

PRESS RELEASE

Media Contact: Ruth Hawk
ruthhawk@diversityjournal.com
412-401-1009 or 440-982-0444

PDJ Announces the 2016 International Innovation Award Winners

Leading the Way to Excellence in Diversity and Inclusion

CLEVELAND, OH (October 21, 2016) - *Profiles in Diversity Journal* today announced the winning companies and organizations for innovation excellence in diversity and inclusion. These trailblazers are unlocking innovation and driving growth around the world.

Among the Top 10 leaders are companies and organizations based in Australia, Canada, Europe, and the United States. There are also six awards of excellence and 15 honorary mentions. The 13th Annual International Innovation in Diversity Awards generated a wide-range of unique applicants from businesses and organizations around the world. The emerging focus of them all is an alignment of diversity and inclusion with business goals in the workplace, marketplace.

This year's **Top 10** leaders and their innovations in diversity are:

1. **United States Olympic Committee** - Diversity and Inclusion Scorecard Program
2. **HP Inc.** - HP Reinventing the Standard of Diversity
3. **Cisco** – Cisco's Diverse Representation Framework
4. **Future Directors Institute** - Board Kickstarter Program
5. **State Street Corporation** - Professional Women's Network: Mentoring Circles
6. **Electronic Arts** - Building an Inclusive Culture in EA and in the Gaming Community
7. **Philip Morris International** - Equal Salary Certification
8. **Plan International Canada** - myLeadershipCafe
9. **KPMG** - Inspiring Greatness: The KPMG Women's Leadership Summit
10. **The Halton Regional Police Service** - Diversity and Inclusivity Through Community Mobilization: A Shared Approach

Awards of Excellence winners: **Cooper Standard, Interpublic Group IPG, Moss Adams, New York Power Authority, University Hospitals Cleveland Medical Center, and William Osler Health System.**

Honorary Mention goes to: **Arrow Electronics, Capital One, Cisco (Life Changer), Cisco (Fair Pay), Cisco (Health and Education), Dechert LLP, Denny's, First Horizon National Corp., FordHarrison LLP, Hormell Foods Corp., Latham & Watkins, New York Life Insurance Co., Stikeman Elliott LLP, Sullivan & Cromwell LLP, and WilsonHCG.**

Innovations - Continued on 2

Highlights of the Top 10 winning programs include:

United States Olympic Committee - *National Governing Body Diversity and Inclusion Scorecard Program*. The program is a public assessment of the U.S. Olympic and Paralympic commitment to diversity. It impacts nearly 4 million members within 53 organizations and thousands of up and coming athletes and coaches in development pipelines.

HP Inc. - *HP is Reinventing the Standard of Diversity*. A comprehensive accountability program demonstrating a diverse and inclusive culture. It is tied to the company strategy of BIG - Belonging, Innovation, and Growth.

Cisco - *Cisco's Diverse Representation Framework*. Initiatives driving full spectrum diversity responding to today's and tomorrow's changing talent landscape and realizing exponential growth.

Future Directors Institute - *Board Kickstarter Program*. An Australian company empowering boardroom change-agents while building a global movement of future thinking directors who are invested in more than just their career.

State Street Corporation - *Professional Women's Network: Mentoring Circles*. A networking program putting into action core values of "Stronger Together." Adopted across the organization at locations in multiple countries.

Electronic Arts - *Building an Inclusive Culture in EA and in the Gaming Community*. A global gaming company upping its game with purposeful steps for an inclusive culture all over the world.

Philip Morris International - *Equal Salary Certification*. The Switzerland-based company's global initiative fostering accountability by having a third party independent endorsement on equal pay, regardless of gender. The company is embarking on a global rollout of the project.

Plan International Canada - *myLeadershipCafe*. A customized program investing in inclusive leadership from process to purpose that has impact on international work in over 60 countries.

KPMG - *Inspiring Greatness: The KPMG Women's Leadership Summit*. An annual summit established to increase the number of women in the C-Suite by empowering the next generation of women leaders. Annually, it brings together 100 of today's most accomplished leaders from multiple industries to inspire 200 next-generation women leaders who are nominated by their CEO's to attend. These leaders participate in subsequent yearlong networking and skill building initiatives.

The Halton Regional Police Service - *Diversity and Inclusivity through Community Mobilization: A Shared Approach*. Collaborate strategies to address contemporary issues including those identified through a Regional Diversity Engagement Forum. It includes partnering, recruiting, and career training specific with a focus on cultural competency, diversity and inclusion and bias awareness. The 1,000 member force delivers services to a population of over 700,000.

The program addresses risks while increasing protective factors and enhances service response to prevent vulnerability, including acts of hate and terrorism. It also includes newcomer efforts, including incoming Syrian refugees.

“These leaders are reinventing standards and incorporating fresh perspectives and different ways of thinking through realigning practices, linking diversity goals to performance metrics, thinking global and networking wider,” PDJ Publisher James R. Rector said. “They all demonstrate that change is a foundation for innovation and their future is connected to the power to innovate,” he added.

All winning innovations (Top 10, Awards of Excellence, and Honorary Mention) will be profiled in the December 2016 Edition of *Profiles in Diversity Journal*.

Profiles in Diversity Journal is dedicated to advancing diversity and inclusion across all sectors around the world. In its 19th year, the publication is widely respected for stimulating organizational change by showcasing visionary leadership, innovation, and commitment to action.

Editorial contact: Ruth Hawk, Editor-in-Chief
ruthhawk@diversityjournal.com 412-401-1009 or 440-892-0444

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