

Nomination: 6185

Metis Technology Solutions, Inc Leads the Way for Diversity and Inclusion

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.

Name of Organization/Company

Metis Technology Solutions, Inc

Additional Contacts

I would also like to have others receive emails about the disposition of our entries.

Page: Entry Information

Entry Title

Metis Technology Solutions, Inc Leads the Way for Diversity and Inclusion

Category

B01 - B59 Achievement > B09 - Achievement in Diversity and Inclusion

Achievement Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Metis Technology Solutions, Inc has a long history of focusing on Diversity and Inclusion. As a 100% woman owned business the focus on D&I comes directly from the top of the organization. Metis began by developing a robust Equal Employment Opportunity program ensuring protections of individuals in protected categories including race, color, religion, sex, gender, gender identity, sexual orientation, national origin, age, marital status, genetic information, disability and veteran status. This was quickly followed by policy statements for Individuals with Disabilities and Veterans. Most recently Metis published their Diversity, Equity, Inclusion and Accessibility Policy committing Metis to building a culture of diversity and inclusion, where employees feel a sense of belonging, respect, connection, empowerment, and engagement and have the opportunity to fully contribute to the organization through meaningful work.

Metis consistently prioritized people associated with the aforementioned protected categories. Metis has been a leader in diversity and inclusion receiving several awards for initiatives including the Department of Labor's HIRE Vets Medallion and the SHIFT award from "innovation+educate" for its inclusive hiring activities. Most recently Metis received its Diversity, Equity, Inclusion Workplace Certification from Diversity for Social Impact. This certification reviewed Metis' policies and current employment statistics to award the certification.

b. Outline the team's or organization's achievements since the beginning of 2020 that you wish to bring to the judges' attention (up to 250 words). Required

Metis received the Department of Labor's only federal level veteran hiring award, "HIRE Vets Medallion Program" since its inception in 2018. Since 2018 Metis received the 2019 Platinum Medallion, 2020 Platinum Medallion and 2021 Gold Medallion in recognition for our Veteran hiring, retention and development programs. To receive these awards we must meet minimum criteria for hiring and retention of Veteran personnel. Additionally we must promote leadership and education opportunities for our Veteran employees. Metis is proud of its Education support providing REDACTED for continued education while also providing a Veteran Mentorship program giving full access to senior leaders within the organization at the Executive Level.

Metis was recognized by the New Mexico Family Friendly program from 2019 to 2022 most recently receiving the Platinum award.

Our most recent achievement is the receipt of our Diversity, Equity and Inclusion Workplace certification from Diversity for Social Impact. The application included a 20 page questionnaire providing information on our programs, policies and current employment statistics. In addition to the questionnaire reviewers received access to all our policies and procedures related to all aspects of our DEIA program. Upon receipt of the certification they stated "we are very impressed with the depth and extent of your DEIA commitment, efforts & resources." "The wide spectrum of angles you have considered in creating the many policies, programs, supports for all your staff and also how you encourage staff to contribute back to the communities is exceptional!"

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

The HIRE Vets award is a significant and unique because in 2020 Metis was recognized as one of only 58 companies in the United States to have received the award for three consecutive years since its inception. Metis continued its this record by receiving the Gold Medallion in 2021. This award not only reviews policies but also assesses actual hiring and retention numbers of our Veterans. It is solid proof of our focus on diversity and inclusion not only in word but in action.

Our certification as a Diversity, Equity and Inclusion Workplace is significant as it reflects years of programs and policies Metis has had in place supporting diversity and inclusion before it became a mainstream focus. As a woman owned company we are proud to highlight that we have been working towards a diverse and inclusive workplace since the organization began. Through our programs and processes individual employees have achieved individual success through the opportunities that were afforded to them through our organization. To highlight individual success the CEO took a young African American Woman, Software Engineer as a mentee. Through this mentorship, and the support of Metis, this young woman received her first Patent from the U.S. Patent and Trademark office for her STIGAssit cyber security tool. Another example is the support it's given to another group of engineers who have received a Small business Innovation Research contract for autonomous robotics software. The engineer leading this research is also from an underrepresented group.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Webpage Link

<https://youtu.be/Y98gQcoX3BQ> (<https://youtu.be/Y98gQcoX3BQ>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.metis-tech.com/metis-receives-nasa-sbir-phase-ii-award-for-autonomous-robotics-software/> (<https://www.metis-tech.com/metis-receives-nasa-sbir-phase-ii-award-for-autonomous-robotics-software/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.metis-tech.com/metis-awarded-patent-for-cyber-security-tool/> (<https://www.metis-tech.com/metis-awarded-patent-for-cyber-security-tool/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.metis-tech.com/metis-honored-by-fourth-straight-hire-vets-medallion-award/> (<https://www.metis-tech.com/metis-honored-by-fourth-straight-hire-vets-medallion-award/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.metis-tech.com/metis-receives-hire-vets-medallion-third-year-in-a-row/> (<https://www.metis-tech.com/metis-receives-hire-vets-medallion-third-year-in-a-row/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://www.metis-tech.com/metis-success-at-air-force-pitch-day-event/> (<https://www.metis-tech.com/metis-success-at-air-force-pitch-day-event/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 7

<https://www.metis-tech.com/joy-colucci-named-new-mexicos-2022-small-business-person-of-the-year/> (<https://www.metis-tech.com/joy-colucci-named-new-mexicos-2022-small-business-person-of-the-year/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 8

<https://nmfamilyfriendlybusiness.org/business-directory/?letter=m> (<https://nmfamilyfriendlybusiness.org/business-directory/?letter=m>)

Would you like to add an additional webpage link?

Yes

Web Page Link 9

<https://www.hirevets.gov/> (<https://www.hirevets.gov/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 10

<https://diversity.social/who-is-diversity-social/> (<https://diversity.social/who-is-diversity-social/>)

Supporting Document

REDACTED FOR PUBLICATION

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