

Deloitte Top 200

Diversity and Inclusion Leadership Award Shortlisting Criteria

Weighting	Application form question(s)	What we are looking for
25%	<p>Describe the programme section including:</p> <ul style="list-style-type: none"> The particular issue or opportunity the business wanted to address The programme implemented and how change has been embedded into the business Contribution towards a truly diverse and inclusive culture 	<ul style="list-style-type: none"> A direct link to business strategy and organisation values Programme was strategically designed with clear engagement from the target audience Mature programme designed with long term viability in mind Setting of clear objectives and goals on the desired progress for diversity and inclusion metrics Ability to measure demonstrated progress against goals and transparently share this across the organisation, including regular reporting requirements to management and the board
40%	<p>Impact achieved including:</p> <ul style="list-style-type: none"> Quantifiable and qualitative measures of impact demonstrating how the organisation has embedded meaningful change into their business Other intended or unintended impacts 	<ul style="list-style-type: none"> Significance of the progress achieved across diversity and inclusion metrics Business has achieved or at least made significant progress towards meeting set goals and objectives for the programme. May have also continued to extend these goals as the programme has evolved over time. Clearly demonstrates strong employee engagement and how this programme has driven a culture shift and enhanced their employee experience Other impacts outside of the organisation that has positive changes for the community in which the business operates.
15%	<p>Key learnings Tell us about any challenges you had to overcome in your implementation and any learnings you've taken from the programme to date.</p>	<ul style="list-style-type: none"> Transparency both internally and externally on any learnings Examples of barriers overcome during the implementation and how challenges and iterations to date have been acknowledged
20%	<p>On-going impact Tell us how you intend to continue to evolve the programme to ensure it remains relevant and continues to deliver material progress in the long-term.</p>	<ul style="list-style-type: none"> Potential to inspire at a larger scale beyond the organisation Willingness to collaborate and share learnings outside of the business Ability to continue to receive feedback from the target audience and refine the programme as required