



Beta Alpha
Psi Inclusive
Leadership
Award



EY

Building a better
working world

Differences make us stronger

We're truly committed to building a better working world for our people, our clients and our communities. *And building a better working world begins with helping our people realize their potential as individuals.*

We put enormous thought and effort into making the EY organization a leader in our industry, and one of the most important components of that is a diverse, equitable and inclusive environment that respects all people – and everything they bring to the table. We believe that when differences are celebrated, talented people from all backgrounds have the chance to develop, advance and make more meaningful contributions to our clients and our culture. All of our people know how to seek and integrate diverse perspectives to create high-performing teams that deliver exceptional client service. Our success, as well as the success of our clients, depends on it.

Are you an inclusive leader?

Success in today's global marketplace means you need to be able to think, learn and act inclusively. Are you ready to help us build a better working world by leveraging the power of diverse perspectives?

This is your chance to show us you can make a meaningful impact by enhancing diversity and equity and leading inclusively!

The EY Inclusive Leadership Award

We will provide a series of monetary awards in two parts:

- ▶ Initially, up to 10 chapters will receive awards of \$500 to support the implementation of a proposed idea that will positively impact diversity, equity and inclusion (DEI).
- ▶ Following the implementation, final awards in the amounts of \$2,500 for one chapter, \$2,000 for one chapter and \$1,250 for three chapters will be awarded to those that have made a positive impact on diversity, equity and inclusion within Beta Alpha Psi (BAP) and/or their respective school or community.

How your chapter chooses to make this impact is up to you. Be thoughtful, and be creative! Some examples include:

- ▶ A series of innovative events focusing on topics of interest in the DEI space with students and even professionals from across the country
- ▶ Collaboration with an economic development agency to provide pro bono accounting consulting services to minority-owned businesses in the local community that have been impacted by the pandemic
- ▶ Sponsorship of a mentoring program focused on exploring distinctions in professional protocol in the United States vs. Asia and assisting Asian students in developing effective interview skills as they seek jobs with American organizations
- ▶ Partnership with the business school diversity initiatives office to develop and present programming aimed



An initial proposal, as outlined below, must be submitted in order to be considered for the award. The proposals must be uploaded to the Beta Alpha Psi website no later than December 1, 2022, for consideration for the award.

A committee will review each submission and make decisions regarding which will receive funding to support implementation of the proposed initiative. Each chapter receiving funds must submit a follow-up video recording and presentation outlining the success of the proposed initiative using metrics outlined in the initial proposal. A committee will review the follow-up submissions and make final award decisions based on successful implementation of the strategy and results.

Questions should be directed to Dana Lane, BAP Professional Partner, Ernst & Young LLP, at dana.lane@ey.com.

Key dates

| December 1, 2022 | January-May 2023 | May 1, 2023 | Final awards |
|--|---|--|---|
| All active Beta Alpha Psi chapters are encouraged to think creatively about how to influence diversity, equity and inclusion on your campus. | Up to 10 chapters will be chosen to receive \$500 to support the implementation of the idea outlined in the initial proposal. | Chapters receiving initial funds must submit a follow-up video and presentation outlining the successful implementation of the funded project. | Final award winners will be announced at the Beta Alpha Psi annual meeting in August 2023. |
| A written proposal of each participating chapter's idea is due by December 1, 2022. | The success metrics defined in the initial proposal will be the basis for evaluating the outcome of each proposal. | The follow-up submissions are due by May 1, 2023. | Awards will be given in the following amounts: One award of \$2,500 One award of \$2,000 Three awards of \$1,250 |

Required documents

Due no later than December 1, 2022

All active Beta Alpha Psi chapters are eligible and encouraged to submit an initial proposal:

- ▶ A written proposal outlining why developing inclusive leaders is important to the chapter in preparing them for the global workforce
- ▶ Provide a detailed strategy outlining how your chapter will enhance diversity and equity and provide opportunities for your members to think, learn and act inclusively:
 - ▶ What initiative or program will the chapter roll out to make an impact?
 - ▶ How will your chapter measure the success of your proposed idea?
- ▶ Include a detailed action plan defining project objectives, desired outcomes and how funds would be spent

Due no later than May 1, 2023

Only chapters receiving initial implementation funds are required to submit a video recording and PowerPoint presentation including the following: initial proposal:

- ▶ Restatement of project objectives and desired outcomes as measures of success
- ▶ Report on the successful implementation of the project and results
- ▶ Summary of unexpected outcomes, if any



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SCORE NO. 17277-221US
CSG No. 2209-4094687
ED None

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