



**AWARDS ENTRY
ASSISTANCE
WORKSHOP 2024**

BENEFITS

- Celebrate your team's contribution
- Review your achievement
- Be recognised as a champion for diversity and inclusion
 - Engage top talent
 - Appeal to your customers and clients
- Be an inspiration to others
- Build connections with, and gain ideas from the community of entrants
- Get useful feedback from the judges
- Benchmark progress and gain a point of difference



AIM COMPONENTS

INTERNATIONAL BEST PRACTICE

1. Leadership

Support, values, accountability, strategic approach

2. Diversity Infrastructure

Cornerstone policies, targeted policies, interventions, perceived diversity climate.

3. Diverse recruitment

Job design, attraction and recruitment

4. Inclusive career development

Training, development, remuneration, talent succession, cultural preparation.

NEW ZEALAND

5. Bi-culturalism

Bi-cultural competence, representation, systems and responsibilities

6. Inclusive Collaboration

Awareness, **inclusion** skills, communication styles, approach to dissent.

7. Social Impact

Customer representation, supplier relations, information/educational campaigns/systems.

CATEGORIES IN 2024

- Leadership Award
- Diverse Talent Award
- Respectful Culture Award
- Inclusive Workplace Award
- Ngā Ahuatanga o Te Tiriti Tohu

Opportunity for two winners in each category

- Medium – Large organisations (100+)
- Small – Medium organisations (<100)

Supreme Award is selected from the winners of each category

Impact Award

Diversity Champion Award



WHAT THE JUDGES ARE LOOKING FOR

- A clear understanding of the “why”
- Innovation, leading edge thinking and unique approaches to complex issues
- Measurable impact on performance and employee engagement
- Evidence of executive support – more than an HR programme
- Clear co-design and in-house team engagement – more than outsourced to a provider
- Clarity on change management process (including challenges and iterations)
- Clarity on reach beyond employee base – cross industry influence

LEADERSHIP AWARD

- More than a single sponsor or champion at leadership level
- Organisation award (not individual)
- Pro-active engineering of organisational design and processes through a lens of equity to remove systemic bias
- Accountability across all leadership levels (including governance)

JUDGES' CRITERIA

1.	Strategic alignment (200 – 300 words)	10%
2.	The initiative (400 – 550 words)	25%
3.	Implementation (400 – 550 words)	25%
4.	Workplace evidence (300- 450 words)	20%
5.	Employee evidence (300 – 450 words)	20%

DIVERSE TALENT AWARD

- Pipeline management – talent attraction and recruitment
- Innovative processes to access diverse talent pools and to minimise bias
- Career pathways to retain diverse talent and to remove barriers that employees from non-dominant groups face in moving up and across organisational structures
- Organisation-wide support and celebration of progress for non-dominant groups

JUDGES' CRITERIA

1.	Diversity gaps identified (200 – 300 words)	10%
2.	The initiative (400 – 550 words) (a) Attracting diverse talent (b) Developing diverse talent	25%
3.	Implementation (400 – 550 words)	25%
4.	Workplace evidence (300 – 450 words)	20%
5.	Employee evidence (300 – 450 words)	20%

RESPECTFUL CULTURE AWARD

- Overall culture transformation strategies and initiatives, including approach to teamwork, communication, decision-making and employee relationships
- Managing bullying, harassment and workplace incivility
- Approach to resolve conflict, manage dissent and work through disagreement
- Mechanisms for accountability
- Focus on shifting from awareness to action

JUDGES' CRITERIA

1.	Strategic alignment (200 – 300 words)	10%
2.	The initiative or strategy (400 – 550 words)	25%
3.	Implementation (400 – 550 words)	25%
4.	Workplace evidence (300 – 450 words)	20%
5.	Employee evidence (300 – 450 words)	20%

INCLUSIVE WORKPLACE AWARD

- Initiatives to build better outcomes for a specific non-dominant group
- Specific policies developed with this target population in mind
- Activation of policies and initiatives through structures to build inclusive collaboration (eg employee-led initiatives, diversely-led idea incubators, reverse mentoring)
- Removing barriers to team contribution from non-dominant groups
- Positive impact on customers, suppliers, stakeholders towards social cohesion

JUDGES' CRITERIA

1.	Target group (200 – 300 words)	10%
2.	The initiative (400 – 550 words)	25%
3.	Implementation (400 – 550 words)	25%
4.	Workplace evidence (300 – 450 words)	20%
5.	Employee evidence (300 – 450 words)	20%

NGĀ AHUATANGA O TE TIRITI TOHU

- Recognising the unique status of indigenous Maori culture
- Bicultural sensitivity and an acknowledgement of the role of Te Tiriti as cultural foundation to Aotearoa society which contributes to stronger and more robust partnerships and relationships with whānau, hapū and iwi
- Authentic response to fostering understanding and appreciation across an increasingly multicultural workforce
- All entries related to initiatives to improve outcomes for Māori will be considered within the Ngā Āhuatanga o te Tiriti category.

JUDGES' CRITERIA

1.	The kaupapa (350 – 450 words)	20%
2.	The mahi (300 – 500 words)	20%
3.	Ngā tautoko (300 – 500 words)	20%
4.	Whānau ora (300 – 500 words)	20%
5.	Ngā kaimahi (300 – 500 words)	20%

IMPACT AWARD

- Only open to private and/or charitable sectors
- Open to:
 - a) social enterprises, advocacy groups and/or not-for-profit entities whose core purpose is to facilitate building more equitable workplaces, and
 - b) corporates and private sector businesses that invested in initiatives that are provided at no cost to a broad audience and with a purpose to build a more inclusive society
- Essential to the momentum of diversity and inclusion
- Having an impact at industry level

JUDGES' CRITERIA

1.	Organisational overview (250 – 350 words)	20%
2.	Theory of change (400 – 500 words)	30%
3.	Key workstreams (300 – 400 words)	25%
4.	Evidence of success (300 – 400 words)	25%

SUPREME AWARD

The Supreme Award will be selected from the winners of the Leadership, Diverse Talent, Respectful Workplaces, Inclusive Workplace and Ngā Ahuatanga o te Tiriti categories taking into account:

- Complexity of the problem addressed, and barriers overcome through implementation
- Resource limitations and creative solutions employed to achieve results within financial and time constraints
- Potential to activate change at a larger scale beyond the immediate workplace

DIVERSITY CHAMPION AWARD

Award to an individual

Nominated category:

- Overview of accomplishments over 2 years
- Actions to promote DEI
- Projects and/or initiatives sponsored or implemented
- Role modelling
- Core skills, attributes or behaviours

DECIDING ON A CATEGORY TO ENTER

1. Improve capability and confidence in our leadership team to support DEI strategies and programmes (**Leadership Category**)
2. Attract talent from a specific community that is underrepresented in our organisation (**Diverse Talent Category**)
3. Remove barriers to career progression for people from specific communities (**Diverse Talent Category**)
4. Build an overall culture of respect in our organisation where people from all dimensions of diversity can thrive (**Respectful Culture Category**)
5. Dismantle workplace structures (eg policies, processes and networks) that keep inequity in place for a particular non-dominant group (**Inclusive Workplace Category**)
6. Demonstrate our commitment to being a Te Tiriti responsive organisation and participate in improving outcomes for Māori (**Ngā Āhuatanga o Te Tiriti Tohu**)
7. Contribute to improved social cohesion and equity across all aspects of society and the broad labour market (**Impact Award**)

TOP TIPS

- Be concise
- Tell a story and share the journey – what do you want the audience to remember?
- Write for strangers
- Let the evidence speak – show outcomes and impact
- If you are unsure about which category to enter, ask ‘why did you do what you did?’



COMMON MISTAKES

- Entering name of the organisation inaccurately
- Not articulating the “why”
- Exceeding the word limit
- Ignoring the weightings for scoring
- Entering at the last minute



PHOTOGRAPH X2

- **Subject**

- In the foreground... happy employees who look passionate!
- Action that captures the essence of your initiative

- **Format**

- 2 x jpeg images
- Minimum 2MB
- Clear & colourful

- **Tips**

- Use your phone – check the hi-res setting is on
- Use your Communications or Media team if you have one
- If you have to stage a shot, try for the natural look!

**Please remember...
Diversity Works New Zealand retains
ownership of all images submitted
and has the right to use these images
for marketing purposes.**















We are here to support you. We want to make it easy as possible to get involved

**awards@diversityworks.nz
0800 DIVERSITY (0800 348 377)**

GOOD LUCK!