

Aboriginal and Torres Strait Islander Peoples Employment

This award recognises excellence in Aboriginal and Torres Strait Islander peoples employment initiatives and programs. The emphasis is on recognising those programs and initiatives that effectively break down the barriers to employment for Aboriginal and Torres Strait Islander peoples and that achieve positive, mutually beneficial outcomes for both Aboriginal and Torres Strait Islander peoples employees and the organisation.

Criterion	Defined as:	Suggested evidence:
Specific		
Community	The program or initiative demonstrates partnerships between the organisation, local Aboriginal & Torres Strait Islander peoples communities and other bodies such as educational institutions or other organisation in the applicant organisation's industry.	Statements from community leaders, evidence of links with Aboriginal & Torres Strait Islander peoples communities etc. Evidence of knowledge sharing between the organisation and other organisations within the applicant's industry Activities such as secondments between partnering
Networks and Careers	The program or initiative provides a network for Aboriginal & Torres Strait Islander peoples employees and demonstrates progression and career opportunities	Details of network activities, participation rates, materials etc. Details of how careers are developed and supported for Aboriginal & Torres Strait Islander peoples employees. Examples of role modelling of current employees to profile role opportunities and inspire next
Education	Organisation demonstrates how it educates non Aboriginal & Torres Strait Islander peoples staff on issues such as inclusion and the Aboriginal & Torres Strait Islander peoples community.	Examples of education program scheduling, content, participation rates, feedback etc. Examples of specific policies such as Cultural Leave Policies Details of education programs specifically for management staff.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The program or initiative represents a new and creative approach to the challenge faced by the organisation.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.
Culture	The program or initiative incorporates principles which are embedded in the DNA of the organisation.	Examples of cultural change programs, relating to the initiative i.e. how has the organisation introduced the initiative in a way that they are embraced by staff and become a way of life.
Impact, Metrics & Outcomes	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.	Evidence of improvements and outcomes identifiable as resulting from the program or initiative including metrics on engagement, retention, climate surveys etc.

2022 CRITERIA



Sustainability	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
Leadership	The program or initiative is supported or lead by the CEO and/or senior leadership team within the organisation.	Statement of support from senior leadership team, evidence of their participation in driving and implementing diversity policies etc.