

The DHS Diversity & Cultural Competency Award

The Department awards a Diversity & Cultural Competency Award each year at the annual Diversity Conference to recognize:

- Outstanding work that moves DHS toward its vision of positive outcomes through developing a diverse culturally competent workforce.
- Innovative stewardship of leveraging public and private resources to produce positive outcomes.
- Exceptional efforts to institutionalize an organizational culture that fosters respect and provides culturally and linguistically competent services to those we serve.

Awards may go to individual staff members.

The award may go to staff make the extra effort to reach out effectively, engaging diverse communities and partners in successful service outcomes, or to employees who work internally to help provide culturally competent services.

The award may go to employees who demonstrate excellence in creating, managing or advancing projects, policies or programs that model the DHS core values, especially respect for the dignity and diversity of colleagues, communities and the people we serve. Nominees will have provided leadership in creating welcoming environments for various parts of the department. Nominees will have demonstrated and ability to accept risk-taking in fostering change toward increasing cultural competency

Award recipients must be permanent DHS employees, and may work at any level of the organization.

Nominations and selection

Any DHS employee or agency partner may nominate someone for a DHS Diversity & Cultural Competency Award.

There is no formal nomination form. A nomination consists of several paragraphs (no more than one page) explaining how the nominee's

work meets the goals and criteria described above. The nomination must include concrete examples.

Nominations are submitted through managers to DHS assistant directors by **Aug. 18, 2008** (noted below), who will select no more than two potential recipients to forward to the Council.

- Addictions & Mental Health - Bob Nikkel
- Administrative Services – Sue Nelson
- Children, Adults & Families – Erinn Kelley-Siel
- Finance - Jim Scherzinger
- Medical Assistance Programs – Jim Edge
- Public Health – Mike Skeels
- Seniors & People with Disabilities - James Toews

DHS Assistant Directors will submit names of potential recipients to the DDCC Chair, Marita Baragli, by Aug. 25, 2008, who will forward the nominations to the full Council by the August DDCC meeting. The Council member sends their top three in order of recommendation to the Chair or Co-Chair who will then tabulate results.

Names of potential recipients will then be forwarded to the Director's Office. The Director and Deputy Director will make final selections. Award recipients will be announced at the Diversity Conference in September. DDCC staff will be responsible to arrange for engraving the award plaque. Recipients will be informed of their selection to ensure they will be present on the day of the presentation.

Timing

Awards will be given during the general assembly of the annual Diversity Conference usually held in September.

Positioning

The Office of Communications will report on winners and their achievements using available internal communication venues.