

# 2022 OUTIE AWARDS



# AWARD CATEGORIES

### **Workplace Excellence:**

This is the most prestigious Outie. It recognizes an employer that demonstrates a historic and ongoing commitment to pursuing and implementing workplace equality for LGBTQ+ employees. This employer not only raises the bar and serves as an example for others, but also supports other organizations' DEI efforts through active knowledge sharing and peer organization mentoring.

*Last year's winner: JPMorgan Chase*

### **ERG of Year:**

This award recognizes a particular Employee Resource Group (ERG) that has a proven track record of success. A top contender will be an ERG that is continuously elevating best practices, implementing intersectional and collaborative programming with other ERGs, and advocating for LGBTQ+ equality in its workplace.

*Last year's winner: Out Front Capital One & OPEN Oracle*

### **LGBTQ+ Corporate Advocate of the Year:**

This award recognizes an LGBTQ+ individual who is actively advocating to improve their organization's inclusion efforts, pushing significant adoption of best/innovative practice, benefiting LGBTQ+ employees and advancing their organizations standing as a true leader in this work. Advocates are bold and are making a difference outside their workplace to drive change and equality in their community, their country, and the world.

*Last year's winner: Dr. Shilpen Patel, Genentech*

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### **Ally Changemaker:**

This award recognizes an Ally who has made a significant contribution to advancing LGBTQ+ workplace equality. This person is an action-oriented change maker. They uplift the voices of marginalized groups, have shown a unique commitment to LGBTQ+ workplace rights, and have used their talents to further that cause, even if at some risk.

*Last year's winner: Shobha Pandey, John Deere*

### **New ERG Chapter of the Year:**

This award recognizes an Employee Resource Group (ERG) chapter that has been established within the last two years (the organization ERG can have existed longer than that but the chapter must be new). This award recognizes a new chapter that has made a bold impact at their company, federal agency, or non-profit in their first few years.

*Last year's winner: Boeing Employees with Transgender Family Members*

### **Belonging & Equity Visionary:**

This award recognizes an organization that is innovating in its efforts to build a workplace culture that fosters connection, collaboration, and allyship among employees across boundaries of cultures and race. The winner will be piloting breakthrough intersectional programming, serving as an outspoken public policy advocate for the needs of multiple communities, encouraging joint projects among ERGs, and prioritizing the investment of resources into the LGBTQ+ community and other communities.

*Last year's winner: Bank of America*

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### **Global LGBTQ+ Corporate Advocate:**

This award recognizes an LGBTQ+ individual based in one of Out & Equal's countries and/or regions of focus outside of the United States – Brazil, Latin America, China, or India – who is actively advocating to improve their organization's inclusion efforts, pushing significant adoption of best/innovative practice, benefiting LGBTQ+ employees and advancing their organizations standing as a true leader in this work. Advocates are bold and are making a difference outside their workplace to drive change and equality in their community, their country, and the world.

*Last year's winner: Luiz Felipe Centeno Ferraz*



## 2022 OUTIE AWARDS

### Important deadlines:

- May 16th – Nominations opened
- July 15th – Submission deadline
- Mid-August – Honorees Notified
- 2022 Workplace Summit Gala, October 20th: Winners announced during Gala

### Process:

- A committee of outside experts will review the nominations
- Honorees will be featured on Out & Equal's channels, the conference website, and recognized at Summit
- Winners will accept their award during the Gala at the 2022 Workplace Summit in Las Vegas



# SECRETS TO SUCCESS

**Share impactful stories:** The most successful Outie nominations center on sharing powerful stories of authenticity, resiliency, and impact. Share with the committee the ways in which the individual, ERG, or company impacted the LGBTQ+ community in significant ways.

**Provide metrics:** Provide numbers to **support** your stories, but do not replace authentic, impactful stories with numbers. Metrics that accompany impactful stories will help the nomination stand out to the review committee and Summit attendees.

**Short and sweet:** Focus on telling concise stories that will quickly grab the reviewer's attention. Include background information and additional context if it is integral to the overall narrative of the submission. The most successful Outie nominations are written in a way that is straightforward and captivating.

**Prioritize diversity & intersectionality:** We strongly encourage nominations from the BIPOC community, transgender and nonbinary people, people with disabilities, women, and other individuals who are underrepresented in workplace leadership positions. When nominating a company or ERG, focus on work that continues to create and advance opportunities for underrepresented communities in the workplace and beyond.

**Submit video testimony:** Any video submitted should be focused on supporting and giving extra life to the stories told in the application. *This is a completely optional addition.*

**Statement of Support from the ERG Executive Sponsor:** The Outie application also includes an opportunity for the nominator to submit a brief statement of support from the ERG Executive Sponsor to help strengthen the application.