

Inclusive Workplace

The Inclusive Workplace Award recognises those organisations that prioritise diversity and recognise the value of an inclusive workplace for both individuals and the organisation. Such organisations show how they work hard to create a culture where people are respected, appreciated and feel included; making sure that the range of different voices in the organisation are heard and valued and that they are able to effectively contribute to the organisation's performance.

Criterion	Defined as:	Suggested evidence:
Specific		
Employee Consultation	The organisation involves its employees at all levels in seeking advice and opportunities to create and maintain an inclusive workplace.	Demonstration of communication of the initiative/program and engagement of staff in the program.
Wellbeing	The organisation ensures that personal and professional wellbeing initiatives are a key component of the organisation's people management strategy.	Evidence of initiative embedded in current/future people management strategy.
Inclusion	The organisation demonstrates a proactive approach in the fair and equitable treatment of all employees.	Evidence of how the organisation is taking action to eliminate discriminatory attitudes and behaviours i.e. training, education, policies/procedures for recruitment etc.
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 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.
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.

2022 CRITERIA



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.
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