Terms & Conditions:
Inclusion Leader of the Year Award

The Inclusion Leader of the Year Award recognises senior DEI and HR executives whose leadership has driven meaningful, measurable progress for equity and inclusion. The award celebrates leaders who combine strategic influence with real-world impact, championing inclusive change within their organisation and beyond.

Two Inclusion Leader of the Year Awards are presented each year: Inclusion Leader of the Year – USA at the Role Model Reception in New York, and Inclusion Leader of the Year – UK & Europe at the Role Model Gala Dinner in London.

Entry Criteria

- Nominees must be senior DEI or HR executives whose leadership has driven meaningful, measurable progress for equity and inclusion within their organisation and/or wider sector.
- Nominees must be nominated by Role Models featured on INvolve's Role Model Lists. Self-nominations are not accepted for this award.
- Nominees can be working in any country, but shortlisted candidates must be considered for either the USA award or the UK & Europe award, as determined by INvolve.
- All nominees must be over 18 years of age prior to the submission deadline.

Nominations

- Nominations are made by Role Models from INvolve's Role Model Lists. Nominations should be submitted by the published deadline and in the format requested by INvolve.
- Being nominated does not guarantee shortlisting or selection as a winner. INvolve reserves the right to determine the shortlist based on the information provided and the award criteria.

- Once a nomination is made it cannot be withdrawn. However, any additional information which may affect inclusion or exclusion from the award process can be submitted for consideration.

Submissions

- Shortlisted candidates will be invited to provide a detailed submission by the published deadline. Unless confirmed otherwise by INvolve, submissions received after the deadline may be excluded from judging.
- Any information provided, excluding contact details, may be used in content featured in relation to the award or within related promotional materials. Please clearly indicate in your submission if there is specific information that should remain private only to the judging process.
- Providing a submission is a commitment and agreement to be considered for the Inclusion Leader of the Year Award and, if selected, to be publicly recognised as a shortlisted candidate or winner. Following submission, individuals can only be withdrawn, or their submission changed, at the discretion of INvolve.
- Should a shortlisted candidate be aware of any historical or current professional or personal behaviour, whether in the public domain or not, which could reasonably be considered to undermine the title of Inclusion Leader of the Year or counter the known values of INvolve, details must be provided for consideration alongside the submission.

Criteria and Judging process

- The aim of the Inclusion Leader of the Year Award is to recognise senior DEI and HR leaders whose work demonstrates strategic influence, measurable progress and meaningful impact for equity and inclusion.
- Shortlisted candidates will be assessed on the basis of their detailed submissions by an external judging panel appointed by INvolve.
- The judges' decisions are final and cannot be contested or appealed.
- Scoring and selection are based on the submissions made by shortlisted candidates. INvolve reserves the right to request additional information for clarification or to provide evidence supporting statements made. Failure to

provide this information may result in the submission being omitted from judging.

Event attendance

- To be included on the shortlist, potential winners must be available to attend either the Role Model Reception in New York for the USA award or the Role Model Gala Dinner in London for the UK & Europe award, as applicable.
- The winner will be announced at the relevant event. If a shortlisted candidate is unable to attend, INvolve reserves the right to remove that individual from the shortlist or select an alternative shortlisted candidate.

Data protection

By completing the submission form, you agree that:

- INvolve may collect and process your personal data, including name, email, company and job title, and any other information you provide, together "Your Information", for the purposes of running the Inclusion Leader of the Year Award.
- INvolve may share your information with trusted media partners, event partners and individual members of the external judging panel for such purposes.
- Your information may be published by INvolve and trusted media partners, both online and in print, in relation to the Inclusion Leader of the Year Award, including shortlist and winner announcements.

INvolve may contact you regarding events and media opportunities relevant to your submission for the Role Model Lists. If at any point you wish not to be contacted – please notify rolemodels@involvepeople.org