



Greater Des Moines Partnership 2010 Diversity Award Application

ORGANIZATION PROFILE Large Employer Category

Organization Name: _____

Address: _____

City, State, Zip: _____

CEO: _____

Award Application Coordinator's Name: _____

Coordinator's Telephone: _____

Coordinator's Fax Number: _____

Coordinator's E-mail Address: _____

SECTION I. DIVERSITY AWARD GUIDELINES

GUIDELINES

To qualify for the Diversity Award, your organization must be a regional member or investor of the Greater Des Moines Partnership. After the applications have been evaluated, finalists will be selected and contacted to arrange an on-site visit. Awards may be given in the following categories: small, medium and large size companies. The determination regarding the categories to be awarded will be based upon the quality and number of applications received in each category. A committee consisting of a past award recipient, representatives from the Greater Des Moines Partnership Board and the Diversity Committee will determine the award winner(s).

Previous award recipients are not eligible to apply for one year following receipt of the award.

The deadline for returning the completed questionnaire is **October 9, 2009**. Mail completed application to:

Greater Des Moines Partnership
Attention: Alba Perez/Diversity Award Application
700 Locust Street, Suite 100
Des Moines, Iowa 50309

GLOSSARY OF TERMS

Award Categories: For the purpose of this award, company size is defined as:

- Small – 1- 150 employees
- Medium – 151 –500 employees
- Large – More than 500 employees

Employees: For the purpose of this award, employees are regular full-time and part-time employees in the Greater Des Moines area, excluding temporary and seasonal employees.

Minority: For the purpose of completing the Employee Demographics, Recruitment and Retention sections of this application, minority refers to race, color and national origin.

Diversity: Please consider diversity as inclusion in its very broadest sense. This would include but not be limited to: race, color, religion, sex, national origin, disability, veteran status, sexual orientation and age.

PAST RECIPIENTS & TOP FINALISTS

2009 Award Recipients

Wells Fargo & Company
Bankers Trust Company
Employee and Family Resources

2008 Award Recipients

Des Moines Area Community College
Kemin Industries, Inc.

2007 Award Recipients

Nationwide Insurance
Finalist:
Des Moines Area Community College

2006 Award Recipients:

The Principal Financial Group
i2tech
Finalists:
Hy-Vee, Inc.
Prairie Meadows

2005 Award Recipients

Mercy Medical Center
Federal Home Loan Bank
Finalists:
i2tech
Pella Corporation

2004 Award Recipient

The Des Moines Register
Capital City Fruit
Finalists:
Prairie Meadows
G & K Services

SECTION II - EMPLOYEE DEMOGRAPHICS

All data reported should be based on regular full-time and part-time employees in the greater Des Moines area, excluding temporary and seasonal employees.

Greater Des Moines Area Employees

Year Ending	Total # of All Employees
2008	
2006 (If available)	

Female Employees

Year Ending	Total # of Employees	% of workforce that is Female*
2008		
2006 (If available)		

*To calculate percentage, divide total number of female employees by the total number of employees.

Minority Employees

Year Ending	Total # of Employees	% of workforce that is Minority*
2008		
2006 (If available)		

*To calculate percentage, divide total number of minority employees by the total number of employees.

Officials/Managers/Supervisors

Year Ending	Total # of All Officials/Managers/Supervisors	% of All Employees that are Officials/Managers/Supervisors*
2008		
2006 (if available)		
	Total # of Female Officials/Managers/Supervisors	% of Females that are Officials/Managers/Supervisors*
2008		
2006 (if available)		
	Total # of Minority Officials/Managers/Supervisors	% of Minorities that are Officials/Managers/Supervisors*
2008		
2006 (if available)		

*To calculate percentage, divide total number of respective category of employees by the total number of employees.

SECTION III - DIVERSITY SUCCESSES and STRATEGIES

A. What are the top 3 accomplishments that your organization has achieved as it relates to your diversity initiatives?

B. Describe how Officials/Managers/Supervisors are held accountable for supporting diversity efforts.

C. What is unique about your organization as related to diversity?

D. What does your organization do to attract and better serve diverse customers?

Please refer to glossary on page 2 for the definition of diversity.

SECTION IV – RECRUITMENT RESULTS

All data reported should be based on regular full-time and part-time employees in the greater Des Moines area, excluding temporary and seasonal employees.

Employees Hired

Year Ending	Total # of All Employees
2008	
2006 (If available)	

Female Employees Hired

Year Ending	Total # of Female Employees Hired	% of all employees hired that were Female*
2008		
2006 (If available)		

*To calculate percentage, divide total number of females hired by the total number of employees hired.

Minority Employees

Year Ending	Total # of Minority Employees Hired	% of all employees hired that were a Minority*
2008		
2006 (If available)		

*To calculate percentage, divide total number of minority hires by the total number of employees hired.

What recruitment efforts does your organization use to attract diverse candidates?

Please refer to glossary on page 2 for the definition of diversity.

SECTION V - EMPLOYEE TRAINING and DEVELOPMENT and INCLUSION

A. Is diversity training required for all employees? YES NO
If yes, briefly describe the training and how frequently it is provided.

B. Is diversity training required for all managers? YES NO
If yes, briefly describe the training and how frequently it is provided.

C. Is harassment prevention training required? YES NO
If yes, briefly describe the training and how frequently it is provided.

D. Does your organization have a succession-planning program? YES NO
If yes, please describe how this program tracks and provides development opportunities for diverse employees.

E. Describe how your organization creates, promotes and sustains a positive inclusive environment.

SECTION VI - RETENTION

All data reported should be based on regular full time and part-time employees in the greater Des Moines area, excluding temporary and seasonal employees.

Total Employee Terminations (voluntary and involuntary)

Year Ending	Total # of Terminations
2008	
2006 (If available)	

Female Employees Terminations (voluntary and involuntary)

Year Ending	Total # of Female Terminations	% of total employee terminations that were Female*
2008		
2006 (If available)		

*To calculate percentage, divide total number of female employee terminations by the total number of employees terminations

Minority Employee Terminations (voluntary and involuntary)

Year Ending	Total # of Minority Terminations	% of total employee terminations that were a Minority*
2008		
2006 (If available)		

*To calculate percentage, divide total number of minority employees by the total number of employees hired.

SECTION VII - ADDITIONAL DIVERSITY EFFORTS

A. Describe how your organization seeks and utilizes diverse vendors or suppliers.

B. Please list and describe your organizations' Additional Diversity Efforts, including, but not limited to: Awards/Recognitions, Community Activities, physical, virtual and language accessibility, and Domestic Partner coverage/benefits

Please refer to glossary on page 2 for the definition of diversity.