

2024 HACR YHCA Nomination Form

Start of Block: WELCOME TO THE 2024 HACR YHCA ONLINE NOMINATION FORM

WELCOME! 2024 HACR YHCA NOMINATION FORM

As the Hispanic community continues to grow in both population and in economic buying power, companies that value their internal cultural diversity and utilize the leadership of their in-house Hispanic decision makers, achieve greater success than companies that lack Hispanic inclusion.

For over 37 years, the Hispanic Association on Corporate Responsibility (HACR) has partnered with companies across all industries and sectors to provide data, best practices and other resources that support the inclusion of Hispanic decision makers in mid-level, c-suite and corporate board roles and pipelines. HACR recognizes the successes of companies that are committed to the inclusion of, and supports those that are striving to include, Hispanics in the areas of Employment, Procurement, Philanthropy, and Governance. Our proprietary HACR Young Hispanic Corporate Achievers™ Program is a unique program designed to increase the number of Hispanics positioned for the executive career track in corporate America.

ABOUT OUR PROGRAM THE HACR YOUNG HISPANIC CORPORATE ACHIEVERS™ PROGRAM

The HACR Young Hispanic Corporate Achievers™ (YHCA) was launched in 2007 to recognize the outstanding achievements of young Hispanic professionals in Corporate America and further the HACR's vision to increase the number of Hispanics on corporate boards. The annual program recognizes high-potential Hispanics at Fortune 500 and/or HACR Corporate Member companies.

Finalists are selected based on their demonstrated leadership qualities and capabilities within their respective corporations and have a deep commitment to the Hispanic community. Candidates from across the country are nominated by their respective companies and are selected after a review and assessment of their leadership and advocacy skills, professional experience, and community involvement. Once selected, HACR YHCA 2024 finalists participate in an intensive leadership advancement training designed with a hybrid structure. Finalists will engage in virtual and in-personal leadership advancement trainings designed around the themes of 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 from June 9-12, 2024.

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 black-tie awards ceremony and gala on June 12, 2024.



Q1 COMPANY COMMITMENT

If a candidate from your company is selected for the 2024 HACR YHCA program, the company will commit to the following:

- The company agrees to pay the program registration fee of \$4,000 (for HACR member companies) or \$5,250 (for non-HACR member companies). (1)
- The company agrees to pay the cost of travel and lodging for the finalist to attend the HACR Executive Programs conference on June 9-12, 2024 in Atlanta, GA. (2)
- The company agrees to make a reasonable effort to prioritize the finalists' full participation in all training modules, both virtual and in-person. (3)

ELIGIBILITY PLEASE READ ALL THE DETAILS BELOW CAREFULLY.

NOMINEE ELIGIBILITY REQUIREMENTS

Must be 25-40 years old at the time the award is received (June 12, 2024) in Atlanta, GA.

Must be of Hispanic descent*.

Must be a U.S.-based employee at a *Fortune 500* and/or HACR Corporate Member company.

Have demonstrated leadership qualities and capabilities within their respective companies.

Have demonstrated a commitment to the Hispanic community.

Must attend all virtual modules of the program and the entire duration of the in-person component (June 9-12, 2024 in Atlanta, GA)

[*HACR has adopted the Office of Personnel Management's \(OPM\) definition of Hispanic.](#)

SUBMISSION GUIDELINES

The 2024 HACR YHCA Nomination Form and the 2024 HACR YHCA Signature Page must be submitted at the time the electronic nomination is submitted. All applications must be submitted by Saturday, September 30, 2023. Incomplete nomination forms and the signature page will not be considered.

There is no cost associated with participating in the nomination process. Selected finalists will be required to submit a registration fee of \$4,000 for HACR Corporate Members and \$5,250 for Non-Corporate Members at the time of registration to confirm their participation. The company agrees to cover the cost of travel and lodging associated with attending the program, should its nominee(s) be selected. Attendance to the full, in-person training component is required to successfully complete the program.

Final submission must be approved and signed by the SVP of Human Resources or Chief Diversity Officer AND the Nominator. Nominations that do not have the appropriate signatures will not be considered. Nominees cannot self-nominate. Previous HACR YHCA finalists are ineligible to participate. The company may submit up to three nominations for consideration. The company must receive email verification from HACR acknowledging receipt of nomination form(s). Supplemental materials (i.e. letters of support, resumes, etc.) will not be accepted.

We recommend using this document to make completing the online form easier by downloading a copy of the document to your computer, saving all responses to the copy, and then copying and pasting the responses to the online form when you are ready to submit.

ALL nominations must be submitted online! Hard copy, faxed or emailed forms will not be accepted.

EVALUATION CRITERIA

The nominee's candidacy will be evaluated in the following areas:

- Education
- Professional Experience
- Community Involvement & Volunteerism
- Leadership & Advocacy Skills

Nominations are evaluated by an independent review panel. For questions or more information about the HACR YHCA program, please write us at YHCA@hacr.org or email [Jose Molina: JMolina@HACR.org](mailto:JMolina@HACR.org)

End of Block: WELCOME TO THE 2024 HACR YHCA ONLINE NOMINATION FORM

Start of Block: INSTRUCTIONS & FAQ's

INSTRUCTIONS

NOMINATION FORM INSTRUCTIONS & HELPFUL TIPS

PLEASE READ CAREFULLY: Although not required, it is easiest to complete and submit your nomination in one sitting. In order to save partial information and return to complete it later, you must use the same computer & browser, AND ensure the cookies on your computer have not been cleared. If the cookies on your device are cleared, the form will not remember your information. (HACR recommends using Safari or Chrome)

Please read the [2024 HACR YHCA NOMINATION GUIDE](#) before starting your nomination form.

When answering the questions, DO NOT leave any items blank. Instead, indicate "N/A" if an item does not apply.

You will have an opportunity to **download a PDF copy** of your responses after submitting your nomination form. We recommend that you **retain a copy** for your records.

End of Block: INSTRUCTIONS & FAQ's

Start of Block: ELIGIBILITY CHECK AND COMPANY INFORMATION

Q2 Is the nominee an employee at a [Fortune 500®company](#)?

Yes (1)

No (2)

Q3 Is the nominee an employee at a [HACR Corporate Member Company](#)?

Yes (1)

No (2)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q4 Nominee Full Name

First Name (1) _____

Middle Name or Initial (2)

Last Name (3) _____

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q5 How old will the nominee be by the conclusion of the HACR YHCA Program, June 12, 2024?

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q6 Does the nominee identify as Hispanic or Latino as defined by the [Office of Personnel Management's \(OPM\) definition of Hispanic?](#)

Yes (1)

No (2)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q7 Company Name

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q8 Division/Business Unit

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q9 Nominee Title

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q10 Nominee Work Telephone
(xxx-xxx-xxxx)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes



Q11 Nominee Work Email

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q12 Nominee LinkedIn Profile Link

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q13 Nominator Full Name

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q14 Nominator Title

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q15 Nominator Email

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q16 If the nominator is not the nominee's direct supervisor. Please also provide the supervisor's contact information.

Supervisors Full Name

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q17 Supervisor Title

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes



Q18 Supervisor Email

Page Break

End of Block: ELIGIBILITY CHECK AND COMPANY INFORMATION

Start of Block: No to Q2 & Q3

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = No

And Is the nominee an employee at a HACR Corporate Member Company? = No

Q19 Based on your previously selected responses you do not qualify to submit a nomination for the 2024 HACR YHCA program. If you think you received this message in error please refresh your page.

Nominee must be from a Fortune 500 and/or HACR Corporate Member.

End of Block: No to Q2 & Q3

Start of Block: PROFESSIONAL LEADERSHIP

Page Break

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q20 What is the largest number of employees the nominee has directly managed?

- Nominee has not managed any employees. (4)
 - 1 - 5 employees (1)
 - 6 - 10 employees (2)
 - 10 - 20 employees (3)
 - 20-30 employees (9)
 - 31+ employees (8)
-

Q21 Does the nominee currently manage "managers" or "individual contributors?"

- Managers (1)
 - Individual Contributors (2)
 - Both (3)
 - Neither, the nominee has not managed any direct reports (4)
-

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q22 What is the largest budget (in dollars) the nominee has managed?

- The nominee has not managed a budget. (4)
 - < 5 million dollars (1)
 - 5 - 9.9 million dollars (2)
 - 10 - 14.9 million dollars (8)
 - 15 - 24.9 million dollars (9)
 - Over 25 million dollars (3)
-

Q23 In what areas of business does the nominee have professional, concentrated expertise (defined as more than five years of experience). Check all that apply:

- Architecture (2)
- Business Development & Strategy (7)
- Communications and Marketing (9)
- Diversity, Equity and Inclusion (14)
- Engineering (15)
- Entertainment/Media/Sports (17)
- Finance & Accounting (18)
- General Counsel/Regulations/Compliance (19)
- Healthcare (26)
- Human Resources (27)
- Information Technology (28)
- Operations (29)
- Philanthropy/CSR/ESG (31)
- Procurement/Supply Chain (32)
- Retail/Sales (33)

End of Block: PROFESSIONAL LEADERSHIP

Start of Block: COMMUNITY LEADERSHIP

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q24

COMMUNITY LEADERSHIP

Please answer all questions. Do not leave any items blank. Please indicate "N/A" if an item does not apply.

Has the nominee served on any nonprofit or for-profit corporate boards **between 2019-2023**? Examples include, but are not limited to: professional associations, alumni associations, philanthropic organizations & charities

Yes (1)

No (2)

N/A (3)

Q25 If yes, please fill in this information.

Organization Name & Website (1)

Board Role (2) _____

Average Hours Spent per Year (3)

Organization Name & Website (4)

Board Role (5) _____

Average Hours Spent per Year (6)

Organization Name & Website (7)

Board Role (8) _____

Average Hours Spent per Year (9)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q26 Has the nominee been a volunteer with any community organization (an organization external to the company) between 2019 - 2023 (excluding board service)

Yes (1)

No (2)

Q27 VOLUNTEER ACTIVITIES BETWEEN 2019 - 2023 In a short paragraph, please list the organization(s), role(s), and total number of hours the nominee has volunteered each year between 2019 - 2023.

Organization Name & Website (1)

Role (2) _____

Average Hours Spent Per Year (3)

Organization Name & Website (4)

Role (5) _____

Average Hours Spent Per Year (6)

Organization Name & Website (7)

Role (8) _____

Average Hours Spent Per Year (9)

Q28 PROFESSIONAL LEADERSHIP

Is the nominee currently a member of a professional organization? Examples include, but are not limited to: Society for Human Resource Management, National Bar Association, Association for Financial Professionals, your company's ERG, affinity group, etc.

If yes, please list organization(s), spelling out its complete name. No acronyms, please, role. (i.e

committee chair, committee member, executive committee position, at-large-member etc.) if applicable and if this organization is Hispanic-focused.

Organization Name & Website (1)

Role (2) _____

Average Hours Spent per Year (3)

Organization Name & Website (4)

Role (5) _____

Average Hours Spent per Year (6)

Organization Name & Website (7)

Role (8) _____

Average Hours Spent per Year (9)

Page Break _____

End of Block: COMMUNITY LEADERSHIP

Start of Block: OPEN STATEMENTS

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q29 OPEN RESPONSES

What are the nominee's leadership strengths? (Please keep responses to a maximum of 250 words.)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q30 Please have the nominee craft a statement of purpose that describes their interest in being part of this leadership development program and how it could impact your career trajectory and enter it here (maximum of 250 words).

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q31 Please have the nominee answer this question: Once you have completed the HACR Young Hispanic Corporate Achievers program, how will you use your learnings to impact the community and your organization? (250 words).

End of Block: OPEN STATEMENTS

Start of Block: RESUME AND EDUCATIONAL BACKGROUND

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q32 FORMAL EDUCATION

What is the highest degree or level of education the nominee has completed? (If degree is

pending, please specify the anticipated completion date.).

- GED (8)
 - High School Diploma (1)
 - Some College (2)
 - Associate's Degree (3)
 - Bachelor's Degree (4)
 - Master's Degree (5)
 - Doctorate (6)
 - N/A (9)
-

Q33 Please submit the nominee's resume here.

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q34 **CONTINUING EDUCATION**

In a short paragraph, please list all certifications and professional/personal development training **COMPLETED** internally or **externally between 2019 - 2023**.

Examples include, but are not limited to: Society for Human Resource Management (SHRM) Certified Public Accountant (CPA) Project/Program Management Professional (PMP) Continuing Legal Education Credits (CLE) Other Continuing Education Units (CEU's) Six Sigma Professional development workshops Trainings (internal or external) Conferences, etc.

Please spell out the full name of the course/credits. No acronyms please.



***Completion year is required.** If pending, please specify anticipated completion date.

Display This Question:
If Is the nominee an employee at a Fortune 500® company? = Yes
Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q35 What is the nominee's total number of years in the workforce?

*Total number of years in the workforce should equal the sum of all professional experience.

0 3 6 9 12 15 18 21 24 27 30

Years ()	
Months ()	

Display This Question:
If Is the nominee an employee at a Fortune 500® company? = Yes
Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q36 Has the nominee been a part of any other leadership development programs? If yes, please list the program, hosting organization, and the year completed

Page Break

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q38 AWARDS AND RECOGNITIONS

Has the nominee been featured in a publication or electronic media **between 2019 - 2023**?

Examples include, but are not limited to the following publications featuring or authored by the nominee: Internal company newsletters Articles & research papers Trade or professional magazines Newspaper articles Books Blog articles

If yes, please provide details below.

Yes (1) _____

No (2)

End of Block: RESUME AND EDUCATIONAL BACKGROUND

Start of Block: PERSONAL DEMOGRAPHICS

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q39 Does the nominee identify as Afro-Latino/a/x/e?

Yes (1)

No (2)

Prefer not to answer (4)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q40 Please ask the nominee to answer the below.

Does the nominee identify as a member of an indigenous community?

- Yes (1)
- No (2)
- Prefer not to answer (4)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q41 Please ask the nominee to answer the below.

Does the nominee identify with any of the following genders?

- Female (1)
- Male (2)
- Transgender (3)
- Genderqueer/Non-Binary (4)
- The nominee's identity is not listed (5)
- Prefer not to answer (6)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q42 Please ask the nominee to answer the below.
What is the nominee's sexual identity?

- Heterosexual (1)
 - Gay/Lesbian (2)
 - Bisexual (3)
 - Queer (4)
 - The nominee's orientation is not listed (5)
 - Prefer not to answer (6)
-

Q43 Please ask the nominee to answer the below.
Is the nominee a veteran?

- Yes (1)
- No (2)
- N/A (3)
- Prefer not to answer (4)

End of Block: PERSONAL DEMOGRAPHICS

Start of Block: 2024 HACR YHCA SIGNATURE PAGE

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

Q44 [HACR YHCA Signature Page](#)

The 2024 HACR YHCA Signature Page must be signed by both the Nominator AND company SVP of HR or Chief Diversity Officer.

NOMINATIONS WILL NOT BE CONSIDERED IF INCOMPLETE

End of Block: 2024 HACR YHCA SIGNATURE PAGE

Start of Block: NOMINEE ACKNOWLEDGMENT

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes



Q45 I, acknowledge that selected finalist will be required to submit a registration fee of \$4,000 for HACR Corporate Member and \$5,200 for Non Corporate Members to confirm their participation in the program.

Agree (by choosing this option, your 2024 HACR YHCA application will be considered submitted) (1)

Do Not Agree (2)

Display This Question:

If Is the nominee an employee at a Fortune 500® company? = Yes

Or Is the nominee an employee at a HACR Corporate Member Company? = Yes

FINAL

ALL NOMINATIONS MUST BE RECEIVED BY **Saturday**, SEPTEMBER 30, 2023.
LATE NOMINATIONS WILL NOT BE CONSIDERED.

Please double check that the signature page required for the nomination is signed and submitted.

By selecting SAVE & CONTINUE you agree to the terms and are OFFICIALLY submitting your nomination form.

The next page will display a confirmation message and a summary of your responses. Please download and save a copy for your records.

[If you have any questions, please contact Jose Molina: JMolina@HACR.org](mailto:JMolina@HACR.org)

End of Block: NOMINEE ACKNOWLEDGMENT
