

## Award Nomination Application

11<sup>th</sup> Annual

### Disability Inclusion Champion Awards Event

**Self-Nominate Your Company by September 15!**

#### Application Process

- **Answer five (5) questions** on following pages
- Questions reflect the five categories of the national Disability:IN - Disability Equality Index (DEI):
  1. Culture & Leadership
  2. Employment Practices
  3. Enterprise-Wide Access
  4. Community Engagement
  5. Supplier Diversity
- **Submit your application by September 15** to [darla@disabilityin-gkc.org](mailto:darla@disabilityin-gkc.org)

#### Register to Attend

<http://events.constantcontact.com/register/event?llr=7zqswduab&oeidk=a07eh9819xx5c956a9b>

2020

October 15  
9:00 – 10:15 am CST

Disability Inclusion  
Champion Awards  
Virtual Event

Hosted by  
Commerce Bank

Keynote Speaker  
Dionne King, DMK Consults

*Does your company  
intentionally include  
individuals with disabilities  
in the workplace?*

[www.DisabilityIN-GKC.org](http://www.DisabilityIN-GKC.org)

816-284-3224

This recognition is open to all for-profit and non-profit employers. Companies providing direct services to individuals with disabilities are not eligible. Award recipients within the past two years are not eligible this year. Materials and information gathered during interviews will be kept with Disability:IN GKC for selection of the champion(s) and will not be shared without company consent. Champion(s) will be announced publicly in a press release, on social media and the Disability:IN GKC website.

## Disability Inclusion Champion Award Application 2020

**Complete the application and submit to [darla@disabilityin-gkc.org](mailto:darla@disabilityin-gkc.org) by September 15, 2020.**  
Those recognized will be selected based on their ability to demonstrate inclusion of people with disabilities beyond simply hiring and/or government requirements.

<b>Organization Information:</b>	
Company Name:	
Address:	
Phone:	
Person Submitting Application (name, company (if different), title, email):	
<b>Organization Contact Information:</b>	
Contact Person:	Title:
Email:	
Website:	

**PLEASE NOTE: the more detailed you are with answers, the better reviewers understand your efforts.**

### Culture & Leadership:

**Question 1** - Explain how Disability inclusion is a part of the company's overall diversity efforts.

In 250 words or less please give details about overall disability inclusion efforts.

*Best Practice indicators (please highlight these areas)*

- ✓ A company-wide written statement of commitment to Diversity & Inclusion is public knowledge.
- ✓ The company has an officially recognized disability-focused Employee Resource Group (ERG) or Affinity Group.
- ✓ The business has a company-wide external hiring goal(s) for people with disabilities.
- ✓ The company's top-level executives participate in disability related organizations.
- ✓ The company's top-level executives who have disclosed their disability to all employees.
- ✓ Company leadership demonstrates, strong commitment to disabilities employment and customer service efforts.

### Employment Practices:

**Question 2** – Explain your overall commitment to disability outreach efforts in addition to recruitment and hiring.

In 250 words or less please give detailed explanation on your rating of commitment to disability outreach efforts.

*Best Practice Indicators (please highlight these areas)*

- *Does your business offer any mental health benefits above and beyond what is required by the Federal mental health parity bill and any other relevant laws?*
- *Does your business offer a benefit plan that includes “Personal Assistance Services” (PAS) coverage?*
- *Does your business display non-discrimination and/or equal opportunity policy language that specifically mentions disability on your external public-facing recruitment/career website?*
- *Does your business have language specifically displayed on your external public-facing recruitment/career website about the process for requesting disability accommodations to complete the application process?*
- *Does your business make all job interview candidates aware of the option to request an accommodation(s) for the interview?*
- *Does your business have disability inclusion training available for employees to take above and beyond any training required during New Hire Orientation?*
- *Does your business encourage employees with a disability to self-identify as a person with a disability?*

### Enterprise-Wide Access:

**Question 3** – Explain how your workplace is an inclusive environment for people with disabilities.

In 250 words or less please give details on the inclusiveness of your environment.

*Best Practice indicators (please highlight these areas)*

- *Disability is included in all internal diversity & inclusion training*
- *A formal process is in place for accommodations*
- *Accommodations are available for employee training/skill development programs (i.e. large print, accessible locations, etc.)*
- *Marketing materials and other promotional efforts feature people with disabilities*
- *Customer services training and practices include serving customers with disabilities*
- *Employees with disabilities are included in formal and informal activities*
- *All new hiring orientation includes disability awareness information*
- *Does your business have a disability accommodation policy?*

## Community Engagement

**Question 4** – Explain how your company has partnered with community organization and participated in disability related organizations/events.

In 250 words or less please give details on the community engagement activities your company has been involved in the past year.

*Best Practice indicators (please highlight these areas)*

- *Partnering with disability inclusion agencies are a part of company commitment.*
- *Does your business provide philanthropic support to an external disability related event or organization?*
- *Did your business publicly support or help shape external national or local initiatives around disability inclusion practices?*
- *Does your business have a plan in place to ensure social media postings are accessible?*

## Supplier Diversity

**Question 5** – Explain your overall commitment to supplier diversity to include disability owned businesses.

In 250 words or less please give details on your company's efforts to include disability-owned businesses in your supplier diversity efforts in the past year.

*Best Practice Indicators (please highlight these areas)*

- *Does your business have a supplier diversity program?*
- *Does your business spend money with disability-owned businesses?*
- *Does your business have a dedicated Supplier Diversity leader in place who oversees supplier diversity initiatives?*
- *Does your business have a supplier diversity page on your external public-facing company website?*

***Thank you for taking the time to complete this application!***

**Please submit to [darla@disabilityin-gkc.org](mailto:darla@disabilityin-gkc.org)  
by September 15, 2020 deadline.**