



# DIVERSITY IN TECH AWARDS

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## INTRODUCTION

Welcome to the seventh edition of the Diversity in Tech Awards (DITA), a unique celebration of diversity and women's success within the tech industry. Our mission is to further dialogue around equality and to inspire ongoing commitment, transparency, and collaboration across the sector. This is in order to drive meaningful change that will foster a more diverse and inclusive workplace for all.

With 18 prestigious awards up for grabs, DITA is your chance to shine. Whether you're a trailblazing innovator or a dedicated advocate, this is your platform to share and celebrate your diversity journey.

Best of all, nominations are FREE, and all finalists receive complimentary access. Don't miss out - nominate yourself, a colleague or diversity network so we can showcase the incredible momentum that is driving significant progress in the tech industry!

Join us this September and be a part of the change!

## GENERAL GUIDELINES:

Before you submit your nomination, please review the general guidelines below:

- You can nominate yourself, a colleague or make a company entry where appropriate.
- International nominations are welcome. However, your company should have an operational presence in Ireland. In order to be considered as a finalist, you or a representative from your company must be able to attend the awards ceremony on the 19th September.
- Submissions must not exceed 700 words. Multiple nominations are welcome but should be tailored specifically to a category.
- Where possible, your nomination should clearly illustrate relevant results and metrics
- Winners will be announced at the awards ceremony on September 19th 2024.
- The DITA judging panel will evaluate all approved entries, scoring them based on the specific criteria of each category.



## CATEGORIES CELEBRATING DIVERSITY IN TECH

### DIVERSE COMPANY OF THE YEAR

**TYPE OF SUBMISSION: COMPANY**

**DESCRIPTION:** This award celebrates a company demonstrating a holistic and sustained commitment to Diversity & Inclusion within its workplace culture. It recognises organisations that not only implement DE&I initiatives but also integrate these values deeply into their core business practices and ethos.

**CRITERIA:** Judges will be looking for a company demonstrating outstanding commitment to diversity across all its practices and culture, focusing on tangible results and innovative strategies for enhancing diversity.

### INSPIRATIONAL DIVERSITY ROLE MODEL

**TYPE OF SUBMISSION: INDIVIDUAL**

**DESCRIPTION:** This award honours an individual within a company who exemplifies exceptional commitment to diversity, serving as an inspiring catalyst for positive change and fair workforce practices. They are a driving force for integrating DE&I into the very heart of their culture and will ensure that everyone feels valued and empowered.

**CRITERIA:** Judges will be looking for an individual who has made significant contributions to promoting diversity within their organisation, assessing the impact of the individual's actions on promoting an inclusive culture.

### LGBTQ+ INCLUSION

**TYPE OF SUBMISSION: COMPANY**

**DESCRIPTION:** This award celebrates an individual, team, or network that is championing LGBTQ+ inclusion in the workplace. The award recognises those who have taken significant steps to remove barriers, drive an inclusive culture, and work towards eliminating discrimination against LGBTQ+ individuals.

**CRITERIA:** Judges will be looking for a company or team that has shown exceptional support and inclusion for the LGBTQ+ community, evaluating initiatives, outcomes, and overall impact on LGBTQ+ inclusion.



## CULTURAL INCLUSION

### TYPE OF SUBMISSION: COMPANY

**DESCRIPTION:** This award is dedicated to companies and teams that have excelled in promoting cultural diversity and inclusion within the workplace. It celebrates those who have led initiatives to remove barriers, created an environment where diversity is embraced, and taken significant steps to eliminate discrimination based on culture or race.

**CRITERIA:** Judges will be looking for how effectively a company or team has incorporated cultural inclusion into their operations, focusing on innovative practices that promote cultural diversity and understanding.

## SOCIAL IMPACT

### TYPE OF SUBMISSION: COMPANY

**DESCRIPTION:** This award recognises a company or team that has made significant, positive contributions to addressing social, political, environmental, and/or economic challenges within communities. It celebrates those that have effectively removed barriers and enhanced community access to opportunities.

**CRITERIA:** Judges will be looking for a company or team that has demonstrated a significant positive impact on society while promoting diversity and inclusion, focusing on measurable outcomes and sustainable impact.

## NEURODIVERSE INCLUSION

### TYPE OF SUBMISSION: COMPANY

**DESCRIPTION:** This award recognises companies that excel in including neurodiverse individuals in the workplace. It highlights organisations that actively create environments and systems that support neurodiversity, recognising the unique strengths and talents of neurodiverse employees.

**CRITERIA:** Judges will be looking for companies that excel in including neurodiverse individuals, focusing on their efforts to accommodate and support neurodiversity in the workplace.

## DE&I EXCELLENCE IN LEADERSHIP

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award recognises senior leaders who have made equality a significant priority within their company's culture. It celebrates leaders who have effectively driven DE&I initiatives that have led to tangible improvements in their organisations and a notable impact across the company.

**CRITERIA:** The judges will be looking for leaders who foster inclusion in their workplace and celebrate diversity in all its forms, focusing on efforts to accommodate and support people from a range of diverse backgrounds to create an equitable environment.



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## DE&I - SPECIAL INITIATIVE RECOGNITION

**TYPE OF SUBMISSION: COMPANY**

**DESCRIPTION:** This award celebrates specific initiatives that have been implemented by companies or teams that have significantly enhanced DE&I within their company's workforce. It is an acknowledgement and recognition of new and creative efforts that have brought around real change and positively impacted a more equal culture.

**CRITERIA:** Judges will be looking for creativity, impact, and sustainability in special initiatives by companies that have significantly advanced DE&I.

## DISABILITY INCLUSION

**TYPE OF SUBMISSION: COMPANY**

**DESCRIPTION:** This award acknowledges a company that excels in promoting and implementing initiatives to improve the working experience and engagement of physically disabled employees. It recognises efforts in creating a disability-friendly workplace and excellence in service delivery to physically disabled people.

**CRITERIA:** Judges will be looking for companies that excel in disability inclusion, assessing their strategies, accommodations, and the inclusivity of their environment.

## DE&I - SUPPORT NETWORK OF THE YEAR

**TYPE OF SUBMISSION: COMPANY**

**DESCRIPTION:** This award celebrates a voluntary club, group, or network within an organisation that has significantly contributed to supporting employees that are part of a minority group. It will have gone above and beyond to foster an inclusive and positive environment that supports growth, achievement and success!

**CRITERIA:** Judges will be looking for effectiveness of support networks, clubs, or groups within companies that significantly contribute to DE&I, evaluating activities, impact, and engagement levels.



# CATEGORIES CELEBRATING WOMEN IN TECH

## TECH LEADER

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award is dedicated to a woman holding a senior position in a technology-based organisation with over 100 employees. It celebrates her exceptional leadership, vision for the future, alignment with company culture, and significant contributions to growth and innovation.

**CRITERIA:** Judges will be looking for a senior female tech leader who demonstrates leadership and innovation, evaluating her influence on technology and empowerment of other women in tech.

## RISING STAR

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award recognises a female rising star in the tech industry who has displayed exceptional prowess, innovation, and leadership. With a passion for pushing boundaries, she has become a beacon of inspiration and contributed significantly to her company's evolution and growth.

**CRITERIA:** Judges will be looking for promising female newcomers in the tech industry, focusing on their early achievements and potential for future success.

## STARTUP VISIONARY

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award celebrates the outstanding achievements of a female entrepreneur who has redefined innovation and leadership in the tech & business world. It will honour her unwavering commitment, visionary thinking, and transformative impact that is inspiring a new generation of aspiring women in the startup ecosystem.

**CRITERIA:** Judges will be looking for female founders or co-founders of startups for their innovative achievements in technology.

## TECHNICAL GURU

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award celebrates a female engineer, developer, analyst, architect or security specialist for her outstanding technical contributions. It celebrates her achievements in leveraging technical skills to drive significant outcomes and advancements for her company.

**CRITERIA:** Judges will be looking for examples of how nominees technical expertise has contributed to advancing their company's / organisation's products or services.



## STEM CHAMPION

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award recognises a relentless commitment to breaking barriers, inspiring change, and shaping the future of science, technology, engineering, and mathematics. The female STEM champion will not only shape the landscape of STEM but will also be a beacon of inspiration for future generations of women entering STEM fields.

**CRITERIA:** Judges will be looking for women showing relentless commitment to STEM, focusing on their impact, mentorship, and advocacy for women in STEM fields.

## TRAILBLAZER

### TYPE OF SUBMISSION: INDIVIDUAL

**DESCRIPTION:** This award celebrates a woman in the tech industry whose success and technical prowess have paved the way for other women to become successful within the industry. It recognises her as a trailblazer who has broken down barriers and set a benchmark for female representation in technology.

**CRITERIA:** Judges will be looking for women who have blazed a trail in the tech industry, focusing on their innovations, leadership, and impact.

## SPECIAL RECOGNITION AWARDS

### GRACE HOPPER

#### TYPE: SPECIAL RECOGNITION

**DESCRIPTION:** Named in honour of the pioneering computer scientist Grace Hopper, this prestigious accolade applauds the extraordinary contributions, leadership, and perseverance of one exceptional woman. She stands as a symbol of empowerment and inspiration for future generations of female leaders in the tech industry.

### DIVERSITY IN TECH IMPACT

#### TYPE: SPECIAL RECOGNITION

**DESCRIPTION:** Each year, the Diversity in Tech Impact Award recognises a not-for-profit organisation that has demonstrated exceptional initiative in promoting diversity, equity, and inclusion in the workplace. This award celebrates organisations that have made significant contributions through innovative programs, policies, or practices that enhance the representation and inclusion of underrepresented groups. These initiatives may encompass a broad range of activities, including educational outreach, mentorship programs, advocacy for inclusive hiring practices, and efforts to create an inclusive workplace culture. By acknowledging these impactful efforts, the award aims to inspire other organisations to undertake similar initiatives, fostering a more diverse and inclusive tech industry.