

Form Name:	Diversity Awards 2022 Entry Form
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Location:	-36.8506, 174.7679

Please select award category

Inclusive Workplace Award

Contact Details

Name of Organisation

ABC Ltd

Contact Person

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Role of Contact Person

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What region/s does your organisation operate in?

Auckland

Inclusive Workplace Award

Target group - 10% of overall mark. What is the specific non-dominant group whose sense of belonging you sought to positively impact through your initiative? Why have you decided to target this group? (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 how they have improved workplace inclusion and belonging for a specific targeted group of employees from a non-dominant group.

The initiative - 25% of overall mark.

Enter your text here

Please tell us about a specific initiative aimed at fostering workplace inclusion and belonging for the above-mentioned group. How was the initiative conceptualised? How does the initiative improve team inclusion and collaboration? What level of leadership support did the initiative attract and how are leaders influenced to be part of the journey? (400 – 550 words)

Implementation - 25% of overall mark.

Enter your text here

How was the initiative 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? Did you encounter any specific challenges in building inclusive teams and how are these addressed? For instance, how do you build healthy interactions between employees with significant differences in culture and values? How are individuals equipped to indicate if they feel excluded from the team dynamic? And how are such individuals and teams supported towards greater inclusivity? How are dissent and disagreement expressed and managed in the organisation? (400 – 550 words)

Workplace Evidence - 20% of overall mark. Please explain how the workplace benefits from inclusive team cultures and collaboration. Have you seen any impact on retention, engagement, customer satisfaction, innovation, or productivity? Please give examples of how leaders role model expected behaviours. Ideally, evidence provided will be quantified through formal metrics aligned with strategic objectives. Please also provide examples of how the inclusive workplace culture in the organisation has positively impacted the external environment, such as stakeholder engagement, diversity in supply chains, customer experience and/or social cohesion. (300 – 450 words)

Enter your text here

Employee Evidence - 20% of overall mark. Show us how the initiative has benefited the employees. What is the positive impact of these behaviours across the organisation in developing a culture of safety for people to bring their best selves to work? Provide details of the impact that inclusive workplace initiatives have had on people from targeted non-dominant groups. Ideally this will include qualitative feedback or statements from employees. (300 – 450 words)

Enter your text here - remember your overall entry should not exceed 2000 words

Supporting Information

Tell us about your organisation in 100 words or less

A brief description of your organisation and its core purpose

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

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?

Please indicate yes or no

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 - either photos or supporting evidence such as graphs or results. Supporting evidence must not exceed 2000 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 can select more than one answer	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.