

SAVE THE DATE!!!

YWCA Greater Pittsburgh

# 2009 Racial Justice Awards

Monday, November 16, 2009

Westin Hotel

5:30 p.m. reception

6:30 p.m. program

eliminating racism  
empowering women  
**ywca**

YWCA GREATER PITTSBURGH  
RACIAL JUSTICE AWARDS  
305 WOOD STREET  
PITTSBURGH, PA 15222

Return Service Requested

Racial Justice Awards Nomination Form

eliminating racism  
empowering women  
**ywca**

greater pittsburgh

[www.ywcapgh.org](http://www.ywcapgh.org)

NON-PROFIT  
ORGANIZATION  
U.S. POSTAGE  
PAID  
PITTSBURGH, PA  
PERMIT NO. 1033



## Racial Justice Awards

November 16, 2009

Westin Hotel

5:30 p.m. reception

6:30 p.m. program



eliminating racism  
empowering women  
**ywca**

greater pittsburgh

YWCA Greater Pittsburgh  
Racial Justice Awards  
305 Wood Street  
Pittsburgh, PA 15222  
412-255-1466  
412-391-5109 (fax)

The YWCA Greater Pittsburgh Office of Racial Diversity and Inclusion is pleased to announce the 2009 RACIAL JUSTICE AWARDS to recognize individuals, companies and organizations that have demonstrated a commitment to eliminate racism. We invite your nomination of candidates for these awards that will be presented at the YWCA Racial Justice Awards Dinner on Monday, November 16, 2009, at the Westin Hotel, beginning with a reception at 5:30 p.m. The evening will be an uplifting experience and celebration of our collective humanity.

Through the annual Racial Justice Awards, the YWCA seeks to promote a society in which all people receive equal treatment and have equal access in the workplace, public services, justice system, classroom, and throughout the greater Pittsburgh community.

For the past 18 years, the YWCA's Racial Justice Awards have recognized people, companies and organizations that have made a difference in promoting racial justice. In 2009 the YWCA is seeking nominations in the following categories:

- Community Engagement
- Company/Business
- Education
- Faith-Based
- Government
- Health Care
- Legal
- Public Safety
- Youth Achievement

If you, your company or organization would like to recognize a leader in the area of racial justice, please complete the nomination form inside. Forms must be received by 5:00 p.m. on or before Tuesday, September 1, 2009, to be considered. Please feel free to photocopy the nomination form and submit as many nominations as you like. (Nominations can also be completed online at: [www.ywcapgh.org](http://www.ywcapgh.org))

All nominations will be reviewed by members of the Racial Justice Awards Committee, who will select honorees and notify both the nominators and the award recipients of their selections.

In keeping with the YWCA's mission "to eliminate racism," we are proud to continue this annual tradition. Thank you for promoting the Racial Justice Awards. If you have any questions, please contact the YWCA Office of Racial Diversity and Inclusion at 412-255-1466.

With Thanks,

*Magdeline E. Jensen*

Magdeline E. Jensen  
Chief Executive Officer

*Mary Smith Peters*

Mary Smith Peters  
YWCA Board President

## YWCA GREATER PITTSBURGH 2009 RACIAL JUSTICE AWARDS

**Purpose:** To recognize individuals, companies and organizations that have demonstrated a commitment to social justice through inclusion and diversity.

**Nomination Process:** An individual, organization, and/or company can nominate an individual, organization, and/or company in any one of the categories. Self-nominations are accepted as well. The nominee's actions should significantly benefit Pittsburgh area residents. The nominee has undertaken a significant action within recent years that should have made an irrevocable, positive change in how people are treated in the applicable category.

**Eligibility:** The nominee should reside/be based in the Pittsburgh region and should demonstrate accomplishment and significant involvement in the struggle to eradicate racism. If the nominee is employed in the area of racial/social justice, her/his commitment must reflect efforts above and beyond the requirements of the job.

Some examples of those who could be nominated include:

- Individuals who lead an initiative to promote social justice through their workplace or voluntary service.
- Businesses that are implementing policies resulting in employment equity.
- Young people who are demonstrating a commitment to inclusiveness and racial harmony.
- Community organizations that are addressing the region's racial disparities.

**Award Selection:** The YWCA's Racial Justice Awards Committee, comprised of a broad cross section of Pittsburgh's community leaders, determines the award recipients.

eliminating racism  
empowering women  
**ywca**

greater pittsburgh

## RACIAL JUSTICE AWARD CATEGORIES

**Community Engagement:** for an individual or organization attaining institutional and/or community transformation. The nominee should be a pioneer or visionary leader in human rights and efforts to eliminate racism. Nominees should demonstrate a long-term commitment to community-wide diversity that is well recognized in the Pittsburgh area.

**Company/Business:** for a business leading the way in workplace diversity and employment equity. Nominees (individual, department or company) should have an exceptional commitment to and demonstrated track record for implementing diversity policies and/or creating workplace compensation practices that ensure equitable pay for all employees, including key operational policies.

**Education:** for universities, public and private schools, and colleges that have initiated a new program or policy that supports diversity either in the greater community or within the educational entity itself and/or through their students, alumni, or other publics. Nominees (individuals, departments or the educational institution) should demonstrate successful implementation of minority programs and/or recruitment, and/or have a broadly known commitment to a multi-cultural experience for students, faculty, and staff.

**Faith-Based:** for an individual or organization representing a particular faith dedicated to promoting racial equality, social justice, and human rights in congregations, communities, and/or organizations. The faith-based nominee should be respectful and inclusive to all faiths and walks of life, have the ability to motivate others, be dedicated to the community at large, and have the willingness to be philanthropic.

**Government:** for legislators, political change agents, government employees, or government entities that have implemented a law, policy or procedural change, new initiative, or guideline that enables racial equity within the United States, Commonwealth of Pennsylvania, Allegheny County, and/or the City of Pittsburgh. Nominees should demonstrate a consistent record of equal treatment of all citizens, establishment of precedents for civil rights, and administration of the law so as to end bias and discrimination.

**Health Care:** for an individual or organization dedicated to promoting diversity and inclusion and upholding respect within health care organizations and industries and the greater Pittsburgh communities in which they serve. Nominees should exhibit a commitment to eliminating cultural disparities and improving diversity among clients and health care providers and fostering leadership and workplace diversity in the health care industry.

**Legal:** for attorneys or law firms working to promote racial and ethnic diversity in the justice system, equity in their workplace, the greater community, or for a specific project that seeks to address disparities in racial equity. Nominees should exhibit a long-term commitment to ending issues of discrimination.

**Public Safety:** for first response units, emergency response and community service agencies, and public safety programs that ensure equitable treatment for all residents of the greater Pittsburgh area. Nominees (individual or organization) should advance diversity in the workplace and the community in carrying out public safety and response services.

**Youth Achievement:** for a student between the ages of 16-24 years of age currently enrolled in high school or college. The student nominee should exemplify strong leadership skills, actively participate in volunteerism, have the ability to motivate others, and demonstrate a long-term commitment for eliminating racism, promoting social justice, equal rights, racial diversity, and inclusion.

# NOMINATION FORM

PLEASE TYPE OR PRINT ALL INFORMATION

**CATEGORY** (please select one)

- |   |  |
|---|--|
| <input type="checkbox"/> Community Engagement | <input type="checkbox"/> Health Care       |
| <input type="checkbox"/> Company/Business     | <input type="checkbox"/> Legal             |
| <input type="checkbox"/> Education            | <input type="checkbox"/> Public Safety     |
| <input type="checkbox"/> Faith-Based          | <input type="checkbox"/> Youth Achievement |
| <input type="checkbox"/> Government           |  |

Nominee: (individual and/or organization/company)

\_\_\_\_\_

Contact Person: \_\_\_\_\_

Title: (if applicable) \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

If Youth-School: \_\_\_\_\_ Age if under 18: \_\_\_\_\_

If Youth - Parent/Guardian Name: \_\_\_\_\_

**Questions about the nomination will be addressed initially to the person making the nomination. Please complete the following to assist in that process.**

Nominated by: \_\_\_\_\_

Title: (if applicable) \_\_\_\_\_

Organization/Company: \_\_\_\_\_

\_\_\_\_\_

Company Address: \_\_\_\_\_

\_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

E-mail: \_\_\_\_\_

Phone: \_\_\_\_\_

Fax: \_\_\_\_\_

**Please respond to the following question:**

- 1. What is the action that was implemented to make a positive difference in diversity and inclusion in Pittsburgh? Please be specific in explaining how the actions of the nominee have made a difference within the greater Pittsburgh area. (500 words or less)**

**Nomination forms can be submitted via fax or postal mail, or simply use the online form at [www.ywcapgh.org](http://www.ywcapgh.org).** Please do not send any other materials (i.e., CDs, DVDs, news clippings, etc.) with this form. Forms are limited to 500 words, and extra materials can't be considered with the nomination.

**Mail forms to:** YWCA Greater Pittsburgh, Racial Justice Awards, 305 Wood Street, Pittsburgh, PA 15222

**Fax forms to:** 412-391-5109

**E-mail forms to:** [rja@ywcapgh.org](mailto:rja@ywcapgh.org)

**For more information, please call 412-255-1466**

eliminating racism  
empowering women **ywca**

**DEADLINE: Nominations must be received by 5:00 p.m. on or before Tuesday, September 1, 2009.**