

TERMS AND CONDITIONS

Applying for this award is deemed as acceptance of these terms and conditions. Terms and conditions may be amended at the discretion of the competition organizer. Any and all amendments of terms and conditions will be posted on the Application. Entrants should review terms and conditions periodically for amendments.

Confidentiality

All entrants should be aware that finalists' presentations will be presented in a public forum. Confidentiality of the application is not guaranteed in any way. The survey is completely anonymous. Applicants should exclude sensitive or confidential information from their applications and videos.

The oral presentation and awards ceremony is open to the award participants. Any and all of the award sessions may be broadcast to interested persons through promotion and media which may include print, radio, television, social media and the internet. Any data or information discussed or divulged in the award sessions by entrants should be considered information that will likely enter the public realm, and entrants should not assume any right of confidentiality in any data or information discussed, divulged or presented in this session.

Organizers assume no responsibility to ensure the confidentiality of any information disclosed during the award process and are not responsible for any confidentiality issues that may occur during the course of the award process and will not be involved in any way with disputes arising therefrom.

Privacy

By applying, each applicant agrees to the organizer disclosing the applicant's name, title, phone and email information to its sponsors, contractors and agents to assist in conducting the award process and communicating with entrants.

Publicity and Promotional Activities

Each applicant acknowledges and agrees that the information submitted connected with the award process, including organization name and logo, can be used to promote the award process and the applicant. The award winner(s) will, at the organizer's request, participate in all promotional activity (such as publicity and photography) surrounding the award. Winner's consent to the organizer using their name and image in promotional materials.

Indemnity

Each entrant agrees to indemnify and hold harmless the organizer from and against any liabilities, losses, claims, demands, costs (including legal costs) and expenses arising in connection with any breach or alleged breach by the applicant of any representation, terms or conditions of registration or participation in the award process.

Disclaimer of Liability

Organizer accepts no responsibility for late, lost, incomplete, incorrectly submitted, delayed, illegible, corrupted or misdirected entries or correspondence whether due to error, omission, alteration, tampering, deletion, theft, destruction, transmission interruption, communications failure or otherwise.

Other Conditions

Entrants may incur costs while participating in this competition and are responsible for those costs, including but not limited to travel and accommodation expenses.

Entrants warrant and represent to the organizer that they own all rights (including intellectual property) in the material they submit throughout the award process.

Organizer has the sole discretion to disqualify and/or remove any individual or applicant for any reason that it deems appropriate before and/or during the award event. All decisions regarding an individual's or team's removal and/or disqualification from the award process are final. Judge's decisions are final.

AWARD ELIGIBILITY CRITERIA

To be eligible to apply for the 2023 Diversity Impact Awards™, your organization must agree to and comply with the following:

1. Your Group is applying based on having one of the following: (1) a single ERG, (2) multiple ERGs, (3) an Executive Sponsor. Your ERG(s) or Diversity Council has been in operation for at least two (2) years.
2. You agree to provide proof to support any or all Application responses.
3. You agree that either the Executive Sponsor, the Chief Diversity Officer, the Chief Executive Officer (or equivalent) will review the responses of your application, approve and certify that your application truthfully and accurately reflects the work of your Group.
4. The work being illustrated within the application represents a new or improved initiative (conducted in 2022), or it can be the culmination of multiple years of work with an outcome or impact being significant in 2022.
5. In examples provided, you must delineate your Group's specific role in achieving the results reported.
6. If you choose to participate in the survey portion of the award for additional points, you agree to distribute the survey appropriate for the type of award. Top 25 applications distribute surveys to ERG members and the Top 10 enterprise-level awards distribute surveys to ERG leaders. If a group chooses to distribute the survey, an anonymous survey link with additional instructions is provided to all organizations. If an organization prefers to run the survey within their own platform, we will provide the questions for inclusion in the survey. The organization would in turn provide a data file (with any identifiers eliminated) to the awards committee.
7. If selected for a top 25 or top 10 award, you agree to have at least one representative present to receive your award at the 2023 Global ERG Network Conference.