

3rd Annual Diversity Council Honors Award Application

1. Welcome

Dear Diversity Councils:

The Diversity Council Honors Award™ was established by the [Association of Diversity Councils](#) (ADC) to honor the outstanding contributions and achievements of diversity council groups that lead the diversity process in organizations and demonstrate results in their Workforce, Workplace and Marketplace. Recipients of the award set the standards of excellence for diversity councils in the U.S.

An objective panel of judges will provide oversight, review the process, certify its integrity, and score applications. This panel consists of leading experts and practitioners in the diversity field. Judges and organizers are not obligated to disclose judging decisions or scores given. Judges who may be consultants in the industry are forbidden from judging their clients or discussing initiatives of their clients with other judges.

Top 25 councils will be highlighted on our [website](#). Additional coverage may also be provided to all award recipients.

This is an open application process. *Membership with the Association of Diversity Councils is not a requirement to apply.* A summary report illustrating overall results, and results in each of the four focus areas will be provided to the Top 25 award recipients.

The [Association of Diversity Councils](#), a division of [PRISM International, Inc.](#), is dedicated to increasing the impact, effectiveness and recognition of diversity councils as an essential partner in developing, implementing and maintaining a strategic diversity focus within organizations. The ADC offers participation in a member-based network of organizational diversity councils, and provides leading edge diversity council consulting and training experiences and assessment tools for councils in all stages of development and operation.

The application contains 23 pages and 69 questions. Depending on the amount of detail you provide in some of your responses, it may take 60 to 90 minutes to complete the entire application process. Responses to essay type questions in each focus area should not exceed 300 words. All parts of the application must be completed in its entirety by **12/16/2010, 5pm Eastern Standard Time.**

★ **1. How did you learn about the Diversity Council Honors Award?**

★ **2. If you would like to apply for the Diversity Council Honors Award, please start the application now by clicking both the Continue and Next buttons below.**

 Continue

3rd Annual Diversity Council Honors Award Application

2. Diversity Council Honors Award Eligibility Criteria and Submission Procedures

To be considered for the 2011 Diversity Council Honors Award, your entry must meet the following requirements:

Recognizing that groups that lead diversity processes in organizations have a variety of names, the term "council" is used as a general term.

- The Award will evaluate the contributions of U.S. based councils that have been **in operation for at least two (2) years** and will be based on the council's completed results for the last twelve months.
- The Award will be considered for operational councils that execute strategic tactics to achieve goals that may come from an Executive Council or Steering Committee.
- Award recipients may be a Company Council responsible for achieving goals for the entire organization; or a council within a company that represents a specific line of business or business unit. Applications from distinctive multiple councils within one organization are allowed.
- Award applicants will be evaluated on contributions and achievements in these categories:
 - Demonstrated Council Results
 - Demonstrated Management Commitment
 - Measurement and Accountability
 - Communication and Education


In addition, please note the following:

- **Each award category contains multiple questions. Your entry must answer all questions listed. Failure to do so will result in forfeiture of the entry. If your entry fails to meet the requirements and format noted herewith, you will be disqualified.**

- **All entries must be received by 5:00 PM Eastern Standard Time, December 16, 2010. No late entries will be accepted. Receipt of your entry will be confirmed instantly once you click the submit button at the end of the application.**

*** 3. If you meet the aforementioned requirements, please click both the Continue and Next buttons below.**

If you do not meet these requirements please exit the application.

 Continue

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3. To officially apply for the Diversity Council Honors Award you must complet...

Diversity Council Profile

Award Application Questionnaire

Permission Affidavit

Application Submission Form

Depending on the amount of detail you provide in some of your responses, it may take 60 to 90 minutes to complete the entire application process. All parts of the application must be completed in its entirety. Remember, your responses are automatically saved through cookies and you may continue the application at a later time.

The completed application must be submitted by December 16, 2010, 5:00 PM Eastern Standard Time.

This 21-page online application is easy to complete – most questions take just seconds to answer. Essay responses may require more time depending on the type of information you provide. Below are some tips you might consider to have a successful completion:

- Prepare by reviewing and planning your response using the PDF application located [here](#).
- Retrieve relevant information you may need *prior* to beginning the application.
- Type responses for open-ended essay items in a word document or notepad, and cut and paste them into the text boxes provided. Response should include quantifiable and qualifiable results.
- As you complete the application your work is automatically saved. You can leave the application and resume it later. Responses are saved using cookies*; therefore, you will need to complete the application on the same computer on which it was begun. *See our Frequently Asked Questions (FAQ's) for more information about cookies.
- You may access an incomplete application by clicking [here](#).
- For an immediate copy of your application you may print it page-by-page as it is being completed.
- All entries must be received by 5:00 PM Eastern Standard Time, December 16, 2010. Responses to essay type questions in each focus area should not exceed 300 words. No late entries will be accepted. Receipt of your entry will be confirmed instantly once you click the submit button at the end of the application.

All the best in completing your Diversity Council Honors Award™ application!

Should you have any questions, please send them to [Application Questions](#).

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4. Diversity Council Profile

The Diversity Council Profile is a tool designed to collect information about your council to obtain an overview of its structure and operations. The information you provide in this section is confidential and will be used for diversity council research purposes. The information will also help the judges understand the context of your responses.

Please read each item carefully and select the response that most closely describes your council.

* **4. Full Name of Person Completing the Application**

* **5. Organization Name**

* **6. Role on the Council**

* **7. Email Address of the person completing the Application**

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5. Diversity Council Profile

* 8. Contact Information of the Person Completing the Application

Full Name:	<input type="text"/>
Organization:	<input type="text"/>
Address:	<input type="text"/>
Address 2:	<input type="text"/>
City/Town:	<input type="text"/>
State:	<input type="text" value="6"/>
ZIP:	<input type="text"/>
Email Address:	<input type="text"/>
Phone Number:	<input type="text"/>

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6. Diversity Council Profile

* 9. Full name of Chief Diversity Officer (CDO) or equivalent

* 10. Complete Mailing Address of the Chief Diversity Officer (CDO) or equivalent

Address:

Address 2:

City/Town:

State:

ZIP:

Email Address:

Phone Number:

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7. Diversity Council Profile

* 11. Full name of Chief Executive Officer (CEO)

* 12. Complete Mailing Address of the Chief Diversity Officer (CDO) or equivalent

Address:

Address 2:

City/Town:

State:

ZIP:

Country:

Email Address:

Phone Number:

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8. Diversity Council Profile

* **13. How many employees are in the organization, division, or department served?**

Less than 1,000

1,001- 2,999

3,000-10,000

10,001-30,000

30,001-50,000

Over 50,000

* **14. How long have councils existed in your organization?**

2-4 yrs

4-6yrs

6-10yrs

10 or more yrs

* **15. What is your council's mission or purpose statement?**

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9. Diversity Council Profile

*** 16. Your type of council is best described as:**

Business or Business Unit

Corporate

Department

Employee Network Group

Executive

Local

Regional

Other

Other (please specify)

*** 17. Your council reports to:
(You may select multiple responses)**

Board of Directors

Executive Diversity Council

Regional Diversity Council

V.P. Human Resources

Chief Diversity Officer

Business or Business Unit Council

Corporate Diversity Council

Legal Department

Other

Other (please specify)

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* 18. What is the diversity leader's relationship to the council?

(You may select multiple responses)

- Council Chair
- Member of the council
- Non member-meets with council biannually
- Non member-meets with council quarterly
- Non member-meets with council annually

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10. Diversity Council Profile

* **19. Your council membership is primarily comprised of:**

- Directors and Managers
- Employees from all levels
- Employees from all levels and managers
- Employees from all levels-Managers and Union
- Senior Leaders and Executives

* **20. Are there key company decision makers on your council?**

- Yes
- No

* **21. Has your council established strategic focus areas that are tied to business goals and objectives?**

- Yes
- No

* **22. Key focus areas for your council are:
(You may select multiple responses)**

- Communications
- Community Relations
- Diversity Awareness
- Measurement and Assessment
- Recruitment
- Retention
- Supplier Diversity
- Training
- Does Not Apply
- Other

Other (please specify)

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11. Diversity Council Profile

* **23. Are there council sub-committees?**

Yes

No

* **24. Focus areas for council subcommittees are:
(You may select multiple responses)**

Communications

Diversity Education

Marketing

Measurement and Assessment

Mentoring

Recruitment

Retention

Supplier Diversity

Training

Does Not Apply

Other

Other (please specify)

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*** 25. The biggest challenges for your council are:**

(You may select multiple responses)

- Competing business priorities and/or economic concerns
- Lack of access to adequate funding
- Lack of accountability
- Lack of demonstrated leadership support
- Lack of fully engaged council members
- Lack of knowledge and skilled council members
- Lack of measures to determine success
- Lack of middle management support
- Lack of strategically focused direction
- Other

Other (please specify)

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12. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 1 - Demonstrated Council Results Sub measure 1 - Business Impact

* **26. To what extent has your diversity council contributed to the financial goals of the organization?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **27. How did your diversity council contribute to the financial goals of the organization (Business Impact)?**

	Never	Rarely	Occasionally	Frequently	Consistently
Recommended ways to open new market segments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended ways to expand existing market segments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended a new product.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended a new service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended ways to reduce costs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended ways to increase profitability.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **28. Thinking about a specific opportunity or challenge your business faced, consider one of the aspects listed above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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13. Diversity Council Honors Award Application Questionnaire

Focus Area 1 - Demonstrated Council Results Sub measure 2 - Talent Management

*** 29. To what extent has your diversity council influenced talent management?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

*** 30. How did your diversity council influence talent management?**

	Never	Rarely	Occasionally	Frequently	Consistently
Influenced turnover reduction of women in key areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influenced turnover reduction of people of color in key areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influenced pipeline development and promotions in key areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attracted diverse mix of talent to the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 31. Thinking about a specific talent management challenge or opportunity your organization faced, consider one of the aspects listed above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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14. Diversity Council Honors Award Application Questionnaire

Focus Area 1 - Demonstrated Council Results Sub measure 3 - Culture of Inclusion

* **32. To what extent has your diversity council influenced a culture of inclusion within your organization?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **33. How did your diversity council influence a culture of inclusion?**

	Never	Rarely	Occasionally	Frequently	Consistently
Gained support and involvement from employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gained support and involvement from Human Resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worked in alignment with affinity/ERGs groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased linkages to other major organizational initiatives; i.e. Safety, Quality, Sales and Service.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased involvement in community outreach efforts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased opportunities for supplier diversity spend.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommended changes to policies/practices to ensure a culture of inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **34. Thinking about a specific inclusion challenge or opportunity your organization faced, consider the aspects above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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15. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 2 - Demonstrated Management Commitment Sub measure 1 – Senior Leadership

*** 35. To what extent has your diversity council engaged and gained Senior Leadership involvement?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

*** 36. How did your diversity council engage and gain the involvement of Senior Leaders?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council submitted a budget and gained adequate funding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council presented an updated business case for diversity recognizing shifting business trends, challenges and opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council reviewed progress reports with senior leaders based upon an agreed upon time frequency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council identified roles for senior leaders in specific diversity council events/activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council enrolled senior leaders in communicating the council's role and its work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council presented options and gained accountability measures for Sr. Leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 37. Thinking about your council's strategic relationship with senior leaders, and various ways the council and senior leaders work together; in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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16. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 2 - Demonstrated Management Commitment Sub measure 2 - Middle Managers

* **38. To what extent has your diversity council engaged and gained the involvement of middle managers?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **39. How did your diversity council engage and gain the involvement of middle managers?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council proposed specific roles for managers in diversity council sponsored events/activities, and projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council advised managers of specific ways to support members of their department who serve on the council.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The council presented and gained accountability measures for middle managers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council presented an updated business case for diversity recognizing shifting business trends, challenges and opportunities linking it to each manager's business situation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council formerly recognized managers for their participation and involvement in council events/activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **40. Thinking about your council's relationship with middle managers, and various aspects of that relationship, in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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17. Diversity Council Honors Award Application Questionnaire

Focus Area 3 - Measurement and Accountability Sub measure 1 - Measurement

* **41. To what extent has your diversity council tracked and measured progress against goals?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **42. How did your diversity council track and measure progress against goals?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council's strategic plan includes target goals and success measures for each tactic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council utilized a measurement system to track progress and results against goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The measurement system produces a report that is reviewed by the council and by the organization's leadership.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council closed identified workforce, workplace and marketplace gaps.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council utilized surveys as one way to assess the effectiveness of its various activities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council met its strategic goals according to its plan.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **43. Thinking about your council's measurement process, describe a specific aspect of that process as noted above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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18. Diversity Council Honors Award Application Questionnaire

Focus Area 3 - Measurement and Accountability Sub measure 2 - Accountability

* **44. To what extent has your diversity council held itself accountable for reaching identified goals?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **45. How has your diversity council held itself accountable for reaching identified goals?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council held individual council members accountable for results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Diversity council members received recognition on their individual performance plans for their council involvement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council is accountable to the organization for meeting identified outcomes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Subcommittees met agreed upon goals and timelines.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **46. Thinking about how the council has held itself accountable for results, consider one of the aspects of council accountability as noted above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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3rd Annual Diversity Council Honors Award Application

19. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 4 - Communication and Education Sub measure 1 - Communication

* **47. To what extent has your diversity council communicated your organization's commitment, process, and results?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **48. How has your diversity council communicated your organization's commitment, process and results?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council ensured the organization's external website includes a clear message about the commitment to diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council ensured the organization's internal website includes a clear message about the commitment to diversity and inclusion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council ensured the organization's marketing materials reflect commitment to diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council distributed internal publications that covered diversity and inclusion initiatives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council has a comprehensive communication strategy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council ensured its communications to all employees was level, location and job relevant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council communicated diversity results to senior leaders on a regular basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council communicated diversity results to the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **49. Thinking about your council's strategic communication plan, consider one of the aspects of council communication as noted above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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20. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 4 - Communication and Education Sub measure 2-A Education - Workforce Education

* **50. To what extent has your diversity council been involved in your organization's diversity education process and plan?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **51. How has your diversity council been involved in your organization's diversity education process and plan?**

	Never	Rarely	Occasionally	Frequently	Consistently
The diversity council sponsored training that moved beyond awareness to improve skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council sponsored company-wide diversity education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council collaborated to ensure Diversity and Inclusion is a core component of management development education.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council collaborated to ensure Diversity and Inclusion is a core component of new hire orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The diversity council collaborated to ensure that diversity and inclusion is included into other applicable training, i.e. Sales, Service, Managers, Supervisors; Succession Development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **52. Thinking about your council's role in diversity education for the workforce, consider one of the aspects of your role as noted above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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3rd Annual Diversity Council Honors Award Application

21. Diversity Council Honors Award Application Questionnaire

FOCUS AREA 4 - Communication and Education Sub measure 2-B Education – Member Education

* **53. To what extent have diversity council members maintained a high level of diversity skills and knowledge?**

- Never – Not at all
- Rarely – infrequent, uncommon, unusual
- Occasionally – once in a while; now and then
- Frequently – with great regularity; to a great extent
- Consistently- Always

* **54. How has your diversity council maintained a high level of skills and knowledge?**

	Never	Rarely	Occasionally	Frequently	Consistently
New members attended a diversity council orientation which included a knowledge and skill building component.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council meetings included on-going educational components.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Council members attended external diversity conferences or seminars.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* **55. Thinking about the degree of diversity knowledge and skills necessary for member and council success, consider one of the aspects of council member education as noted above. Then in the box below describe a specific situation, the action your council took, and the results achieved. In no more than 300 words, please include quantifiable and qualifiable results.**

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22. Permission Affidavit

In the event my organization's council is designated as a recipient of a Diversity Council Honors Award, I consent to my organization's name being used in promotion for the awards program either by the Association of Diversity Councils directly or by a third party member of the media covering the awards program.

I further understand my organization's name, as shown below, will appear in print and on the Association of Diversity Council's website as part of a public announcement of Award recipients.

The organization name as shown below will also appear on the Award, should we become a recipient.

* 56. Organization's Name as you wish it to appear

57. Business Unit – if you wish it to appear

58. Division - if you wish it to appear

* 59. Full Name of person completing Application

* 60. Title of person completing Application

* 61. By selecting the I ACCEPT button and clicking on the NEXT button below, you agree with the above provisions as described. This constitutes your signature, acceptance and agreement s if actually signed by you in writing.

You also accept responsibility for the accuracy of information provided.

If you fail to select the I ACCEPT button, your application will be voided and you will need to exit the application process now.

 I ACCEPT

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23. Application Submission Form

The following information will be used to make official contact with your organization regarding the Awards. Before you submit your completed application, please be sure that you have:

- Completed the Permission Affidavit
- Completed the Diversity Council Profile
- Answered all questions within the Application Questionnaire
- Completed the Application Submission Form below

* **62. Organization Name**

63. Business Unit

64. Division

* **65. Authorized Contact Person's Full Name**

* **66. Authorized Contact Person's Title**

* **67. Authorized Contact Person's Contact Information**

Organization:

Address:

Address 2:

City/Town:

State:

ZIP:

Email Address:

Phone Number:

3rd Annual Diversity Council Honors Award Application

- * 68. You may print a copy of your application by going back to page one and printing each page before you click I accept.

Have you printed a copy of your completed application?

Yes

No

- * 69. By selecting the I ACCEPT button and clicking on the NEXT button below, you acknowledge that you have reviewed the Award Eligibility Criteria and Entry Submission Procedures, and agree that all information contained within this entry is 100% accurate. This constitutes your signature, acceptance and agreement as if actually signed by you in writing.

If you fail to select the I ACCEPT button, your application will be voided and you will need to exit the application process now.

I ACCEPT