

PILLAR AWARDS

WOMEN'S **RESOURCE** CENTER
STRATEGIES FOR WORK. SKILLS FOR LIFE.

2024 Application

**Award Application Deadline:
January 22, 2024**

With its Pillar Award, Women's Resource Center recognizes West Michigan employers that have implemented best practices which empower women at work. Since 1987, this prestigious award showcases the noteworthy efforts of local employers who are pillars of support for working women.

More information on the 2024 Pillar Award is available at grwrc.org/events. For application questions or sponsorship opportunities, contact Tatum at 616-458-5443 ext. 130 or thawkins@grwrc.org.

**Be a Pillar for Working Women.
Gain Recognition as an Employer of Choice.
Apply Today!**

2024 Pillar Award

Award Application Information Sheet

Application Deadline: January 22, 2024

Award Application Process

- Completed applications are due to WRC by January 22, 2024
- Finalists will be notified by January 29, 2024
- Finalists may be scheduled for a 30 minute interview with the Selection Committee.

Award Eligibility Criteria

- Organization employs at least 10 individuals
- Organization (headquarters or branch) is located in Kent, Allegan, Muskegon or Ottawa counties
- Employer has successfully implemented initiatives/policies/practices that empower women at work (visit www.grwrc.org for examples)
- Organization demonstrates a commitment to workforce diversity and representation of all women regardless of socio-economic status, race, age, disability or ethnic/ cultural identity.
- Previous award recipients may re-apply if highlighting new initiatives or policies
- Applicants are encouraged from corporate, nonprofit and government sectors

Purpose of the Award

The Pillar Award is West Michigan's only prestigious business award that showcases West Michigan employers who empower women at work through progressive and inclusive practices. Your employer should apply for this award if it engages in progressive practices such as:

Work/Life practices

Progressive and Comprehensive benefits

Professional Development/Advancement programs

Creating opportunities for disadvantaged women to enter the workplace

Hiring & Retention practices that support all forms of diversity in employees

Mentoring & Networking Initiatives

Nontraditional Careers for Women

The Pillar Award recipients will be publicly honored at the 34th Annual Pillar Award luncheon on March 14, 2024 in front of business and community leaders. If you are an employer that empowers women in the workplace, we want you to get the recognition you deserve.

This award was created by Women's Resource Center to showcase the innovative "best practices" of area employers and encourage replication of existing policies and practices that improve recruitment, retention and advancement of working women within an inclusive culture.

2024 Pillar Award Application Form

Application Deadline: January 22, 2024

Company Name:		Website:	
Contact Name:		Title:	
Address:		Phone:	
		Email:	

Section 1: Employer/Award Applicant Profile

Total number of employees in organization: _____
Total number of employees in West Michigan: _____
Total number of female employees in West Michigan: _____

Section 2: Application platform/award category

Please check all categories your application addresses:

- ____ Progressive Practices-Benefits (work/life, flexible schedules, living wages, etc.)
____ Career Advancement (mentoring, networking, professional development, etc.)
____ Nontraditional Careers for Women (intentional recruitment/retention efforts to
increase the number of women in an occupation not traditionally held by women)
____ Inclusion & Diversity practices (hiring/retention/inclusion networks, etc.)
____ Fair and equitable wage system
____ Supportive workplace culture
____ Other: _____(please list)
-

*** This cover page must be included with the Pillar Application Narrative.**

Section 3: Best Practice Information/Award Justification Narrative

1. List each category of your application and in a concise narrative under each category heading provide :

- ◆ A brief description of the initiative, practices, and/or policies that have been implemented that empower women in your workplace.
- ◆ Explain the basic components, how and why it was implemented, and how long it has been in place.
- ◆ Describe how you measure success of your practices and how it aligns with the organization's goals.
- ◆ Provide any statistical documentation and share concrete examples of results that improve the bottom line.(i.e., reduced turnover, reduced absenteeism, increased productivity, improved product quality and/or customer service, etc.).

This descriptive narrative for #1 should not exceed 4 pages.

2. Include at least two testimonials from women employees that highlight how they have benefited from the initiative/ best practice/workplace culture.

This section is limited to no more than three pages.

3. Supporting documents such as highlighted policy excerpts, including company statement on diversity, brochures about the initiative, and relevant media clippings are optional and may be attached as supporting application documents.

Supporting documents should be limited and not exceed five pages total.

The application cover page, narrative, testimonials, and supporting documents should not exceed a total of 13 pages. We encourage you to be concise but add enough description, statistics, and/or details to explain your best practices.

Electronic applications and PDF files of supporting documents are preferred.

Please send a completed application to THawkins@grwrc.org

or mail/fax completed applications to:

Women's Resource Center

Attn: Pillar Awards

816 Madison Ave SE

Grand Rapids, MI 49507

Previous Pillar Award Winners

<u>2023</u> Family Promise of West Michigan Gentex Trinity Health	<u>2009</u> Blue Cross Blue Shield of Michigan The Right Place, Inc. YMCA of Greater Grand Rapids	<u>1998</u> BETA Design Group, Inc. EHTC Israel's Designs for Living Mary Free Bed Hospital
<u>2022</u> HR Collaborative Kent County	<u>2008</u> Aon Fifth Third Bank Miller Johnson	<u>1997</u> Entela, Inc. Feyen-Zylstra, Inc. Goodwill Industries Salon Enterprises
<u>2020</u> Amway Drew Cooper & Anding	<u>2007</u> Gymco JP Morgan CHASE The Rapid	<u>1996</u> Beene Garter LLP International Resource Network Kindel Furniture Van Haren Electric
<u>2019</u> Axios, Inc. Consumers Energy Management Business Solutions National Heritage Academies	<u>2006</u> Clark Retirement Communities Porter Hills Retirement Communities & Services Spectrum Health	<u>1995</u> Comprehensive Therapy Center Inc. Hastings Savings & Loan The Wordsmiths
<u>2018</u> WRC Founders Gloria Bursey-Slykhouse Barbara Fisk Estelle Leven Vernis Schad	<u>2005</u> Cascade Engineering Mercantile Bank Smith Haughey Rice & Roegge	<u>1994</u> Aetna Health Plans Forest Hills Public Schools Square One Design WOOD TV 8
<u>2017</u> GE Aviation Mercantile Bank Mercy Health	<u>2004</u> Huntington Bank Mary Free Bed Varnum	<u>1993</u> Diesel Technology Jordan College Plante & Moran Seyferth Spaulding Tennyson Inc.
<u>2016</u> Hungerford Nichols Kent District Library UPS	<u>2003</u> Crowe Chizek LLP Grand Rapids Community College Grand Valley State University Riverfront Financial Group	<u>1991</u> Donnelly Corporation Progressive Architects Engineering Planners, Inc. United States Marshals Zondervan Corporation
<u>2015</u> Baker Holtz DA Blodgett/St. John's Equity Transportation Heart of West Michigan- Inclusion Award	<u>2002</u> Deloitte & Touche LLP Saint Mary's Mercy Medical Center Warner Norcross & Judd	<u>1988</u> Active Re-Employment Consultants Comerica Bank Consumers Power Saint Mary's Health Services
<u>2014</u> Cherry Health	<u>2001</u> Ernst & Young LLP PPC Electric, Inc. Priority Health	<u>1987</u> Blodgett Center Burger King Coopers & Lybrand Grand Rapids Symphony United Bank of Michigan WBDC Group
<u>2013</u> 30-2-2 Express Employment Professionals Porter Hills	<u>2000</u> Byrne Electrical Specialists, Inc. Calvin College Robert Half International	
<u>2012</u> Aquinas College Axios, Inc. Herman Miller, Inc.	<u>1999</u> Bank One Davenport University Lake Michigan Credit Union Mika, Meyers Beckett & Jones	
<u>2011</u> Grand Rapids Community Foundation Plante Moran Priority Health		
<u>2010</u> AngelCare Home Health Care Inc. Grand Valley State University Varnum		