Program Area: Diversity, Equity & Inclusion

Category: Best Leader for DEIB

The category **Best Leader for DEIB** honors an inspiring individual who has demonstrated exceptional leadership and commitment to advancing diversity, equity, inclusion, and belonging in the workplace. The recipient will have spearheaded impactful initiatives to build a culture of belonging where all employees feel welcomed, valued, and empowered. Their vision and ability to drive meaningful progress exemplify the values and behaviors of an inclusive leader dedicated to helping each person reach their full potential.

Nominee Requirements:

• Must be employed for at least one year at the current organization.

• May be nominated by a senior management, peers, subordinates, or any appropriate colleague or team.

Submission Requirements:

• Complete the entry form.

• Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes that showcase the values and behaviors of the inclusive leader dedicated to helping their teams reach their full potential.

Training, learning, talent, HR, or other related department can enter either alone or together with a helping organization (such as a vendor aka solution provider, or consultant). Helping organizations cannot enter alone unless they are submitting one of their employees or teams for an initiative.

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**](mailto:awards@brandonhall.com)**. Do not send any applications via email, but only through the award application site.**

|  |  |
| --- | --- |
| **Judging Criteria: The judges will evaluate your entry on a scale of 1-6 on each of these criteria below.** | |
| 1. **Commitment** | The nominee demonstrated commitment to championing diversity, equity, inclusion, and belonging through vision, words, and actions. |
| 1. **Cultural Competence** | The nominee led with empathy, emotional intelligence, and cultural competence to foster an environment where all individuals feel valued and empowered. Exemplified courage, authenticity, and passion in addressing challenging issues around bias and inequity while inspiring others. |
| 1. **Inclusive Connector** | Galvanized others and built coalitions to drive institutional change related to DEIB issues. |
| 1. **Impactful** | Spearheaded innovative and impactful initiatives that tangibly improved workplace culture and advanced DEIB goals. |
| 1. **Overall - Video** | Overall, the video summarized how the nominee demonstrated a positive impact for the DEIB goals of the organization’s people culture. |

Entry Overview:

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

Entry Information

|  |  |
| --- | --- |
| **Nominee (Leader)** | (Name – First, Last and Title) |
| Sponsor (Senior management leader, peer, or subordinate) | (Name – First, Last and Title) |
| 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) |
| 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) |

Entry Details:

Judging Criteria 1: Commitment

Provide Nominee Bio (Workplace experience, Education Background, Community Involvement)

Describe how the nominee demonstrated commitment to championing diversity, equity, inclusion, and belonging through vision, words, and actions.

Details:

Judging Criteria 2: Cultural Competence

Describe how the Nominee led with empathy, emotional intelligence, and cultural competence to foster an environment where all individuals feel valued and empowered. Exemplified courage, authenticity, and passion in addressing challenging issues around bias and inequity while inspiring others.

Details:

Judging Criteria 3: Inclusive Connector

Describe how the nominee was able to galvanize others and build coalitions to drive institutional change related to DEIB issues.

Details:

Judging Criteria 4: Impactful

Describe how the nominee spearheaded innovative and impactful initiatives that tangibly improved workplace culture and advanced DEIB goals.

Details:

Judging Criteria 5: Overall – Video

Overall

Use this section to provide the overall summary of how the nominee demonstrated a positive impact for the DEIB goals of the organization’s people culture.

Details:

Video

Submit a video (ranging from 45 seconds up to 3 minutes) explaining the key attributes that showcase the values and behaviors of the inclusive leader dedicated to helping their teams reach their full potential.

**\*Don’t include the link here – make sure to add the video link in your online application where you upload your entry form.**