

AHRI Practising Certification Scholarship

The AHRI Practising Certification Scholarship specifically targeted for an individual who has a focus upon workforce diversity, equity, and inclusion. The scholarship will allow the successful individual to enter into the AHRI Practising HR Certification program at no cost. The individual may complete the Certification pathway most appropriate to their individual circumstance. Pathways can be viewed on the AHRI website.

Eligibility: AHRI Members only who are not currently engaged in the certification pathway and holding an HR role with an organisation.

In memory of Sandra Cormack (1955 - 2018): Sandra Cormack was a passionate advocate for the HR profession and long-term AHRI employee (1993-1998 and 2008-2018) who had a lifelong commitment to diversity and inclusion not only within workplaces but in broader society. AHRI is proud to celebrate Sandra Cormack’s legacy in not only making the certification program available to those who may not otherwise have an opportunity to access it but also to celebrate HR practitioners who specialise in workforce diversity and inclusion.

Criterion	Defined as:	Evidence
Achievement	The applicant has been recognised for championing and driving diversity policies, programs and initiatives within the organisation.	Tertiary awards, reward and recognition programs, academic transcripts, emails of acknowledgement
Leadership	The applicant empowers all employees and role models excellence in personal and organisational leadership of diversity best practice.	Management/supervision roles, community roles, committee chair etc.
Networks	The applicant demonstrates their ability to build valuable networks both within their organisation and outside to other communities and people.	Membership/contributes to business/community groups, voluntary roles undertaken, evidence of informal/formal networks/groups formed/attended in or outside of the organisation.
Impact	The applicant has made a measurable impact of good and bad diversity practices and communicates and acts on outcomes.	Participation on project teams/working parties/steering groups/focus groups/committees/boards, presentations at conferences/events/ education
Culture	The applicant is committed to a cultural change approach to diversity where principals are embedded in the DNA of the organisation.	Examples of how the applicant can embrace and drive change
Credible Activism	The applicant demonstrates personal credibility but also a point of view about the business.	References from colleagues, participation on taskforce, contribution to business wide/cross functional teams, demonstration of ethical behaviour, recognition as role model in the organisation.
Relationships	The applicant demonstrates they have built deeply trusting and cooperative relationships with others.	Reference statements, 360 survey responses etc.

2022 CRITERIA



Employee Consultation	The applicant involves employees at all levels in seeking solutions in response to the need for change.	Evidence of employees engaged in discussion of issue/solutions i.e. minutes of restructuring committee, invitation to contribute Details of consultation process including who across the organisation has been involved i.e. representation on organisation chart, committee structures
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