

## The DHS Diversity and Cultural Competency Award

For the past few years, DHS has presented an award for Diversity and Cultural Competency as part of the annual Diversity Conference. It's our way of recognizing individuals whose outstanding efforts help DHS to reach its goal of becoming ever more inclusive and culturally competent in everything we do.

The award honors persons for:

- 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, and;
- Exceptional efforts to institutionalize an organizational culture that fosters respect and provides culturally and linguistically competent services to those we serve.

The award may go to staff members who 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 an 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. Any DHS employee or agency partner may nominate someone.

The nomination form and full instructions are available on the DHS Diversity Web site: [www.oregon.gov/DHS/aboutdhs/diversity](http://www.oregon.gov/DHS/aboutdhs/diversity).

*The DHS Diversity and Cultural Competency Award - continued*

**Nominations and selection**

Any DHS employee or agency partner may nominate someone for a DHS Diversity and Cultural Competency Award using the Word template provided below.

A nomination should consist 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. Completed nominations should be submitted to your supervisor by June 15, 2009. Supervisors should review nominations and forward recommendations to their Assistant Director by July 1, 2009.

DHS Assistant Directors will submit no more than three names of potential recipients by August 1 to the Diversity Development Coordinating Council (DDCC) Chair. The Chair will forward the nominations to the full council for the August DDCC meeting. The council members will recommend the top three nominees in order.

Names of potential recipients will then be forwarded to the Director's Office. The Director and Deputy Director will make final selection. Award recipient will be announced at the 2009 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 award presentation.

**Timing**

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

**Positioning**

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

# The DHS Diversity and Cultural Competency Award

## Nomination form

To nominate someone for the DHS Diversity and Cultural Competency Award, please complete this form. Please enter information for each of the three criteria; use a separate sheet if necessary.

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

- **Outstanding work that moves DHS toward its vision of positive outcomes through developing a diverse, culturally competent workforce.**

Provide a description of the outstanding work described above:

- **Innovative stewardship of leveraging public and private resources to produce positive outcomes.**

Provide a description of the innovative stewardship:

- **Exceptional efforts to institutionalize an organizational culture that fosters respect and provides culturally and linguistically competent services to those we serve.**

Provide a description of the exceptional efforts to institutionalize an organizational culture:

Submit your nomination form to your supervisor by June 15, 2009, who will forward it to the DHS assistant director for your division by June 30, 2009. Assistant directors are:

- Addictions and Mental Health Division – Richard Harris
- Administrative Services Division – Jim Neely
- Children, Adults and Families Division – Erinn Kelley-Siel
- Finance Division – Jim Scherzinger
- Division of Medical Assistance Programs – Jim Edge
- Public Health Division – Mel Kohn
- Seniors and People with Disabilities Division – James Toews