



## ***Business and Community Excellence Awards***

Honoring Business, Community, and Corporate leaders who raise the bar to advance LGBTQ+ leadership, equality, and inclusion in the workplace and community.

### **The Process:**

1. Nomination deadline is 9pm, **Friday, January 10, 2020**.
2. Awards Committee is responsible for determining the eligibility in accordance with the criteria outlined. *See Awards Selection-Specific Criteria.*
3. Awards will be presented at the Rainbow Chamber of Commerce Presents: Business & Community Excellence Awards luncheon on **Wednesday, February 12, 2020**.

### **Eligibility:**

Individual honorees must be a resident of the Greater Sacramento Valley area and employed in the region. Corporate honorees must be headquartered or have a significant presence in the Greater Sacramento Valley region. The region includes the following counties: Sacramento, Yolo, El Dorado, Placer, Sutter, Yuba and Nevada.

### **Awards Criteria:**

- **Business in Excellence Award:**  
This award is given to an LGBTQ+ business leader, ally, or advocate who is a member of the Chamber. This leader has a positive professional and personal impact on building a diverse business community and advancing equality in the Greater Sacramento Valley. The best candidate must have 3 years of participation with the Chamber.
- **Community Leader of the Year:**  
This award is given to an individual, Chamber Member or Non-Member, with a proven track record of a deep and extended commitment to advancing equality and quality of life for LGBTQ+ people in the Greater Sacramento Valley. The best candidate must be engaged with the community – serving with nonprofits, committees, active leadership role, chair, organizer, etc.
- **Corporate Advocate Award:**  
This award is given to a corporation or business entity, Chamber Member or Non-Member, that demonstrates outstanding practices, programs, and policies that advance LGBTQ+ leadership and equality. The best candidate will have a broader impact and involvement with the LGBTQ+ community in the Greater Sacramento Valley.



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### **AWARDS CRITERIA AND PROCEDURES**

#### **Award Committee Composition**

- Names of the members of the Awards Committee shall be made public.
- Committee shall be comprised of an odd number of voting members not to exceed 9 persons.
- The Committee is comprised of Chamber Board members, and Chamber members, and, on a best-efforts basis, will include a diverse and inclusive cross-section of the LGBTQ+ and allied Chamber members.
- If an Awards Committee member is an immediate family member, partner or spouse of an Award nominee, that person must resign or the nomination will be declined.
- The Awards Committee is an integral component of the Business Awards Event Committee.

NOTE: A single individual may fulfill several of the required committee membership composition components.

#### **Desired Qualifications and Qualities of potential Awards Committee members –**

- Willingness to evaluate each nominee on the appropriateness of the nominee for the award without personal considerations or connections.
- Enough experience with the LGBTQ+ communities to effectively evaluate a nominee's impact.



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### **Actions and selection process by the Awards Committee**

1. The Awards Committee's first activity will be to select a Chairperson.
2. The Awards Committee Chair will convene with the Committee Members and review the Awards Criteria.
3. The Chairperson will call any subsequent meetings with the assistance of staff.
4. Nominations will be reviewed and discussed at the convening meeting.
5. The Chair of the Awards Committee, with the assistance of staff, will call nominees to announce their nomination and names shall be made public.
6. A quorum of the Awards Committee must be present for a vote to be taken. There will be no proxy ballots.
7. Each member of the Awards Committee will email their selections to the staff person on the committee. They will tally the votes and email the selections to the Awards Committee.
8. The assigned staff member will present the rank order of nominees for each award, as determined by the Awards Committee, to the President of the Chamber Board of Directors.
9. The President will meet with the Board of Directors for review of the recommended Award recipients. If the personal with the greatest number of votes declines the Award, the Board may make the award to the runner-up, or, the Board may forgo the relevant Award.
10. The Board will then adopt the slate of award winner, no later than January 20, 2020.
11. The Chair of the Awards Committee, with the assistance of staff, will call all recipients within five days and advise they select an individual to present the award.
12. Award recipients must accept or decline their receipt of the Award no later than January 24, 2020.
13. Nominees must complete the Nomination Application. Only complete Nomination packages will be considered eligible for review by the Awards Committee.
14. Awards Committee is responsible for selecting award recipients in all three categories. Excellence in Business Award nominees will be solicited from the Chamber membership. Community Leader and Corporate Advocate nominees will be provided to the Awards Committee by the Chamber Board of Directors.



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### **General Selection Criteria for Award Recipients:**

- Paid staff members, current Chamber and Foundation Board Members and their family members are ineligible to receive an Award in any category.
- The Awards Committee shall consider a nominee in more than one category for an award.
- May not be awarded to a recipient that has received an Award in the same category in the past five years.

### **Award-Specific Selection Criteria**

**Business in Excellence Award:** Selection of nominees will be made by Chamber Board and Members.

Considerations in making this award shall be:

- Current Sacramento Rainbow Chamber of Commerce member in good standing.
- 3 years participation with the chamber.
- No personal or business bankruptcy, insolvency proceedings, pending lawsuits, or business practices involving reputational risk.
- No pending or past history of criminal offenses other than minor vehicle violations; not presently under indictment or on parole or probation.
- Demonstrates professionalism, has a reputation for integrity, fairness and ethical conduct.
- Involved with the local LGBTQ+ community – serving on committee or other non-profit boards.
- Promotes diversity, equality and inclusiveness in their workplace and/or professional capacity.
- Willingness by the member to attend and accept shall be valued in making the award.

**Community Leader of the Year:** Selection of nominees will be made by the Chamber Board Members. Nominees can be Chamber members but not required.

Considerations in making this award shall be:

- Demonstrated commitment to advancing equality and quality of life for the LGBTQ+ community.
- Engaged with the Community – serving with non-profits, committees, active leadership role, chair, organizer, etc.
- Work toward advancing equality for the LGBTQ+ community.
- Willingness of nominee, or in-case of a posthumous award, willingness of a partner, spouse, or immediate family member, to attend and accept the Award.

**Corporate Advocate Award:** Selection of nominees will be made by Chamber Board Members. Nominees can be Chamber members but no required.



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Considerations for this award shall be:

- Notable effort towards advancement of LGBTQ+ equality.
- Has LGBTQ+ supportive policies or an LGBTQ+ Employee Resource Group (ERG).
- Must be headquartered or have a significant presence in the Greater Sacramento Valley area.
- Willingness by a member of this organization to attend and accept the Award shall be valued in making the award.