



Leading Lights Diversity Awards

**The National MultiCultural Institute
Presents the
Leading Lights Diversity Awards for Nonprofit Diversity Leadership**

About the Awards

The **Leading Lights Diversity Awards** celebrate exemplary leaders in the nonprofit sector whose demonstrated courage, innovation and commitment to diversity light a path to a more inclusive society. Non-profit organizations not only provide critical health and human services within our communities, they also help define and give character to our society at large. From enriching our lives through arts and culture to providing for basic human needs like food, clothing and housing; from great social movements like voting rights for women and African-Americans to protection of the environment, non-profits have often led the way to a more civil society. It is in recognition of their pivotal leadership roles in our communities that NMCI is proud to recognize non-profit organizations for leadership in the area of diversity with the Leading Lights of Diversity Awards.

Annually, three (3) awards are presented to organizations that serve as role models for enhancing diversity and encouraging respect and inclusion within their organizations and with the diverse communities they serve. Individuals through their work in and on behalf of non-profit organizations are also eligible for recognition. Award recipients are selected from the following non-profit sectors:

- Education
- Social/Human Services
- Health Care
- Arts & Culture

A fourth award, recognizing an individual or organization that has been at the forefront of addressing an emerging critical issue related to multiculturalism, will be periodically awarded.

Eligibility

- 501(c) 3 nonprofit organization
- Initiative implementation begun within last three years
- Belong to one of four sectors: **Education, Social/Human Services, Health Care, or Arts & Culture.**

Criteria

- Initiative that builds diversity and inclusion in the organization and with the multicultural communities the organization serves
- Senior-Level Commitment to Initiative
- Sustainability of Initiative
- Communication of Initiative within organization and to communities served
- Demonstrable impact of Initiative
- Originality of Initiative
- Ability of Initiative to be replicated by other organizations in the field

About the National MultiCultural Institute

Founded in 1983, the National MultiCultural Institute (NMCI) is proud to be one of the first organizations to have recognized the nation's need for new services, knowledge, and skills in the growing field of multiculturalism and diversity.

NMCI's mission is to work with individuals, organizations, and communities in creating a society that is strengthened and empowered by its diversity. Through its initiatives, NMCI leads efforts to increase communication, understanding and respect among people of diverse backgrounds and addresses some of the important systemic issues of multiculturalism facing our society. We accomplish this through our Diversity Leadership Development Institutes in the Spring and Fall, individualized Organizational Training and Consulting interventions, Publications, and Leading Edge Projects. Please visit our website at www.nmci.org for more information.



Leading Lights Diversity Awards

**The National MultiCultural Institute's
Leading Lights Diversity Awards for Nonprofit Diversity Leadership**

APPLICATION

Deadline for Applications: April 4, 2008

Announcement of Awards: April 25, 2008

Awards Ceremony: May 29, 2008 at NMCI's Annual Diversity Leadership Development Institute at The Westin
Alexandria, Alexandria, VA

HOW TO APPLY

1. Summary of Initiative (1 page)

- Title of initiative
- Brief summary of the program
- Brief history of organization
- Specify the sector in which your organization belongs: Education, Social Services, Health Care, or the Arts.

2. Program Description (maximum 3 pages)

Please describe your initiative in the following format, addressing each of the seven criteria.

A. Initiatives to Build Inclusive Multicultural Communities:

- Which diverse individuals and communities are served in this initiative?
- What was the rationale for this specific initiative?
- What is the objective of the initiative? What are the projected outcomes?
- Provide demographic information on your organization (gender, ethnicity).

B. Senior-Level Commitment:

- Briefly describe the senior-level officers' and Board of Director's role in the initiative, including any financial support, and statements or minutes from board meetings available to the public communicating its commitment.
- Has the senior level ensured a substantial commitment for the initiative? Does the senior level personally review the initiative's progress?
- How does the senior level directly communicate its commitment to diversity to staff and to the communities served?
- Do the senior level and Board reflect the diversity of the communities your organization serves? Please provide demographic data on your senior level officers and Board (gender, ethnicity).

C. Sustainability of the Initiative:

- Provide descriptions and examples of what your organization will do over next year and over the next five years to continue to develop the initiative.

D. Communication of the Initiative:

- What is the communication strategy of the initiative?
- How has the initiative been publicized internally to employees and externally to the communities your organization serves?

E. Demonstrable Impact of the Initiative:

- Needs Assessment (if applicable) - what data was compiled to provide a case for choosing this initiative?
- Provide proof of continuous evaluation of the initiative and results of evaluation.
- Who participates in the evaluation of the initiative?
- How is success defined in these evaluations?

F. Originality of the Initiative:

- What makes this initiative stand out in comparison with those of nonprofits in your specific area of education, health care, social service, or the arts?

G. Ability to be Replicated:

- How might your initiative serve as a framework for other nonprofits in your specific area?

3. Attachments

- A. IRS Notification of 501(c) 3 Status
- B. List of Current Board of Directors
- C. Annual Report
- D. Relevant articles or reviews of initiative, if available.

Please submit all applications to:

**National MultiCultural Institute
Attn: Leading Lights Awards
3000 Connecticut Avenue, NW;
Suite 438
Washington, DC 20008-2556**

Questions?

**Contact Laura Huerta Migus at
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