

## 2024 Inclusion Awards Application

The Inclusion Awards, presented by the Greater Des Moines Partnership, seek to honor and celebrate the success of organizations that have championed inclusive strategies in their businesses, organizations and in the community. To qualify for an Inclusion Award, organizations must be an Investor or Regional Member of The Partnership.

This year's Inclusion Awards application reflects what your company has done to ensure inclusive initiatives are sustainable for your employees and community stakeholders. The Inclusion Awards are a wonderful opportunity to highlight your organization's commitment and best practices for others in the region to learn from.

### **Selection Process:**

A selection committee made up of members of The Partnership's Inclusion Council and The Partnership team will evaluate the applications. The winners will be highlighted and celebrated through various communications channels at The Partnership and presented with an award in November.

As part of the award process, The Partnership will create a video featuring the award winners. The video will be shared widely with an Inclusion Award winners' announcement through a variety of communications platforms at The Partnership. People who were instrumental in completing the application or driving inclusive strategies within organizations are strongly recommended to be featured in the video. We look forward to highlighting these best practices.

### **Timeline (*subject to change*):**

Application open: Aug. 12, 2024

Deadline to apply: Sept. 13, 2024

Notify applicants: Oct. 4, 2024

Complete video shoot with winning companies: Oct. 25, 2024

Awards Ceremony: Nov. 8, 2024

Please send all completed applications along with attachments to [srobles@DSMpartnership.com](mailto:srobles@DSMpartnership.com). To ensure formatting issues and integrity of the documents please send them in a .pdf file.

**Disclaimer: We understand that information provided may be sensitive to company strategy, therefore, any information provided on all applications will be kept strictly confidential and will only be used by the selection committee at The Partnership to determine award winners. In addition, award winners will have the ability to review information provided in communications released by The Partnership.**

**Contact Information:**

Title:

First Name:

Last Name:

Suffix:

Email:

Contact Number:

Company:

Address Line 1:

Address Line 2:

City:

State:

Zip/Postal Code:

Please select the size of your organization to best determine the award category:

- Small (1-150 employees)
- Medium (151-500 employees)
- Large (More than 500 employees)
- Nonprofit
- Public Entities

## Organization Structure:

- Please provide a brief paragraph describing your organization and its mission (500 words or less).
- Please describe an innovative strategy within the Inclusive Strategies space.

Please answer two out of the three sections to the best of your ability in an actual and factual manner.

### **Section 1: Attracting and Retaining Talent**

- Please explain any gaps in the workforce and what you are doing to address those gaps.
- Describe your organization's practices in creating an environment and culture to attract and retain diverse talents.

Attach supporting materials as *[Company Name] Attachment 1*.

## Section 2: Inclusive Work Environment

- Explain your organization's practices and initiatives to create an inclusive workplace.

Attach supporting materials as *[Company Name] Attachment 2*.

### Section 3: Community Support

- What innovative initiative or specific things did your organization do in the Greater Des Moines region to grow an inclusive economy over the past year?

Attach supporting materials as *[Company Name] Attachment 3*.