

## Diversity and Inclusion Leadership Award Criteria

### Diversity & inclusion initiative and outcomes (100% of entry focus)

As part of your entry, you must describe the issue you are addressing and provide details of the initiative. Results of the impact on the business should be clearly demonstrated with scope for further application where relevant.

WEIGHTING	QUESTION	WHAT WE ARE LOOKING FOR
15%	Tell us about the particular issue or opportunity that you wanted to address	<ul style="list-style-type: none"> <li>• Use of data and analytics to define the issue or opportunity</li> <li>• Setting of goals</li> <li>• How you decided that this was a priority for your organisation</li> </ul>
15%	Describe the initiative	<ul style="list-style-type: none"> <li>• Innovative approach</li> <li>• Market leadership</li> </ul>
40%	Demonstrate, with examples or evidence, the impact on the business	<ul style="list-style-type: none"> <li>• Ability to measure</li> <li>• Educate and inform wider organisation</li> <li>• Culture shift</li> <li>• Financial metrics</li> <li>• Potential impact beyond the business</li> <li>• Intended and unintended impact</li> </ul>
15%	What scope is there to further develop, scale or transfer the initiative to another division/company/industry?	<ul style="list-style-type: none"> <li>• Either within the wider organisation or beyond</li> <li>• Willingness to collaborate and share</li> <li>• Sustainable</li> </ul>
15%	Tell us what you have learnt from the initiative and how this knowledge might be applied in the future	<ul style="list-style-type: none"> <li>• Ability to receive feedback and refine</li> <li>• Continuous improvement</li> <li>• Transparency</li> </ul>