

Awards Categories and Criteria

CALD Definition:

People who **self-identify** as culturally and linguistically diverse - includes Indigenous, Aboriginal and Torres straits Islander peoples; first and second generation migrants (Usually Non- Anglo Celtic/Saxon)*

**If you are not clear – please contact us at enquiries@culturallydiverseworkforces.com*

Three Categories

1. **Heroes**
 - Culturally and Linguistically Diverse (CALD) role models (Nominees are ALL CALD), who have achieved in their career, and use their diversity as a strength and to help other diverse people.
2. **Champions –**
 - those who work internally, to promote diversity and Inclusion and advance CALD employees, (Open to both CALD and Non-CALD – but nominees must be change makers/influencers)
3. **Inclusive workplaces**
 - Organisations that have made the most progress/change in Cultural Diversity (Only category open to professionals working in diversity, if they represent a company/initiative)

Format

1. 2 or 3 recipients per category – No winner – all recognised (i.e. 6 named or 9 named)
2. One individual recognised for their exceptional contribution
3. Combination of Virtual and Physical

Maturity will be used as a Subcategory to distinguish between recipients,

1. Inception
2. Experienced/ Best Practice
3. Innovative

Overall Criteria

1. Awards are for individuals & companies
2. Awards are not open to D&I consultants, consulting companies, and institutions working in diversity, where D&I is their sole business purpose.
3. D&I consultants working within a larger (non D&I) company are encouraged to enter on behalf of their organisations
4. A nominee can be nominated for multiple categories. But only 1 application per nominee, per category.
5. A nominator can nominate any number of nominees. All nominees must accept nomination
6. Judging will also take into account individual circumstances and will favour a diverse range of candidates (diversity group, job function, industry sector and maturity level etc.)
7. Judging will be based on tangible achievements with evidence i.e. how has the nominee made a positive impact in
 - promoting diversity,
 - improving the work environment to make it easier for CALD employees to be included, belong or advance.
 - fostering inclusive behaviours/culture within organisations and ensure that companies strive to do more
8. All Nominees must belong to an eligible organisation

9. Eligible organisations are organisations that have 150 or more full time employees and are:
 - private companies; publicly listed companies; multinationals or their subsidiaries; not-for-profit or non-government organisations; educational institutions; franchisors; government departments; government agencies; local government and statutory bodies operating in Australia

Flow

1. Go to <https://culturallydiversewomen.com/cdw-awards/nominate-now/>
2. Nominate someone on the website
3. Nominee (including Self nominee) receives email with link to typeform/video upload
4. Nominator receives confirmation on website

Rubric

Heroes	1-4	5-7	8-10	Weightings
<p><i>We all have a unique journey. Tell us about yours to help us understand who you are</i></p> <p>1. Tell us your story. (academic history, current and past career history, recognitions/awards) Include your most notable workplace achievements- (within your organisation or externally) and how it impacted your workplace/ industry sector?</p>	<p>Impact: Only work Small sphere of influence</p>	<p>Impact: Only sector or Impact to Immediate industry sector or cultural group</p>	<p>Impact is felt both internally and externally. Others recognise the impact</p>	<p>30%</p>
<p>2. What were any barriers, hurdles* you had to overcome personally or at work to achieve success and how has this shaped you? *(including, but not limited to: your diversity – gender, culture, disability etc./ Socio-economic/ personal strife)</p>	<p>Personal barriers or work barriers only Barriers are similar to most other diverse people</p>	<p>Unusual circumstances that provided unique challenges</p>	<p>Extraordinary or insurmountable odds- at work or personally</p>	<p>30%</p>
<p>3. How have you used your profile to advocate for other culturally diverse people in the workplace (in or outside your organisation)?</p>	<p>Limited evidence – low impact, mainly generic answer</p>	<p>Clear evidence – Specific examples but limited in scope (Only sector or Impact to Immediate</p>	<p>Broad reach in market– Clear evidence; anecdotal stories (and solid reference)</p>	<p>30%</p>

Please detail any impacts seen to date and /or anecdotal evidence		industry sector or cultural group)		
4. Reference upload				10%
Champions	1-4	5-7	8-10	Weightings
1. Describe your role and your leadership position in the organisation (including number of employees you are responsible for). In your role as a leader, what tangible actions have you taken to support culturally diverse employees? Please detail any impacts seen to date and /or anecdotal evidence	Limited evidence – mainly general comments	Clear evidence – Specific examples but limited in scope to team	Broad reach across the organisation– Clear evidence; anecdotal stories (and solid reference)	35%
2. Currently, how are your actions as a leader shaping the <u>organisation culture</u> to increase inclusion of culturally diverse employees. Detail any initiatives you are/ will be implementing to improve the opportunities for their advancement.	Bland – broad, statements, generic Sporadic initiatives, limited in scope to team. No clear evidence of outcomes or link between outcomes and vision or plan	Tangible actions but tokenistic and random – limited in scope Initiatives underway but tokenistic (e.g. events and taste of harmony or awareness training), and does not fit any overarching plan Clear outcomes	Clear specific actions with evidence that makes an impact – broad reach Initiatives underway that fit a clear plan or vision and – with a roadmap that is achievable. Clear outcomes (pay gaps, leadership opportunities, advancement)	35%
3. What do you think could be done to support/advance culturally diverse employees and how	Vague, motherhood type answers	An understanding of the barriers faced by culturally diverse but	Clear understanding of the issues continually facing culturally diverse people.	20%

will you contribute to achieving change. (Think beyond any initiatives currently underway)		limited understanding on how to address	Vision/plan to address. Creative ideas to influence change	
Reference upload from someone directly impacted (including peers)				10%
Inclusive Companies	1-4	5-7	8-10	Weightings
1. Where does cultural diversity fit into your D&I roadmap. Explain the focus of cultural diversity relative to other diversity pillars/ programs/ initiatives e.g. <ul style="list-style-type: none"> • Executive sponsorship • Linked to Co. values • % of Budget 	Vague, motherhood type answers	Included in Executive sponsorship or diversity Pillars or values/ vision	A clear focus on cultural diversity – not less than any other D&I pillar	30%
2. Explain the importance of cultural diversity to your organisation’s operations/ business outcomes (consider employee engagement/ offshore vendors/ expatriates/ customer base)	Limited understanding of impact. to employees well- being Or customer facing	Understands the impacts to different stakeholder groups	Directly tied into to the company’s operations	20%
3. What tangible steps has your company taken or are taking or will be taking to make culturally diverse employees feel more included? Describe how this has achieved/will achieve sustainable change including any	Sporadic, tokenistic No clear tangible actions – no plan – very limited in scope Mainly future focused	Tangible actions but tokenistic and random – limited in scope (e.g. events and taste of harmony or awareness training),	Program of initiatives that will achieve sustainable change. Clear metrics that are measured and monitored and clear evidence of both past and current activity	40%

<p>metrics in place and/or opportunities to be vocal and empowered/ showcase their talents? Please consider your past activities those currently in motion and future plans</p>				
<p>Reference upload from impacted employee</p>				10%