Program Area: Diversity, Equity & Inclusion

Category: Best Governance of Diversity, Equity, Inclusion and Belonging

The category **Best Governance of Diversity, Equity, Inclusion and Belonging** is for a written description of a governance model that supports an organization's diversity, equity and inclusion mission, vision, values and objectives and organizational and business outcomes.

Training, learning, talent, HR, or other related departments can enter either alone or together with a helping organization (such as a vendor, aka solution provider, or consultant). Helping organizations cannot enter alone.

Instructions:

1. You must use this Word document for your submission.
2. Type your submission description into the appropriate sections of this document.
3. Do not change the formatting or font – Calibri body 12 (size, color, or type).
4. Do not remove any sections of the application.
5. If any fields are not applicable, please leave them blank or write N/A.
6. Read the Judging Criteria below. The judges will evaluate your submission according to these criteria.
7. Write in paragraph form and check the spelling.
8. Write using the third person. Do not use “we, our, us,” etc.
9. Avoid “marketing” languages; focus on details and outcomes.
10. Include images, charts, and graphs in this document form; please do not include separate documents. Please insert these items within the context of your responses. These items may also be added to the end of the document in an appendix if necessary.
11. If applicable, you may provide supporting reports, videos, and course links. Please provide proper access information to courses and details for special instructions. If providing passwords to courses or videos, ensure they are valid for one year or more and can be easily accessed by the web. Do not include any links or embedded links within this form. Provide all links, URLs, and User access information in your online application for submission. Make sure access is available to reviewers for at least one year.
12. When completed using the same font size, this document should be approximately (15-20 written pages), font size Calibri 12, not including instructions, questions, or graphics. If you have additional supporting information, you may include it within the appropriate sections of this entry form or in an appendix at the end of the document.
13. Within the online application, if you have selected “Yes” to granting Brandon Hall Group publishing permission of your entry, but there are parts of your application you wish not to have published, please indicate by **highlighting those details within this form in red,** so they are omitted from publishing.
14. Save as a **Word Document** with a new file name. Example: Company Name\_Category\_Short Title
15. Sign up or log in to the HCM Excellence Awards portal: <https://excellenceawards.brandonhall.com/hcm/>. Upload your completed entry form, complete the online application, and provide all supporting links and URLs. Check to make sure you have completed your online application and payment.

**Please direct any questions to:** **awards@brandonhall.com****. Do not send any applications via email, but only through the award application site.**

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| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** |
| 1. **Business Conditions and Business Needs**
 | The governance model is effective and appropriate to guide diversity, equity and inclusion programs and initiatives and align with the goals of the business/organizational needs and situation. |
| 1. **Design**
 | The governance model was effectively designed and established guidelines for priority and goal setting, employee involvement, data gathering, measurement, and communication. |
| 1. **Deployment**
 | The governance model was deployed in a manner that positively captured the diversity, equity, inclusion and belonging goals and desired results. There was an effective change management strategy that produced positive organizational outcomes and positive outcomes for the diversity and inclusion strategy, programs, or initiatives. |
| 1. **Measurable Benefits**
 | The outreach produced measurable benefits related to the organization's diversity, equity, inclusion and belonging objectives and its business objectives. |
| 1. **Overall**
 | Overall, the outreach had a positive impact on the outreach target as well as the organization's diversity, equity, inclusion, and belonging goals and business goals. |

Entry Overview:

***Please make sure all information matches the online application.***

Entry Information

|  |  |
| --- | --- |
| **Entry Title** | (insert text here) |
| Name of Entering Organization | (insert text here) |
| \*Name of Helping Organization (Vendor) if submitted jointly: | (insert text here) |
| \*OPTIONAL PR | (insert text here) |
| Date | (insert text here) |
| Brief Description of Entry (2-3 Sentences) | (insert text here) |

Company Background (of entering organization, not the solution provider)

Insert company logo here

Use the grid below to give information about the organization, size and scope, and industries served.

|  |
| --- |
| **Company-at-a-Glance** |
| Headquarters | (Insert text here) |
| Year Founded | (Insert text here) |
| Revenue | (insert text here) |
| Employees | (insert text here) |
| Global Scale (Regions that you operate in or provide services to) | (insert text here) |
| Customers/Output, etc. (Key customers and services offered)  | (insert text here) |
| Industry | (insert text here) |
| Stock Symbol | (insert text here) |
| Website | (insert text here) |

\*Optional: Company Background (of solution provider if submitted jointly)

Insert company logo here:

Use the grid below to give information about the organization, size and scope, and industries served.

|  |
| --- |
| **Company-at-a-Glance** |
| Headquarters | (Insert text here) |
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| Global Scale (Regions that you operate in or provide services to) | (insert text here) |
| Customers/Output, etc. (Key customers and services offered)  | (insert text here) |
| Industry | (insert text here) |
| Stock Symbol | (insert text here) |
| Website | (insert text here) |

Budget and Timeframe

Please fill out the following grid with your best ability. You may offer an estimate or range for each. If this information is confidential or not applicable, enter N/A. Your entry will not be judged based on this information, however this offers the judges a greater understanding of your entry, complexity, and/or maturity.

|  |
| --- |
| **Budget and Timeframe** |
| Overall budget | (Insert text here) |
| Number of (HR, Learning, Talent) employees involved with the implementation? | (Insert text here) |
| Number of Operations or Subject Matter Expert employees involved with the implementation? | (insert text here) |
| Number of contractors involved with implementation | (insert text here) |
| Timeframe to implement | (insert text here) |
| Start date of the program | (insert text here) |

Entry Details:

Judging Criteria 1: Business Conditions and Business Needs

Use this area to describe the business conditions and business needs that led your organization to develop the diversity, equity, inclusion and belonging governance model.

Details:

Overview

Use this area to provide a high-level description of your diversity, equity, inclusion and belonging governance model. What goals did you establish and how were they achieved?

Details:

Judging Criteria 2: Design

Use this area to discuss the design of the governance model -- what drove your vision, how was it developed, who was involved and why?

Details:

Judging Criteria 3: Deployment

Use this area to describe how the governance model was deployed. Who led the deployment? How was the model communicated? How well was it accepted and implemented?

Details:

Judging Criteria 4: Measurable Benefits

Use this area to discuss the measurable benefits of the governance model. How did it help your organization meet its diversity, equity, inclusion and belonging objectives? Make sure the benefits are specific and quantifiable.

Details:

Judging Criteria 5: Overall

Use this section to provide a summary of the overall impact of the governance model. What lessons did you learn? What are the next steps/future outlook?

Details: