



## 2019 Workplace Excellence Award: Tech Diversity

*Celebrating the Technology Companies Committed to Opportunity for All*

*Presented by TMCnet*

Please complete and submit the application below to be considered for a 2019 TMCnet Workplace Excellence Award for Tech Diversity. Your responses should describe how your company's policies drive opportunity for all, regardless of race, color, sex, sexual orientation, gender identity, religion, disability, age, veteran status, ancestry, or national or ethnic origin.

Convince TMCnet's judging editors your workplace is committed to inclusion at all levels of the organization and that personnel decisions exclude evaluation of non-work related, personal characteristics.

Please include in your final application document any achievements, handbooks, written policies, etc. that support your written answers. Good luck.

Company Name: \_\_\_\_\_

Company Web Address: \_\_\_\_\_

Headquarters Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ Country: \_\_\_\_\_

Headquarters Phone: \_\_\_\_\_

Name of Person Completing Application: \_\_\_\_\_

Company Name of Person Completing Application: \_\_\_\_\_

Contact Phone: \_\_\_\_\_

Contact E-Mail Address: \_\_\_\_\_

Application deadlines:

Early Bird Deadline: Wednesday, July 31, 2019 - \$895 processing fee

Final Deadline: Friday, August 30, 2019 - \$1,495 processing fee

**Your completed application must be submitted in Word or PDF format here:**

<http://www.tmcnet.com/tmc/poty/default.aspx?AwardID=450>



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For each question below, describe how your company's programs, policies and practices drive opportunity for all. Highlight the unique factors and benefits that make your organization more appealing to prospective and current minority team members. Answers need not to be limited to word count.

1. What products or services does your company produce?
2. How long has your company been in business?
3. What specific diversity initiatives has your company undertaken? Please include documentation from company handbooks or policy manuals.
4. Does your company offer training for current managers to ensure they are employing inclusionary hiring practices, and are they held accountable for doing so?
5. Explain how your diversity programs have evolved over time?
6. Please detail the success of your diversity programs? Include statistics supporting an increase in minority hiring or promotions in your response.
7. How do you measure the success of your diversity initiatives?
8. Specifically when it comes to people of color, members of the LGBTQ community, veterans, the disabled, and members of other social identity groups, what specific steps have you taken to encourage applicants from these communities to seek employment with your company?
9. How do you ensure representation of these groups in management and board-level positions?
10. Do you have any initiatives to give back to underprovided communities? What about other minority groups?
11. Are there other initiatives your organization supports to help equip people in disadvantaged communities to better compete for tech-related careers?
12. What specific plans are in place at your organization to help you become even more diverse in the future?