



Champion of Diversity and Nonprofit Champion of Diversity Application

The KC Chamber Power of Diversity event has grown to become one of the region's most important diversity and inclusion events recognizing regional organizations that have made a durable commitment to embracing diversity in their workplace and community.

1. Contact Information:

Company or Organization Name:

Company or Organization Address:

Champion of Diversity Contact Name:

Champion of Diversity Contact Email:

Champion of Diversity Contact Phone:

2. Is your organization a business or a nonprofit?



Champion of Diversity and Nonprofit Champion of Diversity Application Business Champion of Diversity

3. Diversity in Management:

Number of Employees in Management:

Percentage of Minority Workforce in Management (Latino % | Black/African American % | Asian % | Native Hawaiian or Pacific Islander | Two or more races):

Percentage of Women Workforce in Management:

Percentage of Disabled Workforce in Management:

Percentage of Veteran Workforce in Management:

4. Diversity in in Workforce:

Number of
Employees in
Workforce:

Percentage of
Minority
Employees in
Workforce
(Latino % |
Black/African
American % |
Asian % | Native
Hawaiian or
Pacific Islander |
Two or more
races):

Percentage of
Women
Employees in
Workforce:

Percentage of
Disabled
Employees in
Workforce:

Percentage of
Veteran
Employees in
Workforce:

5. Candidates must demonstrate support for diversity in their management structure and organization culture. Be sure to include in your response the answers to the bulleted questions below.

- *Do you have a need to set goals to increase women and minorities in your management structure in upcoming years? If so, describe your initiative(s) to accomplish this, or if there is a gap, do you have a plan in place to achieve set goals?*
- *What is your organization's value statement, mission, vision, and/or other policy statement or position in support of a culturally diverse workforce? Is this statement prominently displayed and on all relevant organization literature?*
- *Describe how your organization celebrates diversity in the workplace.*

6. Candidates must demonstrate support for diversity in their workforce through goals and efforts to recruit, retain, develop, and nurture a culturally diverse workforce. Be sure to include in your response the answers to the bulleted questions below.

- *Describe your organization's program(s) which focus on recruiting and retaining a culturally diverse workforce. What recruitment sources do you use and what recruitment activities have you conducted? What development program or initiatives are in place?*
- *Has your organization conducted a diversity climate assessment within the past three years? If so, describe the results and programs in place to support and nurture a culturally diverse workforce.*

7. Business candidates must demonstrate support for diversity within their community through active support and collaboration with Supplier Diversity and area initiatives to improve and recognize diversity in the Greater Kansas City region.

- *Talk about your supplier diversity initiatives and organizations you actively support that provide leadership and champion diversity initiatives.*
- *Describe how your organization promotes and facilitates equitable education and social engagement with and between people of varying ethnic or religious backgrounds, socio-economic status, sexual orientation and/or physical and mental capabilities.*

8. Diversity, Equity and Inclusion training have proven an effective option to improve recruitment, retention, and promotion of diverse talent. What evidence and/or data do you have that proves DE&I training is working for your organization?

You may include additional or relevant information in a separate attachment. Please send it to Greg Valdovino at valdovino@kcchamber.com.



Champion of Diversity and Nonprofit Champion of Diversity Application

Nonprofit Champion of Diversity

9. Diversity in Management:

Number of Employees in Management:

Percentage of Minority Workforce in Management (Latino % | Black/African American % | Asian % | Native Hawaiian or Pacific Islander | Two or more races):

Percentage of Women Workforce in Management:

Percentage of Disabled Workforce in Management:

Percentage of Veteran Workforce in Management:

10. Diversity in in Workforce:

Number of
Employees in
Workforce:

Percentage of
Minority
Employees in
Workforce
(Latino % |
Black/African
American % |
Asian % | Native
Hawaiian or
Pacific Islander |
Two or more
races):

Percentage of
Women
Employees in
Workforce:

Percentage of
Disabled
Employees in
Workforce:

Percentage of
Veteran
Employees in
Workforce:

11. Candidates must demonstrate support for diversity in their management structure and organization culture. Be sure to include in your response the answers to the bulleted questions below.

- *Do you have a need to set goals to increase women and minorities in your management structure in upcoming years? If so, describe your initiative(s) to accomplish this, or if there is a gap, do you have a plan in place to achieve set goals?*
- *What is your organization's value statement, mission, vision, and/or other policy statement or position in support of a culturally diverse workforce? Is this statement prominently displayed and on all relevant organization literature?*
- *Describe how your organization celebrates diversity in the workplace.*

12. Candidates must demonstrate support for diversity in their workforce through goals and efforts to recruit, retain, develop, and nurture a culturally diverse workforce. Be sure to include in your response the answers to the bulleted questions below.

- *Describe your organization's program(s) which focus on recruiting and retaining a culturally diverse workforce. What recruitment sources do you use and what recruitment activities have you conducted? What development program or initiatives are in place?*
- *Has your organization conducted a diversity climate assessment within the past three years? If so, describe the results and programs in place to support and nurture a culturally diverse workforce.*

13. Nonprofit candidates must demonstrate support for diversity within their community through active support and collaboration with organization's initiatives to improve and recognize diversity in the Greater Kansas City region.

- *Talk about partnerships with other KC area organizations. What diversity issues were addressed? How were these issues identified and how did you measure success? These initiatives can be ongoing or are currently active.*
- *Describe how your organization promotes and facilitates equitable education and social engagement with and between people of varying ethnic or religious backgrounds, socio-economic status, sexual orientation and/or physical and mental capabilities.*

14. Diversity, Equity and Inclusion training have proven an effective option to improve recruitment, retention, and promotion of diverse talent. What evidence and/or data do you have that proves DE&I training is working for your organization?

You may include additional or relevant information in a separate attachment. Please send it to Greg Valdovino at valdovino@kcchamber.com.