



Beta Alpha Psi Inclusive Leadership Award



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, and 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 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.
- Partnership 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 the development of effective interview skills as they seek jobs with American organizations.
- Partnership with the business school diversity initiatives office to develop and present programming aimed at diverse freshmen students to inform them of the study of accounting.

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, 2023, 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 Rheanna Martino, EY BAP Professional Partner, at Rheanna.Martino@ey.com.

Key dates

December 1, 2023	January-April, 2024	April 26, 2024	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 July 2024.
A written proposal of each participating chapter's idea is due by December 1, 2023.	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 April 26, 2024.	Awards will be given in the following amounts: 1 award of \$2,500 1 award of \$2,000 3 awards of \$1,250

Required documents

Due no later than December 1, 2023:

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 April 26, 2024:

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

- 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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