

Nomination: 7261

Closing the Hispanic Leadersip Gap

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

IBM

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Closing the Hispanic Leadersip Gap

Category

B01 - B59 Achievement > B18 - Achievement in Leadership Development for Racial/Ethnic Minorities

Achievement Submission Format

Written Answers

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

Hispanics@IBM is the IBM-sponsored business resource group (BRG) for Hispanics, supported by IBM's Global Diversity & Inclusion organization, which is aligned to IBM's business objectives and strategic D&I priorities. Despite Hispanics being 18% of the US population, they are underrepresented in the technology and leadership roles. According to Pew Research Center survey, Hispanics make up less than 8% of the workforce in tech and less than 4% of corporate executives.

To be more inclusive, Hispanics@IBM adopted the internal name Familia@IBM to represent all the countries in the Hispanic/Latino culture. Familia, a prized word in both Spanish and Portuguese, represents the spirit of one community at IBM and was adopted to better reflect Brazilian IBMers. In addition, a Brazilian coalition within Hispanics@IBM is helping educate and engage with Brazilian IBMers and dismantle the misconception that Hispanics@IBM is for employees of Spanish-speaking heritage. Since the launch, Hispanics@IBM has experienced increased engagement from Brazilian colleagues. Following an all-hands call for the Brazilian IBMers, for example, the Hispanics@IBM Slack channel, the primary communications medium for the community, grew by 4%.

b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required

In 2020 Hispanics@IBM set a goal to close the gap of IBM Hispanic talent in the US, increasing representation within IBM, substantially accelerating the hiring of Hispanic talent. The overall Hispanic representation at IBM grew from 6.0% in 2020, to 6.6% to 2021, to 7.0% in 2022, with a goal to achieve 9% by 2024. The Hispanic Executive Council, Hispanics@IBM's leadership body, is implementing a variety of measures and initiatives to move towards achieving the 9% representation goal.

Hispanics@IBM has received a number of accolades for its inclusive efforts across IBM.

In early 2022, IBM was recognized in LATINO Magazine's LATINO 100 Diversity Equity and Inclusion listing. The following fall, the Hispanic Technology Executive Council (HITEC) selected IBM as its Corporation of the Year for its "exemplary leadership and commitment to the Hispanic community." HITEC also recognized Jesús Mantas, IBM Global Managing Partner, Business Transformation Services, with the HITEC Estrella Award for his commitment to diversity and inclusion, establishing a program to accelerate the growth of the Hispanic executive pipeline across IBM Consulting and increase awareness of Hispanic impact in the technology industry.

Most recently, Latino Leaders Magazine named IBM among its Best Companies to Work for Latinos 2023 for its commitment to the advancement of Latino talent.

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 recent achievements are a reflection of Hispanics@IBM's dedication to increasing the elevation of its talent and is spearheading several initiatives to support them throughout their journeys.

Hispanics@IBM welcomes new IBMers, who self-identify as Hispanic, with a welcome message encouraging to join the community's Slack channel – a first step in demonstrating interest and engagement.

A series of leadership programs are offered to support rising leaders in their IBM career journey. Early to mid-career IBMers are invited to participate in Level Up, while advanced-career IBMers may participate in leadership programs by HITEC or McKinsey. Community members additionally have access to mentoring and networking sessions.

IBM forges relationships with external organizations to attract future talent and build the eminence of IBMers. Hispanics@IBM's relationship with the Society of Hispanic Professional Engineers advocates for Hispanic engineering talent. IBM is a partner of We Are All Human and an inaugural supporter of its Hispanic Promise, the first-ever corporate pledge to hire and promote Hispanics. WAAH and IBM co-host monthly external webinars featuring IBMers as speakers. In addition, IBM hosted the HITEC Fall Summit at its Armonk, NY headquarters, where 300 Hispanic technology leaders across the country attended.

Hispanics@IBM leverages Hispanic Heritage Month to bring cultural and educational programming to IBMers. During HHM 2022, dozens of volunteers helped organize online and in-person events for hundreds of attendees. The celebratory month served as an opportunity to increase engagement; HHM-related LinkedIn posts from IBMers garnered more than 80,000 reactions.

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://www.businessinsider.com/sc/3-ibm-employees-on-the-power-of-mentorship-and-culture-at-work> (<https://www.businessinsider.com/sc/3-ibm-employees-on-the-power-of-mentorship-and-culture-at-work>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://www.ibm.com/thought-leadership/institute-business-value/blog/hispanic-leadership-gap/> (<https://www.ibm.com/thought-leadership/institute-business-value/blog/hispanic-leadership-gap/>)

Would you like to add an additional webpage link?

Yes

Webpage Link 3

<https://www.prnswire.com/news-releases/hitec-recognizes-jesus-mantas-of-ibm-as-estrella-award-recipient-during-the-hitec-awards-gala-301665979.html> (<https://www.prnswire.com/news-releases/hitec-recognizes-jesus-mantas-of-ibm-as-estrella-award-recipient-during-the-hitec-awards-gala-301665979.html>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://issuu.com/latinoleadersmagazine/docs/january-february23/58> (<https://issuu.com/latinoleadersmagazine/docs/january-february23/58>)

Would you like to add an additional webpage link?

Yes

Web Page Link 5

<https://www.pewresearch.org/science/2022/06/14/hispanic-americans-trust-in-and-engagement-with-science/> (<https://www.pewresearch.org/science/2022/06/14/hispanic-americans-trust-in-and-engagement-with-science/>)

Would you like to add an additional webpage link?

Yes

Web Page Link 6

<https://www.prnswire.com/news-releases/hitec-recognizes-ibm-as-2022-corporation-of-the-year-during-annual-hitec-awards-gala-301665986.html> (<https://www.prnswire.com/news-releases/hitec-recognizes-ibm-as-2022-corporation-of-the-year-during-annual-hitec-awards-gala-301665986.html>)

Would you like to add an additional webpage link?

No

Supporting Document

Download File (<https://stevies-sage.secure-platform.com/file/17783/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWVpYUlkIjoxNzc4MywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSIsImlnbm9yHispanics%40IBM.jpg>)

Would you like to add an additional supporting document?

Yes

Supporting Document 2

No File Uploaded

Would you like to add an additional supporting document?

No

By your submission of this entry to The Stevie Awards, you verify that you have read and agreed to abide by the regulations, terms and conditions of the competition. (<https://stevies-sage.secure-platform.com/a/page/enter/Rules-terms>)

Terms and Conditions

I Agree