# **Nonprofit Excellence Awards 2021: Commitment to Diversity, Equity and Inclusion Award**

* Nominator’s first name:
* Nominator’s last name:
* Nominator’s title:
* Nominator’s organization affiliation:
* Nominator’s email address:
* Nominator’s phone number:
* Organization being nominated:
* Nominator’s relationship to organization:
* Physical location(s):
* Organization URL:
* Social media links:
* Please indicate if the organization does or is actively working towards the following:
* Priority is given to DEI in organizational planning processes by identifying specific DEI goals, along with timelines for accomplishing goals and key performance indicators used to measure, monitor, and evaluate progress toward goals.
* Public commitment to DEI: including a DEI component in the organization’s mission, vision and values statements, or by publishing a separate DEI statement.
* The organization has identified staff, volunteers and/or Board members to focus on DEI.
* The organization has committed financial resources to DEI work.
* The organization ensures that all policies, procedures, and practices are consistent with their DEI statement(s) and strategy.
* The organization has collected and analyzed demographic information on Board members in order to monitor Board diversity relative to the community and nation.
* The organization has created and upheld formal policies to promote diversity, equity, and inclusion in Board recruitment and operations.
* The organization regularly converses at the Board-level regarding DEI and the organization’s successes and failures in said realm.
* Diverse communities’ perspectives and needs are considered in the planning, development, implementation, delivery, and evaluation of programs and services.
* The organization collects and analyzes (or has formal, concrete plans to collect and analyze in the near future) demographic information on clients/constituents and to use this information to inform organizational activities.
* The organization accurately represents diverse clients/constituents on the organization’s website, printed collateral, and elsewhere.
* The organization offers (or has formal, concrete plans to offer in the near future) DEI training to staff, leadership, Board members, key volunteers, and key partners, at least once per year.
* The organization creates an environment in which is it possible to have difficult conversations about DEI topics by sharing clear expectations and rules of engagement for such conversations.
* The organization collects and analyzes (or has formal, concrete plans to collect and analyze in the near future) demographic information on employees in order to monitor staff diversity relative to the community and nation.
* The organization adheres to equitable hiring practices, including: publishing salary ranges; refraining from requesting salary histories; and refraining from including degree requirements in instances where possible.
* The organization routinely assesses compensation, comparing employee salaries to industry, community, and organizational benchmarks.
* The organization ensures that all employees are given equitable access to professional development opportunities.
* The org ensures (or has plans to ensure) that an annual review takes place for every position; a rubric is used to evaluate performance, determining promotions & merit raises; & that this process results in a report & professional development plan.
* Has the organization signed on to The Nonprofit Partnership’s Diversity, Equity and Inclusion Pledge?
* Please describe why you feel the organization is going above “just checking a box” when it comes to advancing DEI in our nonprofit sector and in our community:

**Upload supporting materials!**

* Mission statement
* Vision statement
* Values statements
* DEI statement
* DEI budgeting information and/or expenses
* Board makeup
* Policies that promote DEI in Board recruitment and operations
* Marketing materials
* DEI training initiatives
* Staff makeup
* Any documents related to equitable hiring practices
* Sample formal annual review