Society of Women Engineers

FY23 Call for Nominations

SWE Multicultural Awards
The Society of Women Engineers strives to recognize the successes of SWE members and individuals who enhance the engineering profession and advocate for women in engineering through contributions to industry, education, and the community.

The Multicultural Awards celebrate groups of SWE members that demonstrate the strongest diversity advancement and inclusion. The term “SWE group” as used in this packet is defined as any group of Collegiate or Professional SWE members that support the SWE mission. This can include a SWE Section, SWE Affiliate, Members At Large, Affinity group, Corporate Employee Resource Group (ERG), or other group of SWE members.

The Motorola Foundation Multicultural Awards are presented to professional SWE Groups and the Boeing Company Multicultural Awards are presented to collegiate SWE Groups for efforts to recruit/retain a diverse membership.

Contact the Awards & Recognition Committee Chair at awards@swe.org with any questions.

Submission Guidance:

- **DEADLINE:** June 30th at 11:59 PM, Central Daylight Time (UTC-5)
  - An acknowledgement receipt will be sent to the nominator after submission.
  - Package completeness feedback will NOT be provided.
  - Exception will NOT be made for late packages.

- Applications must be submitted electronically through the awards application platform, SmarterSelect. No email submissions will be accepted.
- All items in the Nomination Checklist must be included in the application.

Disqualification Criteria:

1. Applications that do not meet required minimums as stated in this document.

Important Information:

- All award submissions are subject to be included as “Best Practices” in the future. The goal of the “Best Practices” is to create an avenue for sharing ideas amongst SWE members and strengthening member efforts to meet the goals and objectives of the Society.
- Cash grants based on funds available will be distributed at the discretion of the Board of Directors.
MOTOROLA FOUNDATION MULTICULTURAL AWARDS

OBJECTIVE
The Motorola Foundation Multicultural award recognizes a Professional SWE Group that has developed and implemented the best multicultural program that does one or more of the following:

- Increases or retains a diverse SWE membership and provides an inclusive environment.
- Increases the exposure of engineering and the SWE organization to a diverse professional audience
- Increases the exposure of engineering and the SWE organization to the community through K-12 outreach programs (see note below)

For this objective, diversity is defined as inclusion of individuals with unique characteristics including, but not limited to ethnicity, race, culture, sexual orientation, gender, gender identity, gender expression, age, differences in ability, immigration status, nationality, national origin, education, socio-economic status, family structure, military/veteran status, religious/non-religious beliefs.

An inclusive environment is one in which all members are equitably served and experience a sense of belonging.

ELIGIBILITY
Awards may be given to Professional SWE Groups. This can include a SWE Section, SWE Affiliate, Members At Large, Affinity group, Corporate Employee Resource Group (ERG), or other group of SWE members. **New in 2023:** A SWE group cannot win this award two years in a row.

NOMINATION CHECKLIST
- Complete an online application at: https://app.smarterselect.com/programs/89363-Society-Of-Women-Engineers
- Prepare a report highlighting the organization’s multicultural program.
  - Maximum 2000 words
  - Include the following sections with clearly identifiable section headers
    - Title Section
    - Executive Summary
    - Program Activities

REPORT CONTENT
Each section must include a section header and address the following

- **Title Section:** Include
  - Title (Motorola Foundation Multicultural Award),
  - Submitting organization (SWE Group Name), and
  - Name, address, and phone number of person filing report.

- **30% - Executive Summary:** Include
  - The impacts of the multicultural program thus far,
  - The level of innovation and creativity used to implement the program, and
  - The significance of the program and future aspects of multicultural program the SWE Group intends to implement.

- **70% - Program Activities:**
  - Describe the purpose of the program. How does the program meet one or more of the objectives of this award mentioned above?
  - Describe specific impact(s) of the program.
MOTOROLA FOUNDATION MULTICULTURAL AWARDS

- Describe the level of innovation and creativity used to implement the program
  - Describe the activities in the program. How does the program differ from previous years?
  - Provide the types of recruiting and/or retention methods used which enhanced the SWE Group’s diversity, or SWE’s visibility. Explain which methods were most and least successful.
  - How was the SWE Group’s public visibility raised due to the recruiting and/or programming activities?
  - Describe the level of innovation and creativity used to implement the program

- The significance of the program and future aspects of multicultural program the SWE Group intends to implement.
  - Describe the potential benefits of this program. What benefits have already been achieved? What benefits will the SWE Group focus on implementing in the future?

- Describe any additional multicultural projects or programs outside SWE in which the SWE Group was involved during the year. Was the SWE Group involved in any joint events with a community and/or professional organization that enhanced the SWE Group’s diversity? Are the SWE Group’s recruiting and/or retention programs adaptable by other SWE Groups?

NOTE

1. The Outreach Metric Tool (OMT) is a survey that reports STEM outreach events for K-12 students, or their adult advocates (parents/educators/scout leaders/etc.). The STEM events that should be logged in this report directly impact K-12 students, parents, and educators to help them explore and understand engineering disciplines and careers. [Link to Outreach Metric Tool]

2. The following Code of Conduct describes the minimum expectations that SWE holds for personnel who interact with youth in SWE-sponsored youth programs. All volunteers must review and act in accordance with this code of conduct. [Link to SWE Youth Protection: Code of Conduct and Standards for Interacting with Youth]
THE BOEING COMPANY MULTICULTURAL AWARDS

OBJECTIVE
The Boeing Company Multicultural award recognizes a Collegiate SWE Group that has developed and implemented the best multicultural program to increase and retain a diverse membership and provide an inclusive environment.

Diverse membership is defined as inclusion of individuals with unique characteristics including, but not limited to ethnicity, race, culture, sexual orientation, gender, gender identity, gender expression, age, differences in ability, immigration status, nationality, national origin, education, socio-economic status, family structure, military/veteran status, religious/non-religious beliefs.

An inclusive environment is one in which all members are equitably served and experience a sense of belonging.

ELIGIBILITY
Awards may be given to Collegiate SWE Groups. This can include a SWE Section, SWE Affiliate, Members At Large, Affinity group, or other group of SWE members. **New in 2023:** A SWE group cannot win this award two years in a row.

NOMINATION CHECKLIST
- Complete an online application at: https://app.smarterselect.com/programs/89363-Society-Of-Women-Engineers
- Prepare a report highlighting the organization’s multicultural program.
  - Maximum 2000 words
  - Include the following sections with clearly identifiable section headers
    - Title Section
    - Executive Summary
    - Program Activities

REPORT CONTENT
Each section must include a section header and address the following

- **Title Section:** Include
  - Title (The Boeing Company Multicultural Award),
  - Submitting organization (SWE Group Name), and
  - Name, address, and phone number of person filing report.

- **30% - Executive Summary:** Include
  - The impacts of the multicultural program thus far,
  - The level of innovation and creativity used in order to implement the program, and
  - The significance of the program and future aspects of multicultural program the SWE Group intends to implement.

- **70% - Program Activities:**
  - Describe the purpose of the program. How does the program meet the objective of this award mentioned above?
  - Describe specific impact(s) of the program.
  - Describe the level of innovation and creativity used to implement the program
    - Describe the activities in the program. How does the program differ from previous years?
    - Provide the types of recruiting and/or retention methods used which enhanced the SWE Group’s diversity, or SWE’s visibility. Explain which methods were most and least successful.
    - How was the SWE Group’s public visibility raised due to the recruiting and/or programming activities?
    - Describe the level of innovation and creativity used to implement the program
o The significance of the program and future aspects of multicultural program the SWE Group intends to implement.
  • Describe the potential benefits of this program. What benefits have already been achieved? What benefits will the SWE Group focus on implementing in the future?

o Describe any additional multicultural projects or programs outside SWE in which the Collegiate SWE Group was involved during the year. Was the Collegiate SWE Group involved in any joint events with a community and/or professional organization that enhanced the Collegiate SWE Group’s diversity? Are the Collegiate SWE Group’s recruiting and/or retention programs adaptable by other Collegiate SWE Group?