



EMPLOYERS OF DIVERSITY AWARDS 2025

Nomination Form

Content MUST be entered online using the secure url you will be sent after paying the entry fee.

Founded in 2022, Atlantic Business Magazine's Employers of Diversity awards celebrate employers in Atlantic Canada who are leading DEIA (Diversity, Equity, Inclusion and Accessibility) agendas within their respective organizations.

Specifically, this award recognizes organizational strategies that foster/nurture DEIA in areas such as, recruitment/hiring, inclusive workplace cultures, training and development, policy and programming, community outreach, and in their supply chains.

Eligibility: All employers within Atlantic Canada (includes New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador).

Winners will be announced in the July/August edition of *Atlantic Business Magazine*.

Nominations submitted after March 1 will be held for the following year (e.g. if you submit an application on March 2, 2025, it will be held for the 2026 competition).

To take part in this competition, applicants must:

- Complete this application in full, answering all questions clearly and concisely
- Provide 2 signed letters of support (2 page maximum each) for your application. It is recommended that at least one letter come from an external organization whose DEIA programs you have partnered with or supported in some way.

The importance of accuracy: Winners will be determined based on the material submitted in this form. Excerpts from this information will also be used for winner award announcements in the July/August edition of Atlantic Business Magazine. If there is a particular item you want to share with the judges but do not want released publicly, please mark it as **Not For Publication**.

Note: Judges reserve the right to review your organization's website and social media posts to verify your public brand reflects the DEIA values described on this application.



1. Organization name as you would like it to appear in the magazine, if you are selected as one of the winners
2. Civic address for your Atlantic Canada head office
 - a. Address
 - b. City
 - c. Province
 - d. Postal Code
3. Mailing address for your Atlantic Canada head office location, if different from above
 - a. Address
 - b. City
 - c. Province
 - d. Postal Code
4. Person completing this application
 - a. Name
 - b. Title
 - c. Phone number
 - d. Email address
5. Media relations contact
 - a. Name
 - b. Title
 - c. Phone number
 - d. Email address
6. Person who leads this company/organization in Atlantic Canada
 - a. Name
 - b. Title
 - c. Phone number
 - d. Email address
7. Social Media
Please include your corporate social media handles for each of the following platforms
 - a. Facebook
 - b. Twitter
 - c. Instagram
 - d. LinkedIn
8. In 25 words or less, what product/service does your company/organization provide?
9. What percentage of your staff identifies as:
 - a. Male
 - b. Female
 - c. Nonbinary
 - d. Indigenous
 - e. Black
 - f. Person of colour
 - g. Immigrant
 - h. Person with disability
 - i. 2SLGBTQIA+
 - j. We do not track these metrics



10. What percentage of your board identifies as:

- a. Male
- b. Female
- c. Nonbinary
- d. Indigenous
- e. Black
- f. Person of colour
- g. Immigrant
- h. Person with disability
- i. 2SLGBTQIA+
- j. We do not track these metrics

11. What percentage of your management team identifies as:

- a. Male
- b. Female
- c. Nonbinary
- d. Indigenous
- e. Black
- f. Person of colour
- g. Immigrant
- h. Person with disability
- i. 2SLGBTQIA+
- j. We do not track these metrics

Corporate Culture

12. Why is DEIA important to your company? What value does it offer to your organization?

13. What are your corporate DEIA vision and values?

14. How do you communicate those values so that marginalized groups in your employ feel heard, valued and safe?

Human Resources

15. Provide clear examples of your DEIA human resource targets and your strategies to attract, recruit, retain and promote diverse applicants.

16. How and why have you revised your HR targets over time (e.g. lessons learned from initiatives that weren't as successful as you had hoped they would be)

Equity

17. What are you doing to help marginalized communities achieve equity in your workplace?

18. What initiatives, if any, do you support that promote equity for marginalized people across your industry?



Communications

19. List the ways in which your company/organization communicates inclusively and promotes diversity in its communications with people outside your company (online, in person, over the phone, in press releases and other corporate materials)

Education & Training

20. What DEIA educational and training opportunities does your company/organization make available for staff, management, board members and volunteers?

Events/Celebrations

21. What, if any, events and celebrations does your company/organization host that help to advance your DEIA goals?

Outreach

22. List examples of your corporate participation in external events/causes/groups which promote DEIA in your broader community.

23. Do you have DEIA policies in place for your supply chain? If so, describe what you are doing to build more inclusive supply chains.

Other

24. Is there anything you would like to add that was not captured above?

Upload your two letters of support

Letter 1

Letter 2