



Empower Submission Questions: Completion Guidance

This is a guide to the submission questions for the **Empower Role Model Lists**. All entries are scored by our judges to help determine which individuals will appear on our latest lists. This guide is designed to clarify what type of activity and evidence should be put into each question response, and what our judges are looking for in the responses of a potential Role Model.

Please note that all our Role Model questions are seeking to understand what you are doing **outside of your everyday work** to inspire and develop the next generation of diverse talent. This means activities which are a standard part of your role at your organization cannot be included or scored. Nominees cannot work professionally in diversity or inclusion or be in a role where the majority of their work is focused on DEI activity. Those who have DEI as part of a much wider remit within their role are allowed.

General Guidance:

All of the questions have a word limit so we expect that responses will be concise. Our judges score only for the activities and achievements you outline and there are no scores assigned for the style or presentation of your response. Please use bullet points and lists and write as concisely as possible.

We are interested in work that makes a difference. Therefore, providing information on the specific outcomes and impact of your activities in all responses is important for our judges to be able to understand and appropriately score the scale of your achievements. Supporting this with any statistics, feedback or examples you have will enhance your responses and the likely scores awarded. Please ensure that you only include details from the last two years in Sections 4 and 5. There is an opportunity to include details from beyond the last two years in Section 6. Any details from beyond the last two years included in Sections 4 and 5 will not be considered.

Responses on our online form cannot be saved prior to submission. We therefore suggest that you prepare your answers first and then cut/paste them onto the form once complete.

About the change to the Top 100.

Our top 100 Lists are changing.

With so much ground-breaking work being done for inclusion across different countries and industry sectors, it is becoming increasingly challenging for our judges to compare and decide on the order of a fully ranked Top 100.

Therefore, since 2021 we have been showing a list of Top 20 Role Models alongside unranked profiles of a further 80, amazing Role Models to create our full Top 100 Role Model Lists.



Question Guidance

submission tips

- ▶ use bullet points & lists
- ▶ be clear, concise & specific
- ▶ prioritise your most trail-blazing achievements
- ▶ only include information from the last two years
- ▶ ensure all information is in the correct section

EMpower Ethnic Minority Role Model Lists 2021

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Section 1: About you

Which list are you making a submission for?

Please select the appropriate list that you would like your submission to be considered for.

Empower Executives - Senior people of color who are leading by example and removing barriers on the pathway to success for ethnically diverse employees. The List will feature our Top 20 Executive Role Models alongside 80 other amazing senior leaders of color who are changing the face of modern business.

Empower Future Leaders - Inspirational people of color who are not yet senior leaders in an organization but are making a significant contribution to inclusion for ethnically diverse individuals within business. The List features our Top 20 Empower Future Leaders alongside 80 other up-and-coming leaders who are making an impact for inclusion.

Advocates - Senior leaders who are not people of color but dedicated to creating a more diverse and inclusive business environment for ethnically diverse employees at all levels.



Introductory Questions

The rest of this section is made up of simple introductory questions including contact details and basic information regarding your role and the company that you work in.

We also ask if you have appeared in an Empower List before. This allows us to monitor how many applications come from previous Role Models.

Section 2: Your role

Do you oversee/manage a team?

This question asks how many people overall (if any) you oversee or manage in your current role. This helps the judges to understand your position within your organization and the number of people internally over which you have a direct influence.

Alongside other information in the submission form, this question helps us to check that individuals have selected the correct category for their submission.

Section 3: Diversity

We proactively track the diversity of submissions we receive, and we encourage all participants to complete these questions to help us monitor the diversity within the final lists against the diversity of applications.

As the Empower Role Model Lists are for people of color and their allies, the race/ethnicity question in section 3 is mandatory to ensure individuals qualify for the category they have selected. The other questions in this section are optional, but along with the race/ethnicity question, they help us to ensure that we have received submissions that represent the full spectrum of diversity. Any information you provide is strictly confidential.

Section 4: Your internal work for ethnically diverse individuals' diversity and inclusion

How have you been involved in promoting ethnically diverse individuals' diversity and inclusion within your company (with an internal group or otherwise) and what impact has this had within the company in the last two years? (200 words)

This question covers all the work you have done to increase ethnically diverse individuals' inclusion within your own organization, or with internal audiences.



This could include:

- If you have taken part in existing groups promoting ethnically diverse individuals' inclusion internally and/or have actively participated in internal events and initiatives.
- If you have been involved with internal groups (including a leadership role) and/or internal events, mentoring and can demonstrate that you have driven specific initiatives which have had a clear impact on ethnically diverse individuals' inclusion.
- If you have driven specific groups/schemes or programs internally dedicated to ethnically diverse individuals' inclusion and have been a leading figure internally for inclusion activity supported by internal media.

Please use bullet points and include the time frame of each initiative/activity.

Section 5: Your public work supporting ethnically diverse individuals' diversity and inclusion

How have you been involved in promoting ethnically diverse individuals' diversity and inclusion outside of your organization and what impact has this had within the last two years? (300 words)

This question covers any work you have done separate to your own organization for external audiences. This would usually be work that is outside your working hours, and which takes place outside of your office.

This could include:

- If you have been involved with ethnically diverse individuals' inclusion externally, either through sponsorship or donations.
- If you have been highly involved with ethnically diverse individual's inclusion mentoring, charities and/or public organizations (including a leadership role) and/or events where you've acted as a spokesperson on behalf of ethnically diverse individuals' inclusion.
- If you act as a public figure (outside of the workplace) advocating for and/or representing ethnically diverse individuals' inclusion through external media. This includes actions such as making public statements, being involved with articles, television appearances and any other publicity.

Please use bullet points and include the time frame of each initiative/activity.



Section 6: Further information and headshot

Please provide any further details which you feel may impact your submission. (200 words)

This is an opportunity to add a little extra information to your submission, if you feel there's anything we should know.

This could include:

- any information on your personal journey or any specific life events which have influenced or inspired your work supporting inclusion
- how you believe you best embody the characteristics of a Role Model for others
- prominent initiatives/activities to promote diversity and inclusion beyond the last two years.

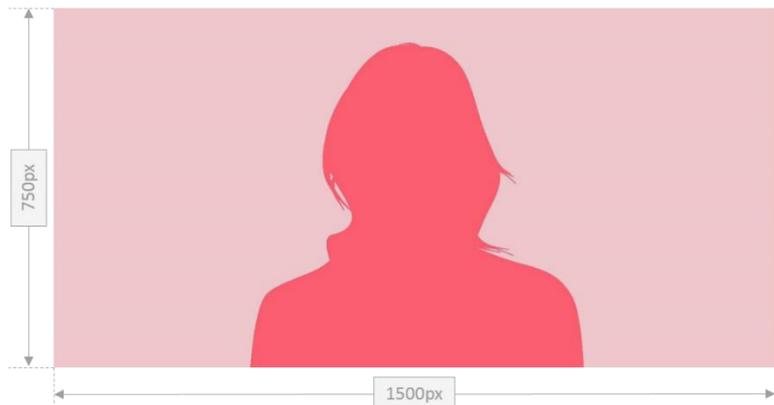
Please use bullet points.

Please upload a high-resolution professional headshot.

Requirements:

- at least 1500x750 pixels
- landscape orientation
- PNG or JPG file type
- maximum 50MB

This is the image that we will use should you be featured on the Empower Role Model Lists.



If you have any further questions about the submissions process, please don't hesitate to get in contact us at emnominations@involvepeople.org.