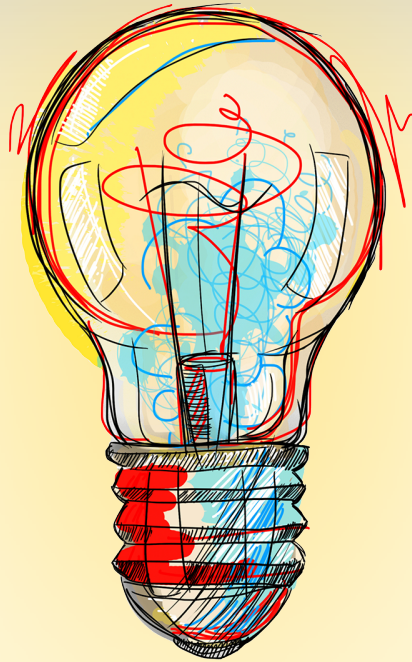


## 16th Annual International Innovations in Diversity Awards



# INNOVATIONS IN DIVERSITY AWARDS

*Profiles in Diversity Journal's* 16th Annual International Innovation in Diversity Awards honor organizations and institutions around the world that are developing innovative solutions for today's pressing workforce challenges in the areas of diversity, inclusion, and human equity.

The awards showcase diversity success and discovery and are open across all industry sectors and geographical regions.

The objective of the awards is encouraging ongoing development and enhancement of programs, projects, and practices for increasing diversity, creating inclusive environments, and fostering cultural and individual understanding. The goal is opening pathways so diversity becomes a strategic advantage worldwide.



**APPLY TODAY! MATERIALS DEADLINE: 5:00 PST OCTOBER 18, 2019. (SEE PAGE 3)**

**Questions?** Contact James Rector at: Phone: 440-892-0444 or via email at [profiles@diversityjournal.com](mailto:profiles@diversityjournal.com).  
Profiles in Diversity Journal • 1991 Crocker Road, # 600 • Cleveland, OH 44145 • [www.diversityjournal.com](http://www.diversityjournal.com)

## 16th Annual International Innovations in Diversity Awards



INNOVATIONS  
IN DIVERSITY AWARDS

### BENEFITS TO AWARD WINNERS:

- Professional promotion and visibility of your innovation in Profiles in Diversity Journal, print and electronic versions. Recognition and visibility promoting your company and your innovation in a special feature story in the 2019 Innovations fall edition of Profiles in Diversity Journal.
- Additional outreach from the press release announcing the award winners. Supportive social media marketing will enhance recognition of your innovation and your company across the business and social communities.
- Online content and links to use on your website and across your social media channels.
- Accomplishments and winners will be highlighted on the Profiles in Diversity Journal website with a link driving traffic to each organizations' website.
- Year-round Recognition with the digital 2019 Innovations in Diversity Award winner logo, provided for use in all your internal and external communications.

### HOW TO ENTER:

Visit <http://www.diversityjournal.com/innovations-awards-application/> for details and application form.

Nominations must be in the form of a concise Executive Summary not to exceed 500 words in length.

The program or initiative to be submitted must have been launched within the past 5 years. Your application and executive summary must be received by Tuesday, 5:00 PST October 18, 2019.

Supportive materials in the form of PowerPoint presentations, charts, videos or other files are welcome and should be submitted with the executive summary. Submit the following materials online at <http://www.diversityjournal.com/innovations-awards-application/>:

- Application (see page 3)
- Executive Summary (500 words or less)
- Corporate logo (EPS format)
- Supportive materials (if applicable)

Application Fee (\$495) may be paid online at <http://www.diversityjournal.com/innovations-awards-application/>, or provide card info on page 3.

\*Applications (along with the executive summary) are required to be uploaded through the online system: <http://www.diversityjournal.com/innovations-awards-application/> (Please do not email them directly to PDJ)



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## 16th Annual International Innovations in Diversity Awards

PLEASE FILL OUT AND SUBMIT THIS PAGE WITH THE EXECUTIVE SUMMARY  
ONLINE AT: [HTTP://WWW.DIVERSITYJOURNAL.COM/INNOVATIONS-AWARDS-APPLICATION/](http://www.diversityjournal.com/innovations-awards-application/)

**1. INNOVATION TITLE** \_\_\_\_\_  
Company/Organization \_\_\_\_\_  
Company Website \_\_\_\_\_  
Year Introduced \_\_\_\_\_

**2. EXECUTIVE SUMMARY**  
Please submit a Microsoft Word document of 500 words or less describing your organization's innovation. In it, explain using the following headings:

1. What makes this program or initiative unique?
2. What was the purpose or goal?
3. What are the benefits and positive changes of this program or initiative?
4. What are the indicators or metrics that demonstrate the innovation is effective?
5. How is it driving growth and if so in what areas?
6. Who does it impact?

Supportive materials in the form of PowerPoint presentations, charts, videos or other files are welcome and encouraged. **Send these items with the executive summary.**

**3. CONTACT PERSON(S) RESPONSIBLE FOR INNOVATION MATERIALS**  
(Please print if not submitted online or electronically)

Name \_\_\_\_\_ Phone \_\_\_\_\_  
Title \_\_\_\_\_ Email \_\_\_\_\_  
Backup Name \_\_\_\_\_ Backup Phone \_\_\_\_\_  
Backup Title \_\_\_\_\_ Backup Email \_\_\_\_\_  
Organization/Institution \_\_\_\_\_  
Address \_\_\_\_\_

**4. CHIEF EXECUTIVE OFFICER ENDORSEMENT (or authorized executive)**  
I fully support and endorse this nomination for the **16th Annual International Innovation in Diversity Awards**, and agree to publication of this information in *Profiles in Diversity Journal* and on the *Profiles in Diversity Journal* website.

Name \_\_\_\_\_ Signature \_\_\_\_\_

**5. APPLICATION FEE - \$495:**  
Payment: Pay online at <http://www.diversityjournal.com/innovations-awards-application/> or provide card details below:

Card Number \_\_\_\_\_ Exp Date \_\_\_\_\_  
Name on card \_\_\_\_\_ CCV Code \_\_\_\_\_



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INNOVATIONS  
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### WINNERS FROM PAST YEARS:

**HCA Healthcare: BRAVE CONVERSATIONS – Introduced: 2018**

In brief: Launched by HCA Healthcare’s Cultural Development and Inclusion team, Brave Conversations is a forum that invites employees to share perspectives and discuss complex and challenging topics. The goal of the program is to facilitate thoughtful, productive dialogue in a safe and respectful setting. The model encourages participants to share personal opinions, thoughts, fears, and concerns around issues that might be uncomfortable or difficult to discuss. To date, the team has developed several programs involving more than 1,000 colleagues.

**Dow Chemical Company: DOW TALENT HAS ALL COLORS – Introduced: 2017**

In brief: In 2017, Dow Brazil hosted “Talent Has All Colors,” an event led by the company’s employee resource group, African American Network (AAN), and aimed at challenging norms within Dow, starting a dialogue around racial diversity, and advancing the idea that the contributions of African American employees will accelerate company success. The event also marked the launch of Toda Cor Alliance, a group supporting the inclusion of afro-descendant professionals in Brazil. Following the event, there has been a dramatic increase in hiring African American interns and a 354 percent increase in the number of AAN participants.

**Weil, Gotshal & Manges LLP: UPSTANDER@WEIL – Introduced: 2015**

In brief: The Upstander@Weil program takes the “ally” concept beyond the LGBT community, where it has traditionally been applied, to engender alliances across all levels and demographics within the workplace, encouraging individuals to be allies of and advocates for people and communities with backgrounds different from their own. For example, men can serve as Upstanders for women, Baby Boomers as Upstanders for Millennials, and white people as Upstanders for racial and ethnic minorities. Beyond advancing the firm’s diversity objectives, the program has emboldened employees to assert themselves in the service of diversity.

**IVY Planning Group: IVY’S POWER OF DIFFERENCE PIPELINE (PDP) – Introduced: 2018**

In brief: Despite global diversity, most organizations lack race and gender diversity in executive positions. IVY’s Power of Difference Pipeline program provides specific strategies to accelerate the rate of progress toward race and gender equity in leadership. And organizations that have completed IVY’s PDP have realized increases in diverse applicants and reduced race and gender gaps in hiring, promotion, and retention. D&I and HR gains knowledge and tools, leadership benefits from diverse perspectives, employees feel valued, and the marketplace reacts with trust and confidence.

To read recent Innovation in Diversity Award winners visit:

[www.diversityjournal.com/innovations](http://www.diversityjournal.com/innovations)



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