

# Diversity Exemplary Practices Award

**Purpose** To recognize individuals and organizations that have made outstanding contributions to diversity. The American Public Works Association defines diversity as follows: Value of all individuals and different perspectives of those individuals, and providing the process for all to feel included as part of the whole. Diversity includes race, gender, creed, age, lifestyle, national origin, disability, personality, educational background, and income level. Diversity is not an affirmative action nor an equal opportunity program.

**Eligibility** Up to two awards may be presented annually in the following categories (one possible from each category):

1. individual
2. program/organizations

Individual or program/organization nominations may come from federal, state or local government units, educational institutions, non-profit institutions and private sector organizations. Members of the APWA Board of Directors are not eligible during the time they serve on the Board. Previous recipients of this award are not eligible for future consideration. APWA membership is not required.

**Selection** Original submittal must include nomination form and supporting documentation. Nominations must follow the format below and be sent to APWA National.

- A cover letter stating the name, address and telephone number of the nominee and the nominator, with three letters of reference that specifically identify accomplishments that attest to the nominee's positive performance in the area of diversity and that are relevant to the criteria for the award.
- A narrative, not exceeding four pages in length, explaining the basis for the nomination in the following areas:
  - Complexity and severity of the challenges addressed and organizations directed.
  - Use of original/innovative/effective approaches.
  - Impact of contributions to diversity (i.e., extent of long-term or lasting benefits of the nominee's accomplishments).
  - How diversity is integrated into all facets of the program or the efforts by the individual.
  - How efforts brought about inclusiveness and facilitated communication.
  - Determination of the award recipients will depend (in large part) on the information provided in the narrative section of the nomination. Emphasis will be on achievement and results, not simply effort.

The APWA Diversity Committee reviews the nominations and selects the award winner(s).

**Nomination Process** Nominations may be made by a chapter, entity, or individual APWA members or nonmembers. **Eight copies** of submittal are required. Materials submitted in support of nomination will not be returned.

**Deadline** March 3, 2008

**Presentation** The success stories will be recognized at various national/regional House of Delegates meetings and in the *APWA Reporter*. Winners are presented a plaque at the Awards Recognition Ceremony during the APWA International Public Works Congress and Exposition and featured in APWA's publications.

**Former Recipients**

<b>2007</b>	Workforce Development Plan, Oregon Department of Transportation, Salem, OR
<b>2006</b>	Engineering and Capital Projects Department Diversity Committee, City of San Diego, CA
<b>2005</b>	School Assembly/Ocean Day Program, City of Los Angeles, CA, Stormwater Public Education Program
<b>2004</b>	Division of Environmental Health & Engineering, Alaska Native Tribal Health Consortium, Anchorage, AK
<b>2003</b>	H. Reed Fowler, Jr., Director of Public Works, City of Newport News, VA Suzanne Crane Engineering, Inc., Milwaukie, OR
<b>2002</b>	Jennifer Barlas, Business Development Specialist, Foth & Van Dyke, Green Bay, WI Alvin Brooks, Councilman, City of Kansas City, MO Kansas City Harmony, City of Kansas City, MO
<b>2001</b>	Michele Ohmes, ADA Disability Specialist, City of Kansas City, MO I.E. Pacific, Inc., City of San Diego, CA
<b>2000</b>	City of Hollywood, Public Works Department, Hollywood, FL