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Diversity Award Criteria

Commitment to diversity and inclusion vision and strategy (25% of entry focus)

As part of your entry, you must demonstrate your organisation's commitment to promoting and implementing a diversity and inclusion strategy. You will be required to provide evidence in the following categories:

COMPONENT	EXPLANATION	POTENTIAL EVIDENCE
Vision & strategy	Organisation recognises the strategic value of diversity and inclusion across its business (employees, customers and other stakeholders) and has gone beyond formulaic commitment to clear understanding of how to achieve the desired outcomes in its particular context. "Living" commitment.	Clear strategy document, publicly accessible.
Goals & targets	Goals and targets for gender and broader diversity. Organisation has focused on some "SMART" goals & targets to take it towards its vision. Potential to set at a business unit not just an organisational level. Effort to go beyond issues of senior level gender representation to broader diversity issues. Use of processes of review and reporting to drive increased change.	Set of defined goals/ targets, with evidence of review and reporting processes.
Leadership & accountability	Senior leaders view diversity and inclusion goals as within their responsibilities, can articulate the strategy with confidence and reinforce with their teams & externally, and model and teach inclusive leadership practices. Accountability is reinforced by the CEO and through leadership policies, performance targets, pay and remuneration criteria.	Examples of senior leadership actions and relevant leadership policies.
Infrastructure & implementation	Diversity Council or similar body in place with significant status and clout through active senior championing. Responsible diversity and inclusion manager set up to succeed in terms of status and resourcing. Employees throughout the organisation engaged through appropriate networks.	Evidence of all infrastructure set up. Examples of how infrastructure works in practice to deliver outcomes.
Assessment, measurement & research	Clear data-driven understanding of the key diversity challenges within the business, with existing and purpose-designed tools used creatively to generate insights which in turn influence strategy. Ongoing and regular monitoring of metrics. Establishment of appropriate evaluation approaches to organisational programmes.	Evidence of appropriate use of tools, type of insights gained, and strategic implications. Overview of reporting and review process (both generally and with regard to specific initiatives) and its impact on commitment to address challenges.
Recruitment, development & advancement	Special, targeted and creative efforts with various groups to attract/ encourage applicants. Thoughtful, focused initiatives to create more effective internal pathways for diverse talent.	Examples of recruitment efforts e.g. employment pathways/ feeder systems such as tertiary partner engagement, graduate programmes, internships, focused communications efforts. Examples of support and development opportunities available to diverse people e.g. coaching, mentoring, sponsorship, development programmes.

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Employment conditions	Appropriate use and encouragement of flexible work arrangements and creative benefits and services targeted at diverse employee needs. Potential bias in job descriptions, classifications and compensation (including pay equity analysis) recognised and removed.	Examples of well-utilised part-time, job-sharing, paid leave and other flexible work arrangements, as well as benefit and services examples. Examples of potential bias issues recognised and addressed, as well as current pay equity metrics.
Learning & celebrating	Diversity and inclusion learning constant and ongoing throughout the organisation through focused training and building into other programmes. Ongoing and creative efforts to acknowledge and celebrate diversity throughout the organisation and the community.	Examples of ongoing training opportunities and of internal and external efforts to acknowledge & celebrate diversity.
Making a bigger difference	Efforts to share learning with other organisations – e.g. through peer networks; supporting diversity focused organisations; collaboration potentially across sectors to generate action in particular focus areas	Evidence of networks and organisations supported, external communications made, collaboration activities etc.

Innovation around a specific imperative (75% of entry focus)

The organisation has identified a particular area where a (potential) lack of effectively utilised diverse talent threatens its ability to deliver sustainable business value. It has developed one or more initiatives to address this which:

- Are innovative
- Are led strongly at the CEO and Executive level
- Have delivered the desired outcomes and business impact
- Are sustainable
- Have involved and/or led to significant culture change
- Have a potential impact beyond the organisation

COMPONENT	EXPLANATION	POTENTIAL EVIDENCE
Innovation	Initiatives adopt creative new approaches, potentially drawing on new understandings from research, other company experience, community and stakeholder input etc	Discussion of idea development process and inputs; contrast with unsuccessful previous approaches (where relevant).
Leadership	Challenge is recognised by senior leadership team who take a strong role in guiding and supporting organisational response	Evidence of participation and commitment.
Outcomes & Impact	Initiatives have achieved the desired outcomes, and there is (at least initial) evidence of positive business impact	Evidence of outcomes (e.g. recruitment, engagement, retention, promotion) and business impact (e.g. reduction in staffing costs, positive customer impact, social media recognition, performance increases at individual, business unit, company level etc).
Sustainability	Initiatives are sustainable and replicable	Evidence of how the initiative will be repeated/ rolled out/ scaled up across the business; sustained strategic and budgetary commitment.
Culture	Successful implementation of initiatives have involved or led to real changes in "the way we do things around here"	Evidence of different mindsets and understandings required to successfully implement the initiative; evidence of ongoing impact of initiative on mindsets on multiple levels through the organisation.
Community & collaboration	Potential benefits outside the organisation through collaboration and sharing learnings	Evidence that the organisation has worked effectively with partners to develop and implement the initiative(s). Evidence that the organisation has shared the learnings from the initiative(s) externally. Evidence of potential for increased collaborative impact.

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