



2021 Award Criteria & Questions

Award for Diversity   
< 250 Employees

Award Criteria

This award recognises and promotes the positive contribution made by organisations that demonstrate a holistic and long-term commitment to diversity within the property industry in the past 12 months as at 1 December 2020. Eligible entrants are companies that have 250 employees or less.

Part of the judging process will be for all finalists to be available for an interview. If you are shortlisted as a finalist you will be required and must be available for a face-to-face or videoconference interview with the Diversity interview panel in April - May 2021.

The award is open to members of the Property Council of Australia only. Innovation in your responses should be clearly expressed.

Nomination Form Questions (final entries must be submitted using the online nomination form)

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| --- | --- |
| NOMINATOR / CONTACT PERSON | |
| Name |  |
| Position |  |
| Company |  |
| Mailing Address |  |
| Contact Number (Day) |  |
| Email |  |
| Mobile |  |

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| --- | --- |
| AWARD CEREMONY DETAILS | |
| The winners will be presented at the Innovation & Excellence Awards Gala Dinner in Sydney on Friday, 13 August 2021. Should you be successful in winning this award, who will be receiving the award at the event? | |
| Name |  |
| Position |  |
| Company |  |
| Mobile |  |
| Email |  |

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| PROJECT SYNOPSIS |

To assist judges in assessing your entry against the judging criteria, please provide a project synopsis of no more than 300 words.

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| MARKETING SYNOPSIS |

To assist the organiser in promoting your entry within marketing material, please provide a summary of your entry of no more than 50 words.

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| ATTACHMENTS |

Please upload a maximum of 6 images (minimum of 4 images is mandatory). Images are to be in a jpg format and high resolution (300dpi) and a maximum file size of 5MB each.

Judging Criteria

**LEADERSHIP – 40% WEIGHTING** (Limit 1200 words)

How does your leadership team invest in and report on initiatives to create a diverse team in the organisation.

**BUILDING TALENT – 30% WEIGHTING** (Limit 1200 words)

Outline how your company is leading the way in attracting and growing a diverse talent pool and creating an inclusive workplace. Include methods of measurement and targets in your answer.

• Recruitment and appraisal practices

• Career path management (including talent identification)

• Professional development

• Networking opportunities

• Flexibility

**INNOVATION – 30% WEIGHTING** (Limit 1200 words)

Explain how innovation has been applied to achieving diversity in your organisation, highlighting bold ideas, successes and lessons learnt.

Conditions of Entry

* Entry in the Property Council of Australia/Rider Levett Bucknall Innovation & Excellence Awards costs $1,260 (including GST) per nomination.
* Nominated companies must be a Property Council of Australia member.
* We welcome both self-nomination and third party nominations.
* All entries must be submitted via the online Nomination form.
* Entries must stick to the word limit on the online nomination form. Nominees are reminded that judges will not consider formatting or presentation of entries.
* Nominees must include 4-6 images to support their submission. Other material relevant to support the application may also be uploaded as an Appendix.
* All finalists should be prepared to attend an interview with the judging panel, should it be deemed necessary.
* All nominations and contents will remain the property of the Property Council of Australia.
* Please note entries are exclusive to the Property Council of Australia Innovation & Excellence Awards and no details private or professional will be distributed to outside contacts.
* The judge’s decision is final and no communication will be entered into concerning the final decision.
* The Property Council of Australia reserves the right to publish the results and winner details.
* The finalists should be available to attend the Property Council of Australia/Rider Levett Bucknall Innovation & Excellence Awards Gala Dinner to be held in Sydney at the ICC on Friday, 13 August 2021
* All entries must be received and paid by 5:00 pm (AEST) on Friday, 9 April 2021.