Will your organization make the list?

10 TOP COMPANIES for INNOVATION in Diversity

2nd Annual International Innovation in Diversity Awards
May/June 2005

For application and information visit www.diversityjournal.com or call 1.800.573.2867.
OVERVIEW
The annual Profiles in Diversity Journal International Innovation in Diversity Awards honor individuals and teams working in organizations and institutions anywhere in the world that have developed innovative solutions offering measurable outcomes in the area of workforce diversity and inclusion. Our objective is to encourage and increase the number of businesses and institutions implementing innovative programs, projects, or practices that will help to improve workforce diversity/inclusion excellence.

Ten organizations will be selected as honorees. In defining innovation, we use Webster's definition as “effecting a change in the established order; the creating of something new.” Innovations can be in the form of new ideas, methods, services, or processes that improve the quality of life or enhance productivity within an organization. Diversity includes variations among people with respect to age, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practice, and any other human distinction.

These awards will recognize innovations within the organization that have been launched within the past two years, and have had an influence and delivered a positive outcome on diversity management, staff recruitment, and/or toward inclusiveness and improved equity in the workplace. Any one idea or project qualifies so long as the ensuing results are already making a greater impact on diversity management and/or business and institutional diversity/inclusion excellence than anything prior.

THE AWARDS AIM TO:
• Encourage and share best practice in innovation in diversity
• Recognize and reward innovations in diversity
• Increase the profile of innovative diversity practices within organizations
• Inspire organizations and institutions to take innovative approaches to diversity management

SELECTION CRITERIA INCLUDE:
• Ease of implementation
• Effectiveness in improving diversity awareness/management, staff recruitment, employee retention and/or inclusiveness and improved equity in the workplace
• Evidence of commitment and involvement from senior management and employees
• Genuine measurable outcomes (tangible and/or intangible) due solely, or primarily, to that innovation.

The 2004 Innovation in Diversity Award Winners:
First Place: BMO Financial Group,
Second Place: Bausch & Lomb, Third Place: Eastman Kodak
Profiles in Diversity Journal
2005 International Innovation in Diversity Awards

BENEFITS OF APPLYING FOR AWARDS:
Entering the Profiles in Diversity 2005 International Innovation in Diversity Awards will provide you with a number of benefits. Working through the application process will enable you to:

• Showcase your innovations in diversity
• Observe your team's performance from a different point of view
• Help gain support and recognition for your team's initiatives from a broader audience.

BENEFITS TO AWARDS WINNERS:

• Publication of your accomplishment. The acknowledgement you and your project deserve will be part of a special feature in the May/June 2005 issue of Profiles in Diversity Journal.
• Top Awards: Gold (First Place), Silver (Second Place), and Bronze (Third Place) will be recognized, and all 10 organizations will receive a plaque of recognition.
• Your achievement will be publicly recognized in the wider business community through press releases promoting the Awards winners.
• Accomplishments and winners will be highlighted on the Profiles in Diversity Journal web site for an entire year with links to the winning organizations' web sites.
• Winners receive a copy of the Profiles in Diversity 2005 Innovation in Diversity Awards logo for their advertising and web site.

HOW TO ENTER:
Nominations are made in the form of a case study of no more than 1,500 words, plus photos and/or background documentation.

• Mail application to: 2005 Innovation in Diversity Awards, Profiles in Diversity Journal
  P.O. Box 45605, Cleveland, OH, 44145, USA

DEADLINE:
The deadline for submitting the nominating application and supporting material is April 18, 2005.

APPLICATION CHECKLIST:
√ Case study name: The title of your project/initiative, date first introduced, and a one-sentence explanation of what the innovation in diversity is.
√ Profile of your organization/institution: A brief description of your organization/institution, what you do, number of employees, and your work group's role.
√ What is your innovation: Explain in detail your innovation in diversity. What is particularly novel or noteworthy about your innovation in diversity?
√ Aim: What was the issue/problem that your innovation was seeking to address? How did your innovation address this issue/problem?
√ Organizational support: What was the level of commitment and involvement from Senior Management? Employees?
√ Resources used: The resources that were needed to implement your innovation in diversity. Examples could include management support, funding, staff time, communication tools, meeting time etc.
√ Business outcomes: The beneficial changes that your innovation has made in your organization. For example; what were the indicators that the innovation was effective? Are there measurable outcomes that demonstrate a link between the innovation and the aims of your organization?
√ Future plans: How will you further develop or review your innovation?
√ Notes for practitioners: What did you learn in developing your innovation that could assist others who may want to implement a similar strategy?
√ Contacts: The people who should be contacted for more information.
√ Quotes: Include at least one quote from someone who has benefited from your innovation.
√ Web site (optional): Details of a web site that contains information related to your innovation.
√ Charts and other diagrams (optional)
√ Prints, slides or digital photos with captions – these will help to illustrate your innovation.
1. CHIEF EXECUTIVE OFFICER ENDORSEMENT

I fully support and endorse this nomination for the 2005 International Innovation in Diversity Awards, and agree to publication of the case study in the Profiles in Diversity Journal and the Profiles in Diversity Journal Web site.

Name: ________________________________________________________________

Position and Organization/Institution: ______________________________________

Signed: _______________________________ Dated: ____________________________

2. CASE STUDY TITLE

____________________________________________________________________

3. CONTACT PERSON RESPONSIBLE FOR NOMINATION

Name: ___________________________ Phone: ________________________________

Title: _____________________________ Email: ________________________________

Address: __________________________ Fax: ________________________________

4. CASE STUDY

In 1,500 words or less describe your initiative in plain English (in Times New Roman 12 point black in an MS® Word compatible format). Please use the checklist provided on the next page as a guide when completing your application.

5. EVALUATION GUIDELINES

When completing your case study, consider the selection criteria that will be used by the selection board in determining the Awards.

- Ease of implementation
- Effectiveness in improving diversity awareness/management, staff recruitment, and/or inclusiveness and improved equity in the workplace
- Evidence of commitment and involvement from Senior Management and employees
- Genuine measurable outcomes (tangible and/or intangible) due solely, or primarily, to that innovation.

6. SUBMISSION

Nomination Forms must be received by April 18, 2005.

Please complete and return the application and send any supporting documentation:

- Mail application to: 2005 Innovation in Diversity Awards, Profiles in Diversity Journal
  P.O. Box 45605, Cleveland, OH, 44145, USA

7. INQUIRIES

For information on the awards process, contact Jim Rector, Publisher, at 1.800.573.2867 or by email at profiles@diversityjournal.com