



**DIVERSITY
IN TECH
AWARDS**

In association with

Microsoft
for Startups

**CELEBRATING ACHIEVEMENTS,
DIVERSITY & INCLUSION**

November 10th 2020

Criteria for Diversity in Tech Awards

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CATEGORIES CELEBRATING DIVERSITY IN TECH

International Diverse Company Of The Year

The Diverse Company of the Year will be able to demonstrate a holistic and long-term commitment to Diversity & Inclusion (D&I) within their culture. They must be able to highlight their D&I strategy and how it has had a positive impact on their business. Judges will be looking at aspects such as leadership's commitment to diversity (e.g. appointing a Chief Diversity / Equality Officer), representation of diversity at all levels of the organisation, equal access to opportunity, fair treatment practices, diversity education and training etc

International Diversity Role Model Award

This award will celebrate someone within the tech industry who is contributing to developing a culture that allows the most skilled and talented people to succeed, regardless of gender, race, physical abilities or sexual orientation. The winner of this award will have integrated Diversity & Inclusion into the very heart of the business and be able to demonstrate how they have acted as leaders within their organisation to build an inclusive and fair workforce, whilst serving as an inspiration to others.

LGBTQ+ Inclusion Award

This award will celebrate an individual, team or network that are championing LGBTQ+ issues by leading actions to remove barriers, driving an inclusive culture in the work place and taking steps to eliminate discrimination. Judges will look for examples of how these actions have created an LGBTQ+ friendly workplace, lead positive actions or interventions to enable talented LGBTQ+ employees to realise their full potential as well as minimising discrimination. Actions such as policy setting, hiring strategies, employee training, community support and network creation will be reviewed.

Social Mobility Award

This award will celebrate an individual, team or network that are championing Social Mobility issues by leading actions to remove barriers, driving an inclusive culture in the work place and taking steps to eliminate discrimination. Judges will look for examples of how these actions have created an inclusive workplace for all socio-economic backgrounds, enabling talented employees from a lower socio-economic background to realise their full potential as well as minimising discrimination. Actions such as policy setting, hiring strategies, employee training, community support and network creation will be reviewed.

Disability Inclusion Award

This award will celebrate an individual, team or network that is championing action to remove barriers and improve the working experience and engagement levels of disabled employees or demonstrating excellence in the delivery of services to disabled people. Judges will look for examples of how these actions have created a disabled-friendly workplace, lead positive actions or interventions to enable talented, disabled employees to realise their full potential as well as removing bias. Actions such as policy setting, accessibility prioritisation, hiring strategies, employee training, community support and network creation will be reviewed.

Cultural Inclusion Award

This award will celebrate an individual, team or network that are championing cultural diversity issues by leading actions to remove barriers, driving an inclusive culture in the work place and taking steps to eliminate discrimination. Judges will look for examples of how these actions have created a more culturally diverse and inclusive workplace, leading to positive actions or interventions to enable talented employees to realise their full potential regardless of race or culture, as well as minimising discrimination. Actions such as policy setting, hiring strategies, employee training, community support and network creation will be reviewed.

Generational Inclusion Award

This award will celebrate an individual, team or network that is championing generational togetherness by removing barriers and improving the working experience and engagement levels of different generations. Judges will look for examples of how these actions have created generational togetherness in the workplace and allow for employees of all ages to realise their full potential as well as removing bias. Actions such as policy setting, hiring strategies, employee training, examples of cross-generational teamwork and network creation will be reviewed.

Health & Wellness Award

This award will celebrate an individual, team or network that is championing wellness within the workplace in order to maintain a positive and productive environment for all employees. Judges will look for examples of how wellness has been embedded into the company culture through policies, resources, initiatives and activities that have enabled employees to have a motivated and focused work-life balance.

CATEGORIES CELEBRATING WOMEN IN TECH

Tech Leader Award

The winner of the tech leader award will hold a senior position in an organisation with 100+ employees. They will be able to demonstrate exceptional leadership, a strong vision of the future, cohesion with company culture, outstanding management skills as well as growth and innovation within their organisation over the last 12 months. The candidates will be judged on the success of their achievements and how they have inspired, motivated and encouraged employees to achieve the goals and initiatives of their organisation to grow market share. Judges will look for characteristics like self-awareness, decisiveness, fairness, enthusiasm, integrity, knowledge, creativity and imagination as well as thought leadership and endurance.

Entrepreneur Award

The winner of the entrepreneur award will head a tech, digital or e-commerce startup and will have been in business for up to 3 years. She must be able to demonstrate exceptional innovation, growth and have the potential to scale-up and sustain. Judges will review the nominee's vision, innovation, risk optimisation, strategic perspective, passion, market knowledge and her ability to navigate a dynamic business environment. This category is open to global entrepreneurs.

Trailblazer Award

The trailblazer award is open to a woman in any organisation that can demonstrate how her success and technical aptitude has inspired and opened doors for other women to follow in her footsteps. The nominees will be judged on their leadership and business achievements that have influenced other women to thrive and flourish in technology. Judges will look for characteristics and examples of vision, drive, relentlessness, inspiration, self-confidence, strategic thinking and problem solving.

Rising Star Award

The Rising Star award will recognise the outstanding achievements of a recent entrant into the tech industry. Her contribution to her organisation will have had a significant impact on its business growth and development. Nominees will demonstrate their standout achievements, how they are driving innovation, their contribution to successful projects and their understanding of how successfully implemented technology drives ROI. Judges will look for characteristics and examples of strong communication, creativity, curiosity, strong organisational skills, adaptability, passion, and confidence.

Digital Transformation Award

The winner of the digital transformation award will be tech-savvy, data driven and have the ability to inspire teams to engage in rapid experimentation that drives transformation and positive business outcomes. The nominees will be judged on how they can transfer ideas into action, build teams, keep people connected and engaged, and drive a culture of innovation, risk tolerance, and continuous improvement. Project alignment with business goals, how training and education were implemented, as well as ROI achieved will be strong considerations by the judges.

Mentorship Award

The mentorship award will celebrate a woman who, by means of advising, has helped others progress in their career, driving learning and development. The winner can be working & guiding others in any area within the tech industry. Nominees will be judged on the level of commitment they have shown their mentees and the unique ways in which they have helped develop their skills.

Young Female STEM Pioneer

The winner of the female STEM Pioneer award will be a student from secondary school or University that is showing incredible potential in the field of Science, Technology, Engineering or Mathematics.

Data Scientist Award

The winner of the data scientist award will be from a small, medium or enterprise level company and will be able to balance technical nuances across domains of data, math/stats, machine learning and software as well as connecting them to business context and value. They must demonstrate how they have taken ownership of key workflow areas such as data acquisition, data quality, prioritising which aspects are most important, presentation of results and have a big picture vision that is followed by her team. Judges will look for characteristics and examples of curiosity, business understanding, passion, innovation, intuition and technical acumen.