

2024 Workplace Excellence & Belonging Award

The most prestigious of the Outie Awards, the Workplace Excellence & Belonging Outie Award, formerly known as Workplace Excellence Award, recognizes an employer that demonstrates a historic and ongoing commitment to pursuing and implementing workplace equity for LGBTQ+ employees, and beyond. This employer not only raises the bar and serves as a role model for others, but also supports other organizations' diversity, equity, inclusion, and belonging (DEIB) efforts through active knowledge sharing and peer organization mentoring.

Nomination Criteria:

- Please describe how your organization has contributed to the advancement of LGBTQ+ workplace equity, inclusion, and belonging on a national and global scale.
- What makes your organization an innovator in the realm of LGBTQ+ workplace equity, inclusion, and belonging? How does it create and push forward new ideas and initiatives for LGBTQ+ inclusion?
- How does your organization ensure that LGBTQ+ employees and employees of other marginalized groups are able to access leadership opportunities within your organization?
- Has your organization had a successful LGBTQ+ marketing campaign in the past 2 years? If so, please describe the marketing campaign and include links to multi-media collateral.
- Please list any other significant milestones your organization has made in the realm of LGBTQ+ workplace equity.
- Please describe how your organization supports other organizations' DEIB efforts. (For example, has your organization contributed to the knowledge base on the Out & Equal Global Hub? Have you presented elements of your initiative(s) at major conferences or to the media?)
- Please upload a PDF statement of support from your ERG's Executive Sponsor.
- Please include additional information or a link to a video recording to share any additional stories, highlights, or direct impacts of the ERG's LGBTQ+ inclusion work that you would like the Outie Review Committee to know.
- It is strongly recommended that representatives of Finalist and Winning initiatives be present to accept their Award at the Workplace Summit event taking place October 7 - October 10, 2024 in Orlando Florida. Please consider this when submitting.

2024 Ally Changemaker Award

The Ally Changemaker Outie Award recognizes an ally who has made a significant contribution to advancing LGBTQ+ workplace equity, inclusion, and belonging. This person is an action-oriented and intentional changemaker. They are role models for others, uplifting the voices of historically overlooked and/or marginalized groups, have shown a unique commitment to LGBTQ+ workplace rights, and have used their talents to further that cause.

Nomination Criteria:

- What leadership qualities make the nominee stand out as an Ally Changemaker?
- How has the nominee contributed to the advancement of LGBTQ+ workplace equity, inclusion, and belonging at their organization?
- Name one way the nominee has influenced their organization to act on a LGBTQ+ related issue. What was the impact of this action?
- How does the nominee demonstrate inclusive, intentional, and intersectional leadership?
- Please upload a PDF statement of support from your ERG's Executive Sponsor.
- Please include additional information or a link to a video recording to share any additional stories, highlights, or direct impacts of the ERG's LGBTQ+ inclusion work that you would like the Outie Review Committee to know.
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2024 New Employee Resource Group Chapter of the Year Award

The New LGBTQ+ Employee Resource Group (ERG) Chapter of the Year Outie Award recognizes a chapter that has been established within the last two years (the organization's ERGs can have existed longer than two year's but the specific chapter being nominated must be new/established within the past two years) and has made a bold impact at their company, federal agency, or nonprofit since launch.

Nomination Criteria:

- When did your ERG chapter officially launch?
- Describe your ERG's major accomplishments in the last two years. Please provide in bullet points or in list format.
- What steps did your ERG take to transform your workplace to a place rich(er) in LGBTQ+ inclusion and belonging?
- Did your ERG face any obstacles in getting started? If so, how did you overcome them?
- How does your ERG prioritize intersectional inclusion (i.e., gender, race, class, sexual orientation, physical ability, etc.) in your operations?
- What unique qualities make your ERG stand out when compared to other ERGs?
- Please explain how your ERG engages outside of the workplace (i.e., in the community).
- Please upload a PDF statement of support from your ERG's Executive Sponsor.
- Please include additional information or a link to a video recording to share any additional stories, highlights, or direct impacts of the ERG's LGBTQ+ inclusion work that you would like the Outie Review Committee to know.
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2024 LGBTQ+ Employee Resource Group of the Year Award

The LGBTQ+ Employee Resource Group (ERG) of the Year Outie Award recognizes a particular ERG that has a proven track record of success (i.e., beyond 2 years of existence and impact). 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+ equity, inclusion, and belonging in its workplace.

Nomination Criteria:

- Please describe how your LGBTQ+ ERG has and continues to transform your organization to a place rich in inclusion and belonging for LGBTQ+ people and allies.
- Please describe your ERG's major successes throughout the last several years. Please provide in bullet points or in list format.
- Please give an example of a time when your ERG prioritized intersectional inclusion (i.e., gender, race, class, sexual orientation, physical ability, etc.). What was the outcome of this initiative?
- Please provide specific metrics on the diversity of your ERG. (i.e., race, ethnicity, transgender status, sexual orientation, gender identity, etc.)
- Please describe how your ERG ensures that its LGBTQ+ diversity and inclusion initiatives reach employees outside of headquarters (i.e., employees in rural, manufacturing, Southern locations, etc.).
- What has been the impact of your ERG's push for LGBTQ+ inclusion and belonging at your organization? Please provide specific examples.
- Please upload a PDF statement of support from your ERG's Executive Sponsor.
- Please include additional information or a link to a video recording to share any additional stories, highlights, or direct impacts of the ERG's LGBTQ+ inclusion work that you would like the Outie Review Committee to know.
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2024 LGBTQ+ Corporate Advocate of the Year Award

The LGBTQ+ Corporate Advocate Outie Award recognizes an LGBTQ+ individual who is actively working and intentionally championing to improve their organization's equity, inclusion, and belonging efforts, pushing significant adoption of best/innovative practices that benefit LGBTQ+ employees and advance their organization's standing as a true leader and employer of choice. LGBTQ+ Corporate Advocates are bold and are making a difference outside their workplace to drive change and equality in their community, their country, and the world.

Nomination Criteria:

- How has the nominee contributed to the advancement of LGBTQ+ workplace equity, inclusion, and belonging inside their organization? Outside of their organization?
- How does the nominee demonstrate inclusive and intersectional leadership (i.e., inclusive of LGBTQ+ employees and aware that this group is not a monolith and experiences unique challenges across elements of difference such as gender, race, class, sexual orientation, physical ability, etc.)?
- Name one way the nominee has influenced their organization to take action on an LGBTQ+ related issue. What impact on the organization-wide culture has this action had?
- How does the nominee hold their organization accountable for being truly inclusive of LGBTQ+ individuals?
- What leadership qualities make the nominee stand out as an LGBTQ+ corporate advocate?
- Please upload a PDF statement of support from your ERG's Executive Sponsor.
- Please include additional information or a link to a video recording to share any additional stories, highlights, or direct impacts of the ERG's LGBTQ+ inclusion work that you would like the Outie Review Committee to know.
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