

The Chesapeake Human Resources Association
Announces the 2010
James W. Rouse Diversity Award
- CALL FOR NOMINATIONS -

Has your organization developed initiatives to promote diversity and inclusion in your workplace? Would you like to receive peer recognition for your efforts and accomplishments?

The James W. Rouse Diversity Award

The CHRA Board of Directors established this Award in 1996 to honor the late James W. Rouse, whose vision of building a better way to live and work through diversity was embodied in the many urban redevelopment programs for which he is nationally known. This Award is presented annually to CHRA member organizations in recognition for their creative and innovative strategies that are in place to promote and advance the concept and spirit of diversity and inclusion.

Eligibility

CHRA member organizations that demonstrate a commitment to promoting a diverse, healthy workplace are eligible for nomination for the award, so long as you have not received it within the last five years.

Categories

There are three (3) categories in which companies may apply:

- Small Companies=under 100 employees
- Mid Size Companies=from 101 up to 500 employees
- Large Companies=more than 500 employees

Selection Criteria

For purposes of the award selection process, diversity and inclusion initiatives are defined as organizational programs, activities and efforts designed to promote and support differences in people and society, that may include race and ethnic origin; gender, physical abilities, religious beliefs, age, education, sexual orientation and/or other perceived differences.

- Applicants must address as many of the following areas as possible:
- Any on-going diversity efforts or programs that promotes diversity and inclusiveness; or
- A one-time effort or program that promotes diversity and inclusiveness;
- Examples of senior management support;

- An outline of defined goals, actions steps and accomplishments toward achieving a work environment that recognizes, promotes and encourages a diverse workforce at all levels throughout an organization

Examples of Winning Initiatives include:

Accountability

Innovative internal programs and/or systems that define management's role in promoting diversity related issues.

- **Demonstrated CEO and executive leadership commitment** and support of diversity and related programs through a linkage of a strategic business plan. Initiatives to measure data collection comparisons.

Recruitment and Retention

- Innovative programs or initiatives designed to attract, select, promote and retain qualified minorities, women, and differently-abled individuals in the workforce.

Training and Development

- Special efforts in place to prepare and develop minorities, women, and/or differently-abled individuals for senior level positions, examples include: **Mentoring, Career Coaching and Counseling; Formalized Succession Planning** and/or **employee-sponsored professional networks**.
- Organizational development and training programs in place for the purpose of professional growth; Training encouraging participation by minorities, women, and/or differently-abled individuals to excel at management levels.
- Available **diversity training** to educate, sensitize and familiarize employees at all levels of the many differences and similarities in our society.
- **Educational opportunities** and programs available to motivate, encourage and support minorities, women and others in achieving higher educational degrees, certificates, etc., both technical or non-technical fields.
- **Community-based outreach programs** and efforts, which promote diversity through the participation of minorities, women and others, one such example include the **Executive On-Loan Program**.

CHRA Diversity and Inclusion Committee

<p>Myneca Ojo State Highway Admin. 410-545-0336</p>	<p>Sherri Hebda, PHR Terumo Medical Corporation 410-392-7200</p>	<p>Brenda J. McChriston Spectrum HR Solutions, LLC 410-302-4022</p>
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Janet Harding
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Center
410-550-4256

Debbie Wyda
Training and Employee
Relations
410-296-7087

The Chesapeake Human Resources Association
James W. Rouse Diversity Award
NOMINATION FORM
Nomination Deadline May 14, 2010!

Size Category: _____

Name of Organization

Nominated for the Award: _____

Address: _____

Telephone: _____ Fax: _____

Organization's Principal

Product or Service: _____

Name and Title

of Highest Ranking Official: _____

Name of Official Responsible

For Human Resources Management: _____

Name and Title of Nominator: _____

Company: _____

Address: _____

Telephone: _____ Fax: _____

On separate sheet(s), attach a description of the diversity initiative(s) that warrant recognition. See Selection Criteria for examples.

Submit Nominations by May 14, 2010 to:

Mynecia Ojo
State Highway Administration
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Baltimore, MD 21202
Phone: 410-545-0336
Email: mojo@sha.state.md.us