



DIVERSITY INCLUSION TECH AWARDS



2026 CATEGORIES

17 SEPTEMBER // THE GIBSON HOTEL

ACKNOWLEDGE // CELEBRATE // INSPIRE

DITECHAWARDS.IE



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Introduction

Welcome to the Diversity and Inclusion Tech Awards, Europe's premier platform celebrating the champions driving equity, accessibility, and belonging across the technology sector.

In an industry powered by innovation, true progress relies on diverse perspectives. Our annual awards recognise, empower, and innovate by honouring the pioneering organisations, visionary leaders, and outstanding role models who are actively dismantling barriers for under-represented talent. From grassroots advocates to multinational enterprises, we celebrate those coding equality into the future of digital technology.

With 13 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 as we shine a spotlight on the Diversity, & Inclusion champions transforming Europe's tech landscape.

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 17th 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 17th 2026.
- The DITA judging panel will evaluate all approved entries, scoring them based on the specific criteria of each category.



Categories Celebrating Diversity & Inclusion

CULTURE OF BELONGING AWARD

DESCRIPTION: This award is dedicated to companies and teams that excel in building sustainable environments where intersectional diversity thrives. It celebrates those driving structural initiatives to dismantle systemic barriers, foster high psychological safety, and eliminate discrimination across gender, race, ethnicity, socioeconomic background, sexual orientation, age, neurodivergence, and disability status.

CRITERIA: Judges will be looking for evidence of structural, intersectional initiatives that go beyond surface-level diversity programmes to dismantle systemic barriers and build high psychological safety. Nominations should demonstrate measurable progress across multiple dimensions of diversity, including gender, race, neurodivergence, and disability.

EQUAL OPPORTUNITIES EMPLOYER OF THE YEAR

DESCRIPTION: This premier accolade celebrates an organisation demonstrating an enduring, systemic commitment to diversity and fair practice. Winning companies do not treat diversity as a standalone project; instead, they deeply embed egalitarian principles into their core business strategy, hiring frameworks, product design, and executive accountability structures, showing transparent, verifiable results.

CRITERIA: Judges will be looking for an organisation that has embedded egalitarian principles across its core business strategy, hiring frameworks, product design, and executive accountability, not as a standalone project, but as a defining characteristic of how the business operates. Transparent, verifiable results will be essential to a winning submission.



INCLUSION CHAMPION OF THE YEAR

DESCRIPTION: This award recognises individuals, teams, or Employee Resource Groups (ERGs) driving measurable progress in employee empowerment. It honours those creating standard-setting workplace accommodations, designing neuro-inclusive interview processes, championing digital and physical accessibility, and actively eliminating discrimination to ensure everyone can thrive.

CRITERIA: Judges will assess measurable progress across at least one of the three pillars; LGBTQ+ equality, neurodiversity, and disability empowerment, with strong nominations demonstrating impact across all three. Evidence of standard setting accommodations, inclusive processes, or active elimination of discrimination will be central to judging.

INSPIRATIONAL DIVERSITY ROLE MODEL AWARD

DESCRIPTION: This award honours an individual who leads by example, serving as an active catalyst for equitable workforce practices. Through visible advocacy, daily mentorship, or policy championing, they go above and beyond their core job description to ensure colleagues from historically under-represented backgrounds are seen, valued, and structurally empowered.

CRITERIA: Judges will be looking for an individual who goes consistently beyond their core role to advocate for colleagues from historically under-represented backgrounds, through visible mentorship, policy championing, or active sponsorship. Nominations should clearly illustrate the structural and cultural impact of the individual's efforts within their organisation.

SOCIAL IMPACT & DIGITAL DIVIDE AWARD

DESCRIPTION: This award recognises a company or team using technology and corporate citizenship to solve pressing social, economic, environmental, or community challenges. It celebrates organisations that leverage their resources, tech platforms, or skills to reduce digital divides, remove regional barriers, and actively expand community access to future-facing opportunities.

CRITERIA: Judges will assess how effectively a company has deployed its technology, platforms, or skills to address pressing social, economic, environmental, or community challenges. Particular attention will be given to initiatives that have measurably reduced digital divides and expanded access to future facing opportunities for under-served communities.



THE TALENT ACQUISITION INNOVATION AWARD

DESCRIPTION: This award recognises organizations or HR teams that have revolutionised their recruitment pipelines to ensure fair, unbiased, and accessible hiring. It celebrates the innovative use of HR technology, structured interview frameworks, and blind CV screening methodologies that successfully eliminate bias and attract top-tier talent from all backgrounds.

CRITERIA: Judges will be looking for organisations or HR teams that have implemented innovative, bias-reducing recruitment practices, such as structured interview frameworks, blind CV screening, or inclusive HR technology, with demonstrable results in attracting diverse talent. Submissions should clearly evidence how these changes have improved both pipeline diversity and candidate experience.

WORKPLACE EQUITY INITIATIVE AWARD

DESCRIPTION: This award celebrates a specific, targeted initiative—such as a program, policy, or employee network project—that has measurably enhanced workplace fairness. It recognises creative, data-backed interventions that have moved beyond mere awareness to deliver tangible culture change and a verifiable sense of community for employees.

CRITERIA: Judges will assess a single, clearly defined initiative, a programme, policy, or employee network project, that has delivered verifiable, data-backed improvements to workplace fairness. Nominations should move beyond awareness to demonstrate tangible culture change and a measurable sense of community among employees.



Categories Celebrating Female Achievement

RISING STAR AWARD

DESCRIPTION: This award recognises an exceptional woman professional in the early stages of their tech career who displays brilliant innovation, technical skill, and leadership potential. Pushing boundaries in their domain, they act as an inspiring force and contribute significantly to their organisation's growth.

CRITERIA: Judges will be looking for an exceptional woman professional in the early stages of their tech career who has already demonstrated significant innovation, technical skill, and leadership potential. Nominations should clearly illustrate how the individual has pushed boundaries and contributed to their organisation's growth.

STARTUP VISIONARY AWARD

DESCRIPTION: This award celebrates the outstanding achievements of a visionary female founder or co-founder who is redefining leadership and innovation in the tech startup ecosystem. It honours her resilience, strategic thinking, and transformative commercial or technological impact, which inspires the next generation of women entrepreneurs.

CRITERIA: Judges will assess the nominee's resilience, strategic thinking, and commercial or technological impact as a female founder or co-founder in the tech startup space. Submissions should demonstrate how her vision and leadership are actively inspiring the next generation of women entrepreneurs.

STEM ADVOCATE AWARD

DESCRIPTION: This award recognises an individual dedicated to breaking down barriers and widening access to Science, Technology, Engineering, and Mathematics. The winner is actively paving the way through community outreach, education initiatives, or industry mentorship, serving as a beacon of inspiration for future generations entering STEM fields.

CRITERIA: Judges will be looking for an individual with a proven, active commitment to widening access to STEM through community outreach, education initiatives, or industry mentorship. Nominations should demonstrate the tangible difference the nominee has made in breaking down barriers for future generations entering STEM fields.



TECH LEADER AWARD

DESCRIPTION: Dedicated to a woman holding a senior, strategic position within a technology-based organisation (100+ employees). This award celebrates excellent technical or organisational leadership, a future-focused vision, deep alignment with an equitable culture, and a track record of driving significant business growth.

CRITERIA: Judges will be looking for a senior woman in a technology based organisation (100+ employees) who demonstrates strategic leadership, a future-focused vision, and a strong track record of driving significant business growth. Nominations should evidence deep alignment with equitable culture and the nominee's influence on those around her.

TECHNICAL GURU AWARD

DESCRIPTION: This category celebrates a female engineer, developer, architect, data scientist, or security specialist for outstanding technical mastery. It honours a trailblazer whose code, architecture, or deep technical prowess has solved highly complex problems, driven corporate advancement, and set a new standard for technical excellence.

CRITERIA: Judges will be looking for a female engineer, developer, architect, data scientist, or security specialist whose technical mastery has solved complex problems and driven meaningful corporate advancement. Nominations should clearly demonstrate how the nominee's expertise has set a new standard for technical excellence within their field.

THE AI & DATA INNOVATOR AWARD

DESCRIPTION: This award celebrates an outstanding female AI specialist, engineer, or researcher who is driving innovation within artificial intelligence, machine learning, or data science. The winner not only demonstrates exceptional technical or strategic prowess in deploying AI solutions but also champions ethical tech practices, framework testing, and data integrity to ensure fair, unbiased, and responsible algorithmic outcomes.

CRITERIA: Judges will be looking for a female AI specialist, engineer, or researcher who has delivered outstanding innovation in artificial intelligence, machine learning, or data science, alongside a demonstrable commitment to ethical, unbiased, and responsible outcomes. Nominations should evidence both technical or strategic excellence and an active role in advancing AI integrity.



Special Recognition Awards

GRACE HOPPER AWARD

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

Past winners of this award include Alvina Antar (F5), Catherine Doyle (Microsoft Ireland), Sarah Friar (OpenAI), Dr. Alessandra Sala (Shutterstock & Women in AI), Carolan Lennon (Salesforce Ireland), Dr. Nora Khaldi (Nuritas).

DIVERSITY IN TECH IMPACT

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 under-represented 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.

INSPIRATION AWARD

Introduced in 2025, the Inspiration Award celebrates an individual whose resilience, vision, and commitment to equity ignite change.

Honouring those who overcome barriers and create opportunities for others, it recognises the power of lived experience to shape technology, education, and society. The recipient embodies how courage and purpose can inspire lasting transformation for future generations.