

Diversity and Inclusion Leadership Award Criteria

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

Applications for this award are open to all Deloitte Top 200 companies, Top 30 financial institutions and Top 10 Māori businesses.

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 (s)	What we are looking for
15%	Tell us about the particular issue or opportunity you wanted to address	<ul style="list-style-type: none"> • Use of data and analytics to define the issue or opportunity • Setting of goals • How you decided this was a priority for your organisation
15%	Describe the initiative	<ul style="list-style-type: none"> • Innovative and new approach to designing the initiative for your organization and industry and / or chosen market(s)
40%	Demonstrate, with examples or evidence, the impact on the business and other impacts achieved (e.g. community impact)	<ul style="list-style-type: none"> • Ability to measure • Internal engagement and communication • Culture shift • Financial metrics • Potential impact beyond the business • Intended and unintended impact
15%	What scope is there to further develop, scale or transfer the initiative to another division/company/industry?	<ul style="list-style-type: none"> • The ability, willingness and buy-in to further the initiative internally, and any plans to do so if they exist • Willingness to collaborate and share learnings outside of organisation • Sustainability
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"> • Ability to receive feedback and refine • Continuous improvement • Transparency

Following a comprehensive judging process, finalists for the Diversity and Inclusion Leadership Award will be contacted in October, with the winner announced at the Deloitte Top 200 Awards held on Thursday 5 December 2019 in Auckland. All entries will receive feedback from the review panel in the weeks following the awards evening.