



Human Resource Association
of the Midlands

IDEAL Award 2020



Congratulations and thank you for applying for the HRAM IDEAL Award!

For your convenience the application has been compiled into Survey Monkey. Many of the questions are a simple “yes” and “no” response. Text boxes have been provided for you to elaborate any “yes” answers. Included is a section to upload any supporting documentation if you feel applicable.

Please consider preparing answers and compiling your supporting documentation in advance. Listed below are the questions from the application. Once you have prepared the answers and any supporting documentation, this application process should take 15-20 minutes to complete. Once you have clicked “Done” on the last page, you will have submitted your application and will not be able to make any changes.

Contact the HRAM office admin@hram.org or 402-932-1007 with any questions or concerns.

Thank you!

HRAM Diversity & Inclusion Committee

QUESTIONS

1. **Inclusion (Internal Culture):** What is the organization doing internally to promote Inclusion and Belonging?

- a. Is your organization internally generating awareness of the importance of Inclusion and Belonging? Y or N
- b. Is your organization promoting and educating on the value of Inclusion and Belonging? Y or N
- c. Has your organization ingrained Inclusion and Belonging in your culture through shared values and actions? Y or N

2. **Diversity (Diversity Plan/Goals):** Has your organization implemented goals or strategies that leverage the organization's diverse workforce to feel a sense of belonging and purpose while aligning with the organization's mission?

- a. Has your organization established D&I Goal(s)? Y or N
- b. Has your organization implemented a D&I strategy? Y or N
- c. Is your D&I strategy aligned with the organization's overall business strategy? Y or N

3. **Equity (Use of data and metrics in decision making):** Does your organization collect, analyze, and evaluate internal data, or use metrics to gain an understanding of opportunities, prioritize initiatives, and support business decisions?

- a. Is your organization gathering and tracking employee demographic data? Y or N
- b. Has your organization analyzed data or metrics to identify D&I initiatives? Y or N
- c. Has your organization used data and metrics to measure the impact D&I initiatives? Y or N

4. **Advocacy (External Presence):** How are you advancing D&I initiatives in the community?

- a. Has your organization attended D&I events and/or activities in the community? Y or N
- b. Has your organization sponsored, volunteered at, or hosted a D&I event or activity? Y or N
- c. Has your organization provided opportunities for people across the community to network, connect, and grow in their own D&I initiatives? Y or N

5. **Leadership (Leadership Support):** Has leadership defined diversity and inclusion and what it means to the organization? How do leaders hope to continue to support the organization through D&I initiatives?

- a. Does your organization have leadership support for D&I? Y or N
- b. Is your leadership active in D&I initiatives? Y or N
- c. Is your leadership team an advocate for D&I initiatives at the community level? Y or N