Choose the categories for which you have clear evidence of the impact your project, team, or organization has made. There is no limit to the number of categories you may enter, but we recommend aiming for quality submissions over quantity.

Click on the contents table below for more details on what criteria is required in each category.

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I&D Leader of the Year

I&D Leader of the Year recognizes the senior-most inclusion and diversity leader who empowers their team, inspires progress for the organization, and is committed to delivering meaningful and measurable results.

Judges will be looking for entries that highlight how the I&D leader has:

● Helped to elevate DEI as a priority internally and at the leadership level and influenced strategic business decisions.
● Partnered effectively across the organization to manage change and encourage progress.
● Introduced techniques to embed diversity and inclusion across a variety of workplace practices.
● Accelerated progress against the company’s DEI metrics and goals.

Eligibility | Open to any corporate chief diversity officer or the senior-most person responsible for the company’s diversity and inclusion strategy.

ENTRY DETAILS

Entrant details

● Name.
● Job title.

Executive background (150 words)

● Provide a short bio of the individual, including current and previous roles and qualifications where appropriate.

MAIN ENTRY

Overview (500 words)

● Describe what the individual has done to positively impact the business.
● What initiatives have they launched that have created value?
● How has the individual introduced new ways of working to increase DEI?
● What has the individual done to progress the organization’s DEI ambitions?

Impact (250 words)

● Explain the impact the individual has had and why they should be named I&D Leader of the Year.

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CATEGORIES & CRITERIA

Evidence (150 words or 60-second video)

• Provide evidence of success and a testimonial of their business impact by a senior stakeholder from outside of the DEI or HR function in a video or written format.
• If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

• Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
• Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

• In what markets and regions does your organization operate?
• What responsibilities does the individual have across those markets and regions?

I&D function description (100 words)

• Describe the way your organization manages corporate DEI including team structure, reporting lines, and ownership of initiatives.

Supporting documents - optional

• Supporting documents may include third-party endorsements, metrics data, other accreditations, etc.
• Please limit this to a maximum of three slides/pages in total, as judges will not consider additional materials provided.
• Clue - judges appreciate quality, not quantity.
I&D Team of the Year

I&D Team of the Year celebrates those inclusion and diversity teams that share a clear purpose and work together to drive progress while encouraging a culture of openness, equality, individual and collective growth, and trust.

Judges will be looking for entries that highlight how DEI teams have:

● Worked together to encourage progress on DEI initiatives.
● Fostered a culture of inclusion and diversity across the business and communicated their progress and impact in a consistent and timely manner.
● Implemented new approaches and shown creativity in solving problems.

Eligibility | Open to companies that have a team dedicated to corporate DEI.

ENTRY DETAILS

Entry name (20 words)

● Provide a name for the entry. (Clue: less is more.)

MAIN ENTRY

Challenge (100 words)

● Describe the challenge (or the opportunity) that the team has delivered against.

Approach (500 words)

● Describe what the team has done to positively impact the wider business.
● Explain who is part of the team and what capabilities have been built.
● Show when the team was formed and how and why it has developed.

Outcome (250 words)

● Explain the team’s impact and why it is successful.

Evidence (150 words or 60-seconds)

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CATEGORIES & CRITERIA

- Provide evidence of success and a testimonial of its impact by a senior stakeholder from outside the DEI or HR function in a video or written format.
- If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

**Elevator pitch (60-second video)**

- Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
- *Clue - imagine you are communicating the impact of the individual to your board of directors.*

CONTEXTUAL INFORMATION

**Company description (100 words)**

- In what markets and regions does your organization operate?

**I&D function description (100 words)**

- Describe the way your organization manages corporate DEI including team structure, reporting lines, and ownership of initiatives.

**Supporting documents - optional**

- Supporting documents can include third-party endorsements, metrics data, other accreditations etc.
- Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
- *Clue – judges appreciate quality, not quantity.*
I&D Ally Award

The I&D Ally Award recognizes a team, function, or division that has played a crucial role in supporting the company's inclusion and diversity drive—a team that rises above the day-to-day deliverables in support of a greater I&D vision and values.

Judges will be looking for entries that showcase how teams outside of the DEI function have:

- Served as a partner to the DEI function to the extent that they made a significant contribution to DEI impact at an enterprise level.
- Gone above and beyond day-to-day functional roles in support of an DEI vision.
- Taken responsibility and shown initiative for improving DEI issues affecting their areas of influence.

Eligibility  Open to companies and teams that neither are directly responsible for nor have ownership over corporate DEI strategy; open to teams that champion and support the dedicated DEI team.

ENTRY DETAILS

Entry name (20 words)

- Provide a name for the entry. *(Clue: Less is more.)*

MAIN ENTRY

Challenge (100 words)

- Describe the challenge (or the opportunity) that the team has delivered against.

Approach (500 words)

- Describe what the team has done to support the corporate DEI team and how they have positively impacted the wider business.
- Explain who is part of the team and how they have contributed to its success.

Outcome (250 words)

- Explain the impact the team has had on corporate DEI initiatives and why the team is successful.

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CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)

● Provide evidence of success and a testimonial of its impact by a senior stakeholder from outside your function in video or written format.
● If providing a video testimonial, please limit it to one minute as judges will not review content beyond that duration.

Elevator pitch (60-second video)

● Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
● Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

● In what markets and regions does your organization operate?

Team overview function description (100 words)

● Describe the remit of your team including function, team structure, reporting lines and how you work with the DEI team.

Supporting documents - optional

● Supporting documents can include third-party endorsements, metrics data, other accreditations etc.
● Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
● Clue – judges appreciate quality, not quantity.
Courage Award

The Courage Award celebrates an individual who has taken personal responsibility for addressing inclusion and diversity issues and has selflessly worked toward greater goals—an inspirational individual who challenges the status quo and fights the just fight regardless of personal outcome.

Judges will be looking for entries that highlight how an individual has:

- Challenged their organization or the wider corporate world to elevate their approaches to DEI.
- A powerful story about their willingness to speak up about DEI, regardless of possible consequences.
- Served as an ally for corporate initiatives and helped move the needle on DEI progress.

Eligibility | Open to any executives who neither are directly responsible for nor have ownership of corporate DEI strategy or initiatives. Individuals who champion and support corporate DEI initiatives are encouraged to enter.

ENTRY DETAILS

Entrant details

- Name.
- Job title.

Executive background (150 words)

- Provide a short bio of the individual, including current and previous roles and qualifications where appropriate.

MAIN ENTRY

Overview (500 words)

- Describe what the individual has done to positively impact the DEI efforts of the business.
- What initiatives have they launched or supported that have created value?
- How has the individual challenged the status quo of practices and thinking around DEI in the organization?
- What has the individual done to progress the organization's DEI ambitions?

Impact (250 words)

- Explain the impact the individual has had and how they have made a difference.

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CATEGORIES & CRITERIA

Evidence (150 words or 60-second video)

● Provide evidence of success and a testimonial of their impact by a senior stakeholder from the DEI or HR function in a video or written format.
● If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

● Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
● Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

● In what markets and regions does your organization operate?

Supporting documents - optional

● Supporting documents can include third-party endorsements, metrics data, other accreditations etc.
● Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
● Clue – judges appreciate quality, not quantity.
Transparency Award

This award recognizes organizations that have publicly declared their current position and openly shared their intentions and targets for improvement. These organizations display honesty, realism, and ambition, and they are willing to face the scrutiny of third parties.

Judges will be looking for entries that highlight how companies have:

- Provided information or data publicly relating to their DEI efforts.
- Pledged to create a more diverse and inclusive environment for their employees by setting long-term goals and working toward milestones.
- Exhibited how published data and transparent information can positively impact the business.

**Eligibility** | Open to any company that actively tracks or communicates their DEI efforts with the public and their customer base.

**ENTRY DETAILS**

**Entry name (20 words)**

- Provide a name for the entry. *(Clue: Less is more.)*

**MAIN ENTRY**

**Challenge (100 words)**

- Describe the challenge (or the opportunity) that the entry addresses.
- What was the reason for you to commit resources and/or investment to the initiative?

**Approach (500 words)**

- Describe what you did that helped positively impact DEI progress through transparency and communication.
- Explain who led the initiative and who was involved from the wider business and beyond.
- Show when the initiative was established and how long it took to show results.

**Outcome (250 words)**

- Explain what the impact of the initiative has been and why it was deemed a success.

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**EVEREST**

**I & D**

**IMPACT AWARDS**

**2023**

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CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)

- Provide evidence of success and a testimonial of its impact by a senior stakeholder (ideally outside of the DEI or HR functions) in a video or written format.
- If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

- Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
- Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

- In what markets and regions does your organization operate?

Supporting documents - optional

- Supporting documents can include third-party endorsements, metrics data, other accreditations etc.
- Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
- Clue – judges appreciate quality, not quantity.

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Inclusion Award

The Inclusion Award recognizes a company that has made outstanding progress on its own culture of inclusiveness and has embraced different techniques and approaches to provide a positive environment for all its workforce and in every internal interaction.

Judges will be looking for entries that highlight how companies have:

● Introduced techniques and updated processes to improve inclusivity across a variety of workplace practices.
● Elevated or created new employee education and engagement initiatives to celebrate and embrace inclusivity.
● Established a long-term commitment to an inclusive culture by embedding it into corporate values.

Eligibility | Open to any company that is endeavouring to promote, create, and embed a culture of inclusivity internally.

ENTRY DETAILS

Entry name (20 words)

● Provide a name for the entry. (Clue: Less is more.)

MAIN ENTRY

Challenge (100 words)

● Describe the challenge (or the opportunity) that the entry addresses.
● What was the reason for you to commit resources and/or investment to the initiative?

Approach (500 words)

● Describe what you did to build an inclusive culture.
● Explain who led the initiative and who was involved from the wider business and beyond.
● When was the initiative established and how long did it take to show results?
● How did you ensure that the outcome of what you did would be a success?

Outcome (250 words)

● Explain what the impact of the initiative has been and why it was deemed a success.

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CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)

● Provide evidence of success and a testimonial of its impact by a senior stakeholder (ideally outside of the DEI or HR functions) in a video or written format.
● If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

● Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
● Clue – imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

● In what markets and regions does your organization operate?

Supporting documents - optional

● Supporting documents can include third-party endorsements, metrics data, other accreditations etc.
● Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
● Clue – judges appreciate quality, not quantity.
Community Impact Award

This award recognizes a company that has had an impact on communities by supporting education or development programs, health care, infrastructure, or other areas of need.

Judges will be looking for entries that highlight how companies have:

- Introduced new programs, initiatives, or campaigns that improve individual lives or communities where their business operates.
- Pledged to support underserved and/or marginalized local populations in creative and collaborative ways to improve social inclusion.
- Partnered effectively with external stakeholders and community members to address areas of need, manage change, and encourage progress.

**Eligibility** | Open to any company that is committed to improving and supporting the communities in which their business operates.

**ENTRY DETAILS**

**Entry name (20 words)**

- Provide a name for the entry. *(Clue: Less is more.)*

**MAIN ENTRY**

**Challenge (100 words)**

- Describe the challenge (or the opportunity) that the entry addresses.
- What was the reason for you to commit resources and/or investment to the initiative?

**Approach (500 words)**

- Describe what you did to impact the communities in which your business operates.
- Explain who led the initiative and who was involved from the wider business and beyond.
- When was the initiative established and how long did it take to show results?
- How did you ensure that the outcome of what you did would be a success?

**Outcome (250 words)**

- Explain what the impact of the initiative has been and why it was deemed a success.
CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)

- Provide evidence of success and a testimonial of its impact by a senior stakeholder or a member of the community in a video or written format.
- If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

- Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
- Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

- In what markets and regions does your organization operate?

Supporting documents - optional

- Supporting documents can include third-party endorsements, analyst reports, other accreditations etc.
- Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.
CATEGORIES & CRITERIA

Innovation Award

The Innovation Award showcases companies that have developed technology to improve DEI efforts.

Judges will be looking for entries that highlight how the innovation:

- Addresses a real and significant challenge or opportunity faced by corporations in relation to DEI.
- Prioritizes a positive UX, focusing on ease of application and usability.
- Is a unique and creative solution to addressing a long-standing challenge.
- Delivers demonstrable improvements to DEI with attention paid to measurable metrics.

Eligibility | Open to any solution provider or company that is providing new technology or innovation to corporations to support their DEI efforts, or to companies that are building their own technology or innovation to accelerate DEI.

ENTRY DETAILS

Entry name (20 words)

- Provide a name for the entry. *(Clue: Less is more.)*

MAIN ENTRY

Challenge (100 words)

- What challenge or problem does the technology or innovation solve and what opportunity does it address?

Approach (500 words)

- Clearly describe the value proposition and capabilities delivered by the technology or innovation. You should consider the distinctiveness of the concept and value delivered over alternatives.
- Explain your approach to customer service and how you provide a positive user experience.
- What is unique about the technology or innovation?

Outcome (250 words)

- Share examples of how the technology or innovation has been impactful within the world of DEI

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CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)
● Provide evidence of success and a testimonial of a use case by a customer or user of your technology or innovation.
● If providing a video testimonial, please limit it to one minute as judges will not review content beyond that duration.

Elevator pitch (60-second video)
● Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
● Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)
● In what markets and regions does your organization operate?

Supporting documents - optional
● Supporting documents can include third-party endorsements, analyst reports, other accreditations etc.
● Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.

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Everest Award for I&D Impact

The pinnacle of the awards—the Everest Award for I&D Impact—celebrates an organization that has showcased true excellence in making DEI progress, providing a benchmark for others to aspire to, and offering clear evidence of improvement.

Judges will be looking for entries that highlight how companies have:

- Attained overt CEO and board support to make significant change and inspire further progress in DEI.
- Made substantial progress (no matter the stage of their journey) against the company's DEI metrics and goals.
- Identified and executed against tactical opportunities at the enterprise level to drive greater change in DEI.
- Developed a robust and measurable DEI program that is delivering demonstrable impact.

Eligibility | Open to any company that has actively committed to moving the needle on their DEI efforts, no matter the stage of their DEI journey.

ENTRY DETAILS

Entry name (20 words)

- Provide a name for the entry. (Clue: Less is more.)

MAIN ENTRY

Challenge (100 words)

- Describe the challenge (or the opportunity) that the entry addresses.
- What was the reason for you to commit resources and/or investment to the initiative?

Approach (500 words)

- Describe what you did that was impactful.
- Explain who led the initiative and who was involved from the wider business and beyond.
- When was the initiative established and how long did it take to show results?
- How did you ensure that the outcome of what you did was a success?

Outcome (250 words)

- Explain what the impact of the initiative has been and why it was deemed a success.
CATEGORIES & CRITERIA

Evidence (150 words or 60-seconds)

- Provide evidence of success and a testimonial of its impact by a senior stakeholder outside of the HR or DEI function in video or written format.
- If providing a video testimonial, please limit it to one minute, as judges will not review content beyond that duration.

Elevator pitch (60-second video)

- Describe your entry and the impact made in a 60-second video clip. Please ensure the video is no longer than one minute as judges will not review content beyond that duration.
  - Clue - imagine you are communicating the impact of the individual to your board of directors.

CONTEXTUAL INFORMATION

Company description (100 words)

- In what markets and regions does your organization operate?

I&D function description (100 words)

- Describe the way your organization manages corporate DEI including team structure, reporting lines and ownership of initiatives.

Supporting documents - optional

- Supporting documents can include third-party endorsements, analyst reports, other accreditations etc.
- Please limit this to a maximum of three slides/pages in total as judges will not consider further materials provided.

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