

Form Name:	Diversity Awards 2021 Entry Form
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Please select award category Diverse Talent Award

Contact Details

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What region/s does your organisation operate in?	Auckland

Diverse Talent Award

Diversity in the talent pipeline - 30% of overall mark.

What are the specific talent pools that you wish to attract in order to increase the diversity of your workforce? Why are these talent pools required for your organisation? How do you go about attracting applications from these diverse groups? Do you specifically design your roles in such a way as to ensure that a diverse range of candidates can apply? What talent and recruitment metrics do you use and how do you obtain information about existing and prospective staff demographics? Please include information that will assist the judges to understand unique challenges and constraints currently facing your workforce (eg. size, composition, industry sector, locations, structure, hours of operation etc.) (400 – 500 words)

Entries should not attempt to answer each of the questions listed in the judging criteria. Instead use these questions as a guideline of what could be addressed in each of the categories and then tell a coherent story across the various themes highlighted.

In entering this category, organisations can choose to tell a story of excellence (showcasing best practice recruitment and career development) or tell a story of improvement (detailing initiatives to attract and develop from specific diverse groups, or initiatives to improve processes to shift its overall level of maturity in regard to talent attraction and career development).

Enter your text here

Screening and selection - 30% of overall mark.

Please provide details of the ways in which your organisation removes bias and barriers from the screening and selection process. Give examples of the challenges faced and how these are overcome in the screening and selection process. Please provide details of the overall candidate experience throughout your recruitment process. Do you do anything specific in your onboarding process to support diverse candidates? (400 – 500 words)

Enter your text here

Talent development - 40% of overall mark.

Enter your text here - remember your overall entry should not exceed 1500 words

Please provide details of your overall approach to career development in order to build diverse and equitable representation across all areas of your organisation. What career tracking and development metrics do you use? How does your organisation approach equity in performance monitoring system processes? Do you have any initiatives to reduce demographic pay-gaps across groups? How are managers equipped to support talent development and performance monitoring across diverse teams? How is career progression celebrated in your organisation? (600 – 700 words)

Supporting Information

Number of Staff

Please enter the number of people who work for your organisation

Why did you enter the Awards?

You will be required to fill in this section

Logo upload

Your logo is uploaded here

Photo 1 upload

Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.

Photo 2 upload

Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.

File upload

You can upload up to six other files. These can be either more photos or supporting evidence such as graphs or results. Supporting evidence must not exceed 1500 words.

Video link 1. Paste your video link here (e.g. from Youtube or Vimeo).

Supporting videos are optional. You must paste a link from a video sharing platform that is publicly accessible. You can share up to two videos.

How did you hear about the Awards?

You will have several options to select from to let us know how you found out about our awards programme.
