

## HR Diversity and Inclusion Champion

The HR Diversity and Inclusion Champion recognises HR professionals who empower others and drive cultural change within their organisation around equity, diversity and inclusion. These champions seek to improve and embed diversity and inclusiveness within the workplace, embracing the diversity and cultural mix of the workforce, and ensuring that all employees are able to actively contribute to the organisation and achieve their full potential regardless of their background.

**Eligibility:** Senior HR or D&I specialists who have demonstrated a measurable impact on the diversity and inclusion practices of their organisation. Applicants must also be an AHRI member.

Criterion	Defined as:	Evidence
<b>Achievement</b>	The applicant has been recognised for championing the cause and drives diversity policies, programs and initiatives within the organisation.	Tertiary awards, reward and recognition programs, academic transcripts, emails of acknowledgement
<b>Leadership</b>	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.
<b>Networks</b>	The applicant demonstrates their ability to build valuable networks both within their organisation and outside to other communities and people.	Membership/contribute to business/community groups, voluntary roles undertaken, evidence of informal/formal networks/groups formed/attended in or outside of the organisation.
<b>Impact</b>	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
<b>Culture</b>	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
<b>Credible Activism</b>	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.
<b>Relationships</b>	The applicant demonstrates they have built deeply trusting and cooperative relationships with others.	Reference statements, 360 survey responses etc.

# 2022 CRITERIA



<b>Employee Consultation</b>	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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