

# Southern Colorado ETHICAL LEADERSHIP AWARD 2023



## Nomination Questions

### Eligibility

In order to be eligible for a Southern Colorado Ethical Leadership Award, the organization must conduct itself to the highest ethical standards, consistent with principals of ethical leadership as identified by the Daniels Fund Ethics Initiative:

1. Integrity - Act with honesty in all situations
2. Trust - Build trust in all stakeholder relationships
3. Accountability - Accept responsibility for all decisions
4. Transparency - Maintain open and truthful communications
5. Fairness - Engage in fair competition and create equitable and just relationships
6. Respect - Honor the rights, freedoms, views, and property of others
7. Rule of Law - Comply with the spirit and intent of laws and regulations
8. Viability – Create long term value for all stakeholders

1. Do you believe your organization embodies these principals? YES NO

### 2. ORGANIZATION INFORMATION

Company / Organization Name:

Name & Title of Highest-Ranking Officer of Affiliated Organization:

Name & Position of Person Completing Application:

Business Address (Street, City, State, Zip Code):

Business Phone:

Email Addresses for Person(s) Completing Application:

Company/Organization Website:

Number of Employees:

Year Company/Organization Started:

Industry/Organization Purpose:

Describe Principal Products and/or Services of the Organization:


Mission/Vision/Values:

### 3. Daniels Fund Ethics Initiative Principles Questions

#### INTEGRITY

**Principle: Act with honesty in all situations.** (Please select all that apply.)


- A value statement about honesty with clients, customers, suppliers, etc.
- Employee training program regarding ethics in the workplace
- Employee code of conduct/policies regarding integrity
- Leadership code of conduct/policies regarding integrity
- Other

 Which one of the criteria selected above is the most important to the organization and why? Please limit your answer to 2-3 sentences.

#### TRUST

**Principle: Build trust in all stakeholder relationships.** (Please select all that apply.)


- Customer/Client Reviews (both positive and negative)
- Vendor/Supplier Reviews (both positive and negative)
- BBB rating
- Customer Satisfaction Awards
- Employee Satisfaction Awards
- Social Media (Community Reviews)
- Other

 Which of the criteria above enables your organization (examples, practices, actions within marketing/sales/advertising/communication etc.) to create high levels of trust? Please provide specific examples.

## ACCOUNTABILITY

**Principle: Accept responsibility for all decisions.** (Please select all that apply.)


- Established internal governance, structures, policies, and processes
- Established goals against which organizational strategy and performance can be measured, evaluated, managed, and monitored
- Processes in place to understand, measure, evaluate and manage organizational impact, such as risk management, compliance, strategy development, and performance management
- Relevant metrics to measure engagement effectiveness, outcomes, and impact
- Reporting to stakeholders in a comprehensive, accurate, timely, accessible and balanced way, using suitable reporting principles, frameworks, and guidelines
- Other

 What does your company do exceptionally well to ensure the highest levels of accountability throughout your organization?

## TRANSPARENCY

**Principle: Maintain open and truthful communications.** (Please select all that apply.)


- Newsletters/Blogs/Organization Website
- Email/Mail (to employees/clients/vendors/other stakeholders)
- Annual reports (to investors/public/other stakeholders)
- Meetings discussing issues relevant to stakeholders (annual, board, community)
- Media (press release/press conference/social media)
- Reports submitted to federal and state agencies
- Other

 Which three criteria above does your company do exceptionally well and how do they help contribute to high levels of transparency?

## FAIRNESS

**Principle: Engage in fair competition and create equitable and just relationships.** (Please select all that apply.)


- Periodically review your relationships with your stakeholders to ensure fair and equitable treatment
- Employee satisfaction surveys
- Customer satisfaction surveys
- Vendor satisfaction surveys
- Establish and maintain the fairness of your product pricing
- Policies regarding equal opportunity
- Other

 Which two items above are most effective for your organizations? Please provide detailed examples.

## RESPECT

**Principle: Honor the rights, freedoms, views and property of others.** (Please select all that apply.)


- Rules for meetings/how to establish and maintain high levels of respect/self-esteem of others
- Forums/focus groups for vendors/clients/stakeholders (listen, act, and provide feedback)
- Formal process/system to gather ideas/concerns/recommendations from internal stakeholders (employees, managers, etc.) and act on them
- Formal process/system to gather ideas/concerns/recommendations from external vendors, clients, and other stakeholders.
- Other


 Which two items above does your company execute exceptionally well to create high levels of respect. What have you learned? Please provide detailed examples.


## RULE OF LAW

**Principle: Comply with the spirit and intent of laws and regulations.** (Please select all that apply.)

- Does your organization have specific statutes, rules, or regulations that apply to your purpose and activities? For example, government regulations that govern financial institutions, or charitable reporting rules for non-profit organizations, etc.
- If so, how does your organization work to maintain compliance and address the Rule of Law?
- If applicable, explain an instance when your organization faced a dilemma about legal or compliance issues, and how the decisions were made to influence the outcome.
- Other

 Please briefly explain how your organization works to maintain compliance and address the Rule of Law.


 Explain an instance when your organization faced a dilemma about legal or compliance issues, and how the decisions were made to influence the outcome.


 Please provide an example of how your organization executes exceptionally well with respect to following the rule of law.

## VIABILITY

**Principle: Create long-term value for all relevant stakeholders.** (Please select all that apply.)

- Organization makes every effort to create and sustain a long-term value culture for multiple stakeholders (shareholders, employees, clients, community members, vendors, competitors, federal and state agencies, etc.)
- Organization conducts ongoing employee satisfaction surveys & other HR key quality indicators to assure low employee turnover and high employee morale
- Organization creates and sustains an ethical culture to ensure reputation and credibility within the community
- Organization exerts and monitors due diligence in exerting fiduciary responsibility to ensure shareholders and other stakeholders' investments are protected by conducting ongoing audits and financial reviews
- Other

 Please indicate the activities your organization has initiated or implemented within the last 5 years to create long-term value for stakeholders (please limit answer to 2-3 sentences).

 Describe a successful measure your organization has undertaken from the above activities that years to create long-term value for stakeholders. Please limit answer to 2-3 sentences.