

Generational Diversity

The Generational Diversity Award recognises excellence in age diversity in the workplace. This award identifies programs and initiatives that specifically focus on promoting and embedding generational diversity in the workplace through building multigenerational workforces, and attracting, engaging, and retaining workers of all ages.

Note: This award is recommended for organisations who demonstrate excellence in initiatives and strategies facilitating workplace generational diversity including, but not limited to, youth employment, apprenticeship programs, returning to the workplace programs, older worker programs and/or transitioning to retirement plans.

In memory of Susan Ryan AO (1942 – 2020): Susan Ryan was an Australian politician and public servant. She was a member of the Australian Labor Party and held several ministerial offices in the Hawke Government including as Minister Assisting the Prime Minister for the Status of Women. Susan was the first woman from the ALP to serve in cabinet and was notably involved in the creation of the Sex Discrimination Act 1984 and the Affirmative Action (Equal Opportunities in Employment) Act 1986. After leaving politics she served as the Age Discrimination Commissioner from 2011 to 2016, within the Australian Human Rights Commission.

Criterion	Defined as:	Suggested evidence:
Specific		
Engagement	The program or initiative is understood and supported by staff of the organisation.	Demonstration of communication of the initiative/program and engagement of staff in the initiative/program.
Flexibility	The program or initiative takes into account matters that relate to different demographic cohorts in the workforce, including an appropriate variety of approaches to recruitment, job design, training and retention.	Evidence of attraction, recruitment and retention initiatives that appeal to the interests and needs of different age groups in the workplace; e.g. younger, middle aged and older employees or recruitment candidates
Inclusion	The program or initiative forms part of an approach by the organisation to eliminate attitudes that serve to exclude recruitment of candidates or existing employees on the basis of their age.	Evidence of how the organisation is actually eliminating discriminatory attitudes based on the age of recruitment candidates or existing employees.
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 a cultural change approach to diversity where principles 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 it is embraced by staff and becomes a way of life.

2022 CRITERIA



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 identifiable as resulting from the program or initiative including metrics on recruitment, engagement, retention, staff satisfaction.
Sustainability	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative can be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational
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 practical participation in driving and implementing diversity and inclusion policies.