

## 2017 CELEBRATE BUSINESS AWARD *winner*s

### INCLUSION *small business*



Brian Waller, *President*

### Technology Association of Iowa

A diverse technology ecosystem is critical to the long-term success of Iowa's technology industry. Technology Association of Iowa (TAI) aims to foster a diverse technology community by promoting inclusive workforce initiatives welcoming to women, rural workers and minority populations.

TAI's middle and high school technology education program, HyperStream, has a goal of teaching Iowa students tech skills and encouraging them to study computer science in higher education, and later to pursue a career in technology. The program is free for Iowa schools and intended to serve and be accessible to all students regardless of their gender, academic achievement, socioeconomic status or ZIP code. TAI is proud to say that HyperStream has 31 percent female participation, which is considerably higher than the national average for female participation in K-12 STEM programs.

### INCLUSION *medium business*



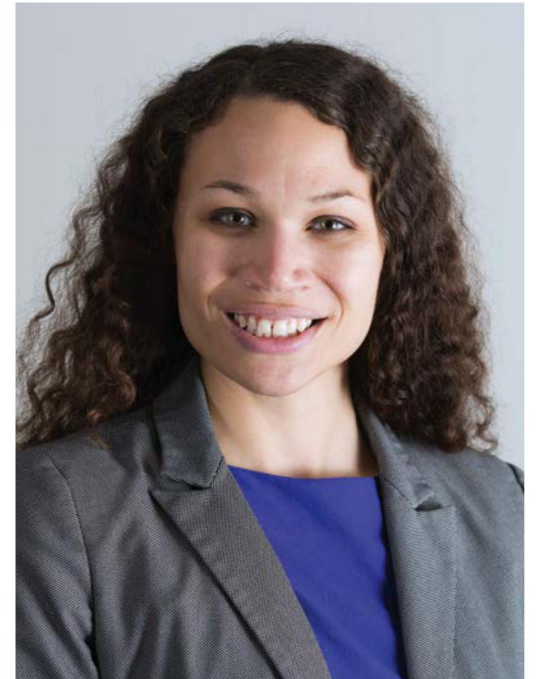
Mike Wilson, *President and Chief Executive Officer*

### Federal Loan Home Bank of Des Moines

In their view, diversity and inclusion doesn't have a start and finish line. It's a journey. Over time, they've continued to improve. Employees. Communities. Suppliers. FHLB Des Moines has a unique diversity and inclusion plan for them all. And, it's supported by a serious commitment to bring about change.

Guided by their values of respect and authenticity, FHLB Des Moines believes having a culture that embraces diversity and inclusion builds stronger communities – in and outside their organization. It's a responsibility that starts with their Board of Directors, leaders and employees. The collection of their unique thoughts, experiences and backgrounds sparks innovation, creativity and insights – no matter what the forum. That's why at FHLB Des Moines, diversity and inclusion always come first.

### INCLUSION *large business*



Erin Lain, *Associate Provost for Campus Equity and Inclusion*

### Drake University

Drake University values diversity as an institutional strength that encompasses a broad range of human differences. Commitment to diversity, equity and inclusion acknowledges the role Drake University can play in redressing historic injustices that result in continued marginalization of members of specific groups, and seeks to understand and respond to contemporary calls for inclusivity as necessitated by social justice. Drake University moves past mere tolerance of diversity and creates a culture of inclusion that sees diversity of identities, backgrounds and ideas as fundamental to its excellence and success as an institution.

In October, Drake hosted and spearheaded the White Privilege Symposium — Iowa. This conference focused on issues of systemic inequity and oppression through empowering and challenging educational programming. The workshops and keynotes provided practical tips, tools and strategies for combating systemic inequities. The symposium brought together high school and college students, teachers, university faculty, administrators and staff, nonprofit employees, activists, social workers and counselors, health care workers, members of the spiritual community, and corporate professionals, among many others.