



## CARS 2020 Workplace Diversity Award

CARS is pleased to issue a call for nominations for the 2020 Workplace Diversity Award. This award was established to recognize and celebrate businesses who champion diversity in their business, leaders for developing and cultivating diversity strategies in their organization, in addition to communicating the rationale for these strategies to employees.

The recipient of the 2020 Workplace Diversity Award will be announced at the closing Gala Dinner during the National Railway Day on November 4<sup>th</sup>, 2020 in Montreal at the Hotel Bonaventure Montreal.

This award category examines a range of diversity initiatives, including:

- a) Women;
- b) Aboriginal peoples;
- c) Members of visible minorities;
- d) Persons with disabilities;
- e) Sexual orientation;
- f) Other

### **Selection Process:**

Based upon the nominations that best meet the overall criteria, a CARS committee consisting of experts will select the winner.

### **Eligibility:**

Any CARS members in the railway industry is eligible to receive this award. Candidate organizations may be nominated by anyone active within the individual's organization or CARS. Employers of any size may apply.

### **Nomination Criteria:**

Submissions must draw on building a culture of diversity and diversity of thought. Being able to leverage diversity of thought is key to creating an organizational culture of inclusion. When judging this category, key accomplishments and attributes will be considered, including how the company has;

- Demonstrated leadership in championing aspects of diversity within their organization



- Developed recruitment or retention strategies or campaigns that are being used by the nominated organization to engage diverse and under-represented groups
- Built internal communications and education campaigns and/or programs that promote diversity in the workplace
- Developed or supported policies supporting equal opportunities and how they are employed. Submissions must satisfy one (1) of the above elements within the last 2 years.

**NOMINATIONS PROCESS** To ensure nominations are judged on a comparable basis, all submissions **MUST** include the following information, in the following order:

**Please include the following in your nomination package:**

- Cover page with Name, title, work contact details for nominee. Name, title, work contact details of nominator submitting the application
- Signature of the nominator and the date • Rationale addressing one or more of the award's criteria as outlined above, (in 500 words or less)
- A collection of supporting files and web addresses to support your entry and provide more background information to the judges
- List of Additional Supporters of the nomination
- Additional comments you'd like to mention about your nominee, if any

All applications are to be submitted to Sylvia Newell at [sylvia\\_newell@railwaysuppliers.ca](mailto:sylvia_newell@railwaysuppliers.ca)