



HACR YOUNG
HISPANIC
CORPORATE
ACHIEVERS™ 2024
Nomination Guide



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ABOUT THE HACR YOUNG HISPANIC CORPORATE ACHIEVERS PROGRAM™



- The Hispanic Association on Corporate Responsibility launched the HACR Young Hispanic Corporate Achievers™ (YHCA) program in 2007 to recognize the outstanding achievements of young Hispanic professionals in corporate America and further the organization's goal of increasing the number of Hispanics on corporate boards.
- The annual program recognizes high-potential Hispanics at *Fortune* 500 and/or HACR Member companies. Finalists are selected based on their demonstrated leadership qualities and capabilities within their respective corporations and deep commitment to the Hispanic community.
- Once selected, HACRYHCA finalists participate in an intensive leadership development, education, and training experience focused on key leadership advancement skills and culturally specific topics regarding diversity, equity, inclusion and belonging.
- To date, around 1,300 candidates have been nominated, and about 500 have been selected as HACRYHCA finalists.

ABOUT THE HISPANIC ASSOCIATION ON CORPORATE RESPONSIBILITY

Founded in 1986, the Hispanic Association on Corporate Responsibility (HACR) is one of the most influential advocacy organizations in the nation. Our mission is to advance the inclusion of Hispanics in Corporate America at a level commensurate with our economic contributions.

HACR's work is possible thanks to the support of its Member companies and the coalition of organizations that comprise its Board of Directors, who together provide HACR with the resources needed to achieve its mission.

HACR focuses on four areas of corporate social responsibility and market reciprocity: Employment, Procurement, Philanthropy and Governance.



HACR YHCA PROGRAM DESCRIPTION

The HACR YHCA 2024 program will provide the opportunity for Hispanic professionals to engage in virtual and in-person leadership advancement trainings on identity and DEI, professional development and leadership, and community engagement.

Each cohort will complete the live, virtual modules. The participants will be united during the three-day, in-person training component, set to take place during the HACR Executive Programs conference in Atlanta, GA.

The company agrees to pay the program registration fee, and cost of travel and lodging should their nominee(s) be selected.

The 2024 HACR YHCA program will include.

- ☐ Between 15 and 20 hours of intensive, virtual leadership development with subject matter experts leading conversations and learning on the most current career advancement topics.
- ☐ Learning and development modules focused on topics such as: authentic leadership, negotiation strategies, emotional and cultural intelligence, personal branding and communication, ERG leadership strategies, and strategic community engagement.
- ☐ Strategic networking opportunities with HACR YHCA alumni of the past 16 years, and attendees of HACR's Executive Program conference in Atlanta, GA
- ☐ June 9-12, 2024, in Atlanta, GA: 3 days of engaging, dynamic and intense in-person training coupled with networking and an awards ceremony.
- ☐ A formal awards celebration on June 12, 2024

2024 HACR YHCA PROGRAM DESCRIPTION

2024 Program Dates

- April – May 2024 (Virtual)
- June 9 - 12, 2024 (Atlanta, GA)

Curriculum

- Authentic Leadership
- Personalized DiSC Leadership Assessment
- Cultural & Emotional Intelligence
- Diversity, Equity & Inclusion 2.0
- ERG Strategy and Leadership
- Strategic Community Engagement
- Professional Branding & Communication Skills

Format

- Virtual Modules
- 3 In-person Training Days
- Panels and Instruction modules
- Virtual and In-person Networking Opportunities
- Weekly Facilitated Breakout sessions

Registration Fee

- \$4,000 HACR Member Companies
- \$5,250 Non-member Companies

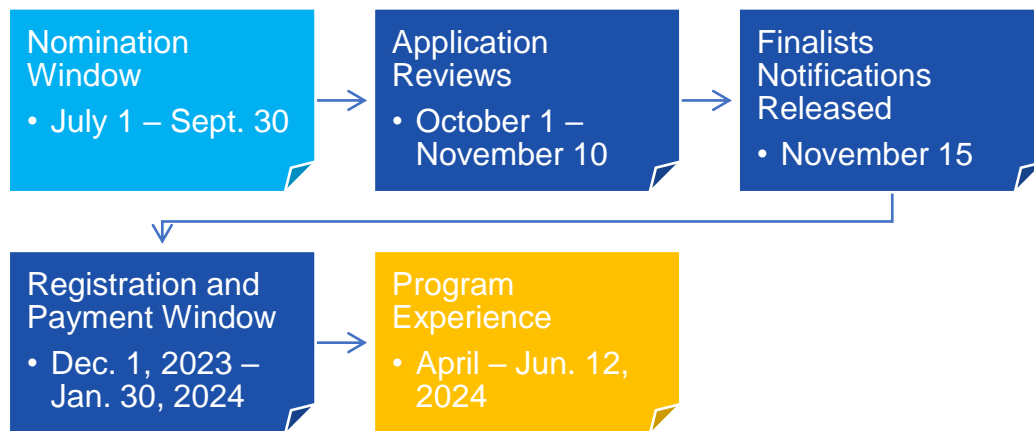
ABOUT THE HACR YOUNG HISPANIC CORPORATE ACHIEVERS™ PROGRAM

SELECTION

Candidates are nominated by their respective companies. Once their applications are received, HACR completes a rigorous review process of their education, professional experience, community involvement and volunteerism, and leadership and advocacy skills, as presented in the application materials.

Selected finalists will participate in a hybrid (virtual and in-person) leadership development and education training program between April and June 2024.

TIMELINE



HACR YHCA NOMINEE ELIGIBILITY

- ✓ Must be between the ages of 25-40
- ✓ Must be of Hispanic descent*
- ✓ Must be U.S.-based employees at a *Fortune 500* and/or HACR Corporate Member company
- ✓ Have demonstrated leadership qualities and capabilities within their respective companies
- ✓ Have a demonstrated commitment to the Hispanic community
- ✓ Must be available to attend all components of the program for its entire duration

*Hispanic or Latino is the racial/ethnic classification defined by the Office of Personnel Management (OPM) to include those people of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.



HACR YHCA NOMINEE ELIGIBILITY

Below are **examples** of how leadership qualities and capabilities within their respective companies may be represented in an application.

- Total number of years in the workforce
- Largest number of employees managed
- Largest budget managed
- Professional organization membership
- Member of the internal Hispanic ERG
- External board and/or committee leadership roles
- Total number of volunteer hours in any given year for the last five years
- Nonprofit or community association engagement in the last five years
- Print or web publications featured in or authored by in the last five years
- Speaker or presenter participation in the last five years
- Internal and external awards received in the last five years
- Professional certifications received in the last five years



2024 HACR YHCA APPLICATION

The 2024 HACRYHCA Application will be released on July 1, 2023.

It will be accessible on the HACR website, www.hacr.org.

- A company may submit up to three nominations for consideration.
- There is no cost associated with the nomination process.
- The nomination form may be completed by a nominee, sponsor, manager or nominator.
- An applicant may not self-nominate.
- *All applications must be approved and signed by the SVP of Human Resources or the Chief Diversity Officer AND the Nominator.* Nominations that do not have the appropriate signatures will not be considered.
- All application materials, including the [signature page](#), must be submitted via the official online form and application portal. Supplemental materials (i.e. letters of support, resumes, etc.) will not be accepted.
- HACR Member companies are provided an optional consultation call to review and provide preliminary feedback on their anticipated applications.
- Previous HACRYHCA finalists are ineligible to participate.



HACR YHCA FAQ

When will the 2024 HACR YHCA nomination open?

The 2024 Nomination application will be released on July 1, 2023

The nomination window for the 2024 HACR YHCA Class is from July 1 – Sept. 30, 2023.

Is there a registration fee?

Yes. If selected, participants will be required to submit a registration fee to confirm participation.

HACR YHCA Corporate Member Registration Fee (per finalist): \$4,000

Non-HACR Corporate Member Registration Fee (per finalist): \$5,250

Is there an application fee?

No. There is no fee to submit your application. If selected, the company is required to pay the program's registration fee to confirm your space.

What will the hybrid program delivery model experience be like?

The 2024 program will consist of a virtual 2-month program that is followed by a 3-day in person training in Atlanta, GA. Program participants will complete 6 virtual modules on Tuesdays delivered by subject matter experts around: Authentic Leadership, Negotiation Strategies, Emotional & Cultural Intelligence, Professional Branding, ERG Strategies and Leadership and Strategic Community Engagement. Weekly Thursday sessions will be a guided discussion that deep dives into the core Tuesday topics and engages the cohort with breakout groups and activities. The 3-day in-person leadership training session will be an intense, engaging and empowering culmination of this experience ending with a formal celebration on June 12th in Atlanta, GA.



HACR YHCA FAQ

Where will the in-person portion of the 2024 program be hosted?

The in-person portion of the 2024 HACR YHCA program will be hosted June 9 - 12 in Atlanta, GA.

Is there a sample application?

Yes. The [sample](#) application is available on the HACR YHCA page of HACR's website, and you may view it [here](#). No sample applications will be accepted. The official application must be submitted, in its entirety, via the application portal.

May I submit additional materials for my nomination, such as a letter of recommendation?

Documents not requested as part of the application will not be accepted.

Can I submit my nomination via email or snail mail?

No. All nomination forms must be submitted via HACR's secure electronic application portal.

Can I make changes to my nomination form after I've submitted?

No. Once you submit your form through the application portal, you may not make any changes to your nomination.

When will I know if I've been selected or not?

Applications selected for the 2024 HACR YHCA Class will be notified on November 15, 2023 by 6pm PST.

What if I have more questions?

If you have more questions or need additional information, please contact Jose Molina: JMolina@hacr.org.

