

# Texas Diversity Council

## *DiversityFIRST™ Award*

### **Purpose**

The purpose of this award program is to recognize and celebrate outstanding accomplishments and sustained commitment by an Individual, Community Organization, Business, Corporation and/or Nonprofit Organization in the area of promoting appreciation for diversity, inclusion, and cultural understanding in the workplace and/or community that fits within the stated purposes and reflects the goals and/or mission of the Texas Diversity Council.

### **Background**

The Texas Diversity Council established the DiversityFIRST™ Awards Initiative to recognize and commend organizations and individuals for their support of diversity and inclusion in the workplace, in turn, transforming our diverse community into a truly inclusive environment where individuals are valued for their talent and able to reach their full potential. The Award was established in 2004. The developmental committee, which was charged with the duties of creating and establishing the Award Program, was composed of advisory board members of the respective area councils.

### **DiversityFIRST™ Award Guidelines**

Nominations should reflect efforts and achievements in the field of diversity and inclusion by individuals, businesses, corporations, community groups or non-profit organizations. The efforts and achievements must have been demonstrated through specific work with other individuals or groups, or through a specific product, initiative, innovative program or activity that has a visible, tangible, or measurable impact on the perception of, attitude toward, and respect for a truly inclusive environment.

A committee comprised of four to six corporate professionals and academicians will review each nomination, and select both the individual and corporate winners. Notification will be provided to the winners upon completion of the selection process.

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## **Selection Criteria**

### **Criteria A – Individual Achievement DiversityFIRST™ Award to be presented to an individual who has:**

1. Demonstrated dedication and continuing commitment to advocating, raising issues of diversity and protecting civil and human rights. (For example: civil rights activist, human rights activist, group leader and diversity advocate, cultural ambassador, humanitarian, etc.).
2. Led the development of innovative or contemporary measures to fight discrimination and prejudice and the effects of past discrimination.
3. Fostered positive communication and actively promoted inter-group relations among individuals of different races, ages, ethnic origin, gender, sexual orientation, religious backgrounds, or physical and mental abilities.
4. Participated or participates in a variety of corporate and community events that promotes mutual respect, acceptance, cooperation or tolerance: any level of involvement in community events, projects, efforts or organizations that promote or celebrate tolerance and contribute to diversity awareness in the community and workplace.