**Guidance for Applying for ASAE’s Power of Diversity and Inclusion Award**

The D+I award category recognizes associations that have addressed diversity and inclusion in any of the following four areas: workplace/workforce D+I; operational excellence; governance, volunteer and member recruitment, retention and engagement; and cultural competence programming and resource development. **To be considered for an award in this category, it is not necessary for applicants to report past or historical D+I practices, only to articulate how activities undertaken over the past year leading up to the award application have elevated D+I commitments within an organization.**

Examples of organizational activity that would qualify for recognition in each of these areas include:

Workplace/Workforce D+I:

1. Having a proven track record of promoting a diverse workplace
2. Cultivating and promoting diversity through initiatives that establish and foster a more inclusive and equitable work or learning environment
3. Establishing policies and practices that support an inclusive work environment

Operational Excellence:

1. Demonstrating that diversity and inclusion is a business imperative
2. Using diversity and inclusion as solutions to business challenges
3. Incorporating diversity and inclusion in organizational strategy
4. Achieving measurable outcomes in diversity management

Governance, Volunteer and Member Recruitment, Retention and Engagement:

1. Addressing diversity and inclusion in a strategic plan, mission, code of ethics and/or bylaws
2. Holding leadership accountable for advancing diversity and inclusion
3. Facilitating teamwork and collaboration between diverse people or groups
4. Achieving documented and notable success in the areas of diverse recruiting, retention and/or leadership

Cultural Competence Programming and Resource Development

1. Conducting research related to the experiences, realities and/or contributions of persons from under-represented populations in an industry or profession
2. Offering relevant programming, training or other professional development to advance diversity and inclusion or increase members’ cultural competence
3. Creating innovations, tools, resources or best practices that support and advance diversity and inclusion
4. Integrating diversity and inclusion into an organization’s programs, products and services