

Form Name:	Diversity Awards 2022 Entry Form
Submission Time:	March 2, 2022 11:53 am
Browser:	Chrome 98.0.4758.102 / Windows
IP Address:	103.106.111.241
Unique ID:	936164418
Location:	-36.8506, 174.7679

Please select award category Diverse Talent Award

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## Contact Details

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What region/s does your organisation operate in?	Auckland

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## Diverse Talent Award

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**Diversity gaps identified - 10% of overall mark. What are the specific talent pools that you wish to attract to increase the diversity of your workforce? Why are these talent pools required for your organisation? (200 – 300 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.

This award will be given to an organisation who can demonstrate either of the following:

- (a) initiatives implemented to attract talent from specific groups that were underrepresented in their organisation, and how barriers were removed in order for these candidates to progress through the talent pipeline, or
  - (b) initiatives implemented to improve career development processes in order to ensure that diversity is represented across the organisation.
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**The initiative - 25% of overall mark.**

Enter your text here

**Choose between either of the following options, or you can submit an end-to-end diversity initiative for a specific group that encompasses both subcategories. Please make it clear which option you have chosen: a) Attracting diverse talent What initiatives have you implemented to attract applications from the above mentioned diverse groups? Please include information which will assist the judges to understand unique challenges and constraints facing your organisation in attracting people from these diverse groups (eg. organisation size, workforce composition, culture, industry sector, locations, structure, hours of operation etc). b) Developing diverse talent What career development initiatives have you implemented to build diverse and equitable representation across all areas of your organisation. How does your organisation approach equity in performance monitoring? Do you have any initiatives to reduce demographic pay gaps across groups? How is career progression of people from non-dominant groups celebrated in your organisation? (400-550 words)**

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**Implementation - 25% of overall mark.**

Enter your text here.

**How was the initiative developed? How was it introduced to the workforce? How was it implemented? How is the initiative supported by the leaders/managers of the organisation and what level of accountability does management take for the success of the initiative? Specifically, in terms of the two subcategories above: a) How have you removed internal bias and barriers from the screening and selection process. How have you overcome these challenges? b) How are managers equipped to support talent development and performance monitoring across diverse teams? (400 – 550 words)**

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<p><b>Workplace Evidence - 20% of overall mark</b> Please explain how the workplace benefits from diverse talent. Have you seen any impact on talent sustainability, customer satisfaction, innovation, or productivity? Ideally, evidence provided will be quantified through formal metrics aligned with strategic objectives. (300 – 450 words)</p>	<p>Enter your text here</p>
<p><b>Employee Evidence - 20% of overall mark</b> Show us how the initiative has benefited the employees. Provide details of the impact that recruitment and/or career development opportunities have had on people from targeted diverse groups. Ideally this will include qualitative feedback or statements from employees. (300 – 450 words)</p>	<p>Enter your text here - remember your overall entry should not exceed 2000 words</p>

## Supporting Information

<p><b>Tell us about your organisation in 100 words or less</b></p>	<p>A brief description of your organisation and its core purpose</p>
<p><b>Number of Staff</b></p>	<p>Please enter the number of people who work for your organisation</p>
<p><b>Why did you enter the Awards?</b></p>	<p>You will be required to fill in this section</p>
<p><b>Are you happy for Diversity Works New Zealand to share your contact details with organisations wishing to find out more about the work discussed in this entry?</b></p>	<p>Please indicate yes or no</p>
<p><b>Logo upload</b></p>	<p>Your logo is uploaded here.</p>
<p><b>Photo 1 upload</b></p>	<p>Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.</p>
<p><b>Photo 2 upload</b></p>	<p>Please upload a minimum of two photos showcasing your initiative. The minimum file size is 2mb.</p>
<p><b>File upload</b></p>	<p>You can upload up to six other files - either more photos or evidence such as graphs or results. Supporting evidence must not exceed 2000 words.</p>
<p><b>Video link 1. Paste your video link here (e.g. from Youtube or Vimeo).</b></p>	<p>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.</p>
<p><b>How did you hear about the Awards? You can select more than one answer</b></p>	<p>You will have several options to select from to let us know how you found out about our awards programme. You may choose more than one if you wish.</p>