# Deloitte Top 200

## 2025 Diversity and Inclusion Leadership Award
## Shortlisting Criteria

This award recognises an organisation that has successfully developed and implemented a specific strategic programme (or long-term initiative) to achieve enduring improvements in diversity and inclusion metrics in the workplace. The success of this programme will be demonstrated by material progress achieved to date and its ability to continue to enhance business performance and employee engagement over the longer term.

The programme should reflect sustained leadership commitment, active workforce participation, and embedded practices that go beyond policy to create thriving, diverse and inclusive workplaces. Judges will be looking for evidence of genuine change that improves employee experiences, fosters holistic wellbeing, and ensures a long-term, systemic impact on people and workplace culture.

*Diversity & Inclusion (D&I) is about creating workplaces where all individuals, regardless of background, identity or experiences feel valued, respected, and empowered to thrive. Diversity refers to the differences between people, their characteristics, attributes and backgrounds, and the perspectives they bring. Inclusion is the continuous effort to appreciate diverse groups by fostering safe, inclusive, equitable and cooperative environments where all individuals can actively engage and flourish.*

| Weighting | Application form questions | What are we looking for |
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| 25% | **Describe the programme** <br>• The particular issue or opportunity the business wanted to address within the wider DE&I strategy <br>• The programme implemented and how change has been embedded in the business <br>• Contribution towards a truly diverse, inclusive and thriving workplace | • Company has actively involved their people from different levels of the organisation in the design and on-going iterations of the programme <br>• Clear connection with strategic imperatives and organisational values (DEI strategy) to ensure real impact can be achieved <br>• Programme has been championed at all levels across the organisation and clear accountability has been assigned to leaders <br>• Ongoing transparency around goals/objectives and progress achieved, including reporting at management and board level |
| 50% | **Impact achieved** <br>• Quantifiable and qualitative measures of impact, demonstrating how the organisation has embedded | Clearly demonstrates how material progress has been achieved, including: <br>• A material shift in diversity, equity, inclusion and holistic wellbeing metrics <br>• New ways of workings and norms established through the programme that |

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| | meaningful change into their business<br>• Other intended or unintended impacts<br><br>• How has the programme/initiative contributed to a lift in business performance? | demonstrably improve holistic wellbeing and workplace culture<br>• A clear shift in employees feeling safe, valued and empowered to contribute – measured through feedback, retention, and progression of underrepresented workers<br>• Demonstrable impact on holistic wellbeing, such as mental health initiatives, fair and equitable access to resources, safer and more inclusive work environments<br>• Clear evidence that the programme is making inclusion a part of day-to-day business, not just an HR initiative. |
| 25% | Key learnings and ongoing impact<br>• Challenges during implementation and key learnings to date<br>• Intention to evolve programme to ensure relevancy and material progress in the long-term<br>• Long-term viability including external stakeholders with potential impact outside of the organisation. | • Visible commitment and accountability from the organisation's leadership team to deeply ingrain this programme in their workplace and provide the required resources and support to continue evolving with a changing business landscape<br>• Clear process established to hold leaders accountable for their commitment to this programme<br>• Continued transparency and reporting around progress and openness to employee surveys, engagement scores, employee retention trends and amongst underrepresented groups<br>• Demonstration to collaborate with external stakeholders for impact outside of the organisation (how would programme hold up if leadership changed?) |