ **No**
If yes, please describe.

Are network and support groups offered? ☐ **Yes** ☐
No
If yes, please describe.

Does the nominee offer a mentoring program? ☐ **Yes** ☐ **No**
Please describe how it targets and supports diverse individuals.

NOMINATOR COMMENTS

Thank you for completing the nomination form for the Diversity in Action Awards. Nominees who are named as finalists will be contacted by the judging committee to schedule site visits and/or employee interviews. Good Luck!