

NSC AWARDS



DE&I Safety Champion

an **nsc** award

This award recognizes organizations with a proven commitment to Diversity, Equity and Inclusion within their safety culture.

FREQUENTLY ASKED QUESTIONS

What is the NSC Diversity, Equity and Inclusion Safety Champion Recognition?

NSC is taking action on diversity, equity and inclusion (DE&I), with a commitment to recognize the importance of DE&I to workplace safety and health, and a pledge to help organizations identify and redress imbalances. To perpetuate DE&I in the safety community, the NSC Diversity, Equity and Inclusion Safety Champion Recognition will be awarded to organizations with a proven commitment to DE&I within their safety culture. Recognized organizations will have incorporated DE&I safety initiatives into their culture and core business strategies through major business initiatives where they strive not only to ensure physical safety, but foster an environment where every employee feels secure, welcome and included.

The Diversity, Equity and Inclusion Safety Champion Recognition honors three types of achievement each year:

- **Culture** – DE&I embedded in organizational culture
- **People** – Diversity within safety professional workforce
- **Program Innovations** – Administration of a significant DE&I-related safety program

Organizations can apply or be nominated for recognition based on one of these three criteria. Additional details on these criteria are available below.

Who is eligible to apply?

Any organization, whether it has 50 employees or 50,000, can apply for the NSC Diversity, Equity and Inclusion Safety Champion Recognition.

Does the organization have to be a member of the National Safety Council?

No, membership in the National Safety Council is not required. Any organization is eligible to apply for the Diversity, Equity and Inclusion Safety Champion Recognition.

My organization previously received recognition from the National Safety Council or another entity. Is it eligible for the Diversity, Equity and Inclusion Safety Champion Recognition?

Yes. There is no consideration given to other awards or recognition during the judging process.

Is there a fee to apply?

There are no fees to apply for the DE&I Safety Champion Recognition.

Are organizations outside the United States eligible to apply?

Yes, organizations outside of the United States are eligible to apply.

How and when does the Council notify the winners?

Winners are notified directly. The winners of the NSC Diversity, Equity and Inclusion Safety Champion Recognition will be notified in advance and publicly honored as part of an upcoming NSC Congress & Expo.



APPLICATION/NOMINATION PROCESS

When and how are submissions accepted?

The National Safety Council will accept applications via an online portal. The link to the portal and submission dates are available at nsc.org/DEISafetyChampion. No paper or emailed submissions are accepted.

How will my application be judged and by whom?

All submissions will undergo a technical and media review by National Safety Council staff. The top submissions will be forwarded to a review committee made up of external reviewers.

I've never completed an application before. What do I need to know?

The NSC Diversity, Equity and Inclusion Safety Champion Recognition awards organizations based on **three criteria: Culture, People and Program Innovations.**

Culture

Inclusion and psychological safety are crucial for leveraging a diverse workforce. Employee feedback is vital for assessing psychological safety, with inclusion being a key aspect. Successful applicants will demonstrate how DE&I is ingrained in their organizational cultures by incorporating strategies that foster psychological safety and inclusion. Employee surveys to gauge perceptions regarding psychological safety and psychosocial risks are helpful to evaluate culture. Administering surveys is not mandatory but recommended.

People

Diversity metrics are used to identify risk areas, prioritize, set program goals and measure the impact of initiatives. Applicants must either provide a summary of their organizational DE&I goals and how they are measured, or must describe specific initiatives taken by their organization that have resulted in increased diversity among safety professionals.

Program Innovations

Underrepresented identity groups in the workplace can create barriers to both physical and psychological safety, ultimately putting workers and the public at additional risk. Innovation is key to eliminating these risks. Applicants must describe the specific DE&I program innovations or initiatives their organization has integrated into the current safety management system, with details on the origin of the idea, how it has improved safety and how the organization recognized those championing the effort.

