Best Companies for Blacks in Technology Awards Program Application

For over 40 years, BDPA has partnered with corporate America to provide a steady stream of talented African Americans in Information Technology.

BDPA offers our stakeholders in corporations, educational institutions and government agencies opportunities to network with other employers, career professionals and students in the pursuit of IT talent and services, as well as receive critical information on technology trends.

The prestigious **Best Companies for Blacks in Technology** award is presented during the 2021 Virtual National BDPA Technology Conference and Career Fair to the company that best demonstrates a workplace and environment that supports the advancement of African-Americans in the Information Technology industry. Each year, National BDPA surveys Fortune 1000 companies to make an assessment of their internal workplace and career development climate using the following rating categories:

Rating Categories
Tenure, Promotions and Terminations
Leadership Development and Advancement
Supplier Diversity
Community & BDPA Engagement

Key Dates & Information

- Nominations are due *July 9, 2021* and must be submitted to *awards@bdpa.org*.

- The **Best Company for Blacks in Technology** will be announced during the 2021 Virtual National BDPA Technology Conference **Awards Ceremony** on Saturday, August 14, 2021.

- Please direct all inquiries or questions regarding the program to *awards@bdpa.org*.

Application Logistics

Answers to the application questions assist BDPA in making an assessment of the workplace and career development climate within your organization. If you prefer not to answer a question please leave it blank and proceed to the next question in the application. **All application responses are strictly confidential and are evaluated by an executive level team of National BDPA**.

Please submit completed applications by *July 9, 2021* to awards@bdpa.org.

Please direct all inquiries or questions regarding the program to ***awards@bdpa.org***.

Your Organization

1.   Company Name: _____

2.   Core Company or Corporate Industry: _____

3.   Total Number of Employees: _____

4.   Is your company minority-owned and/or a certified MBE? YES   NO

5.   2020 Company Revenue:

6.   Information Technology (IT) Division Name:

7.   Name of CIO:

8.   Total Number of Employees in IT:

9.   Annual IT budget:

     A. Less $1 Million

     B. $1 – $10 Million

     C. $10 – $100 Million

     D. $100 - $500 Million

     E. Greater than $500 Million

10.   Key IT Work Force Locations (Select all the apply):

     F. Northeast USA

G. Southeast USA

H. Central USA

I. Western USA

J. Offshore (list key locations) _____

Tenure, Promotions and Terminations

1. Tenure

Please calculate the following:	Average Tenure in Years
Overall average tenure for all IT employees	
Average tenure of African-Americans in IT	

2. Promotion Rates in IT

Please select the range that includes the actual number for each of the following:	up to 2	>2	>10	>20	>30
Total number of professionals and executives in IT promoted in last 12 months					
Total number of African American professionals and executives in IT promoted in last 12 months					

3. Termination/Turnover Rates

Please select the range that includes the actual number for each of the following:	up to 2	>2	>10	>20	>30
Total number of professionals and executives in IT leaving the company in last 12 months (excluding retirements)					
Total number of African American professionals and executives in IT leaving the company in last 12 months (excluding retirements)					

Leadership Development & Advancement

- Briefly describe your company's leadership development and advancement programs, including those specifically tailored for IT professionals? Of the overall group chosen to participate in your advancement program(s), what percentage were African American?

- Briefly describe your company's employee business network and/or mentoring program(s). Please describe how your company encourages participation and leadership development through these programs. How many eligible African Americans within IT are actively involved with and/or have been assigned mentors within the mentoring program?

- Other than BDPA, has your company been recognized or honored within the past year for your efforts in developing minority IT professionals? If so, please describe the award(s), what it was for and when it was received.

Supplier Diversity

- Do you have an active Supplier Diversity Program? If you do, please provide the following information about your program:

  - What percentage of your company's overall purchasing spend during the previous fiscal year was allocated to minority owned businesses? What percentage was spent with African American owned businesses?

  - Do you have a program in place to on-board new or prospective minority owned businesses? How many new minority owned businesses were added to your company's portfolio during the previous fiscal year?

  - Does your company's supplier diversity program promote supplier diversity within their operations?

- Do line managers and purchasing managers have performance measures tied to supplier diversity program goals?

Community & BDPA Engagement

- Describe the community outreach programs supported by your company that enable realization of BDPA's motto, "*From The Classroom To the Boardroom*"?

- Please describe your involvement and/or support of BDPA at the national, regional or local level (e.g. sponsorship, programs, etc.).

- Do you leverage BDPA to grow or cultivate talent for your organization?

  - If **YES,** whom and what role(s) have they or do they currently hold within the local, regional or national organization?

- If **NO**, would you be interested in partnering with BDPA to grow our and your company's leadership pipeline?

Application Contact Information

Contact Information:

Name:

Title:

Address:

Office Phone:

Cellular Phone:

Email: