

Edmonton Mennonite Centre for Newcomers presents: The 13th Annual RISE Awards



Recognizing Immigrant Success in Edmonton

Seeking Nominations for Employer Awards

The Edmonton Mennonite Centre for Newcomers hosts the RISE Awards, which Recognize Immigrant Success in Edmonton. Employers have the opportunity receive the Welcoming Workplace Award, recognizing businesses who support the integration and retention of newcomers in their workplaces through cultural diversity practices and initiatives that facilitate the success of immigrants.

Are you:

- ✓ A department within an organization that is particularly committed to the successful inclusion of newcomers in your workplace?
- ✓ An employer that supports cultural diversity in hiring practices, team building, and employee engagement programs?
- ✓ An employer who recognizes the importance of implementing cultural diversity and inclusion practices within your workplace and who is committed to implementing innovative programs to integrate and support newcomers?

Deadline for submissions is February 19, 2016

Welcoming Workplace Award

This award recognizes a business who is committed to the successful integration and retention of newcomers in their workplace. The employer has established cultural diversity practices and initiatives that facilitate the success of immigrants. These practices recognize the skill and experience of newcomers as well as their capacity to succeed. Policies and practices result in the fair and ethical treatment of newcomers. Other elements of inclusion practices may be present, including but not limited to cultural awareness training, provisions for religious practices/dietary restrictions, and celebration of language and cultural diversity.

Nomination Criteria:

- The need for cultural diversity is recognized and articulated in policy or documents
- Explanation of an initiative or policy that has been undertaken to facilitate the successful integration of immigrants in the organization

- The employer can demonstrate practices and/or initiatives that support success of newcomers in the workplace and describe how these practices have had positive outcomes for the entire organization and its employees
- The employer can demonstrate fair and equitable treatment of immigrants including pay, training, advancement equity and equality in the workplace
- The evaluation methods of these practices is explained, qualitatively and/or quantitatively
- Articulation of the business benefits of cultural diversity in the organization

Bonus: Demonstration of the benefits resulting from employing newcomers including:

- Examples of innovation in the business that are a result of cultural diversity
- Policy that reflects equal opportunities for newcomers and born-Canadians
- New/Innovative initiatives or efforts to recruit, retain, and integrate newcomers in addition to established practices

Selection Process and Timeline

When nominations open, please visit www.emcn.ab.ca/rise-awards to begin the process. Please complete and submit the pre-nomination form. You will then be contacted with an invitation to proceed with the nomination, at which point you will be welcome to submit a full nomination to the jury.

An independent, impartial jury will review all nominations and select the recipients of the awards, which will be presented at the **2016 RISE Awards Gala**.

The jury will consider the following:

- Any individual in Edmonton and the surrounding region who is eligible for nomination
- Nominees from previous years are welcome to resubmit nominations
- Nominated individuals must agree to being recognized for their achievements

Timeline:

- Nominations open January 12, 2016
- Nomination application due **February 19, 2016**
- Jury review of packages and approval of selections March, 2016
- Winners and Nominators notified by email by April 8, 2016

Please Note:

- The RISE jury reserves the right to place nominees in another award category if they deem the criteria satisfactory
- All nominees will be contacted once their submission has been received
- All winners will be provided two complimentary tickets to attend Awards Gala to be acknowledged on the day of the event (additional tickets will be available for purchase)

For more information on the RISE Awards, please go to www.emcn.ab.ca/rise-awards. Final submissions may be made online, in person, mailed to the Edmonton Mennonite Centre for Newcomers, 11713 - 82 St., Edmonton, AB T5B 2V9, or by email at astevens@emcn.ab.ca, and must be received no later than 4:30pm on Friday, February 19, 2016. Late submissions will not be accepted.