

MindTribes Business In Colour Awards

Nomination Process Guide

This three-step guide outlines what you can expect for the MindTribes Business in Colour Nomination and Submission process.

Step 1

You can nominate yourself or someone else can nominate you for either of our five categories – **“Exemplar,” “Sponsor,” “Inclusive Companies,” “Research Excellence,” and “Collective Impact”**

Learn more about the award categories here: https://mindtribes.com.au/wp-content/uploads/2025/07/MindTribes-Business-in-Colour-Nomination-Eligibility-Guidelines_2025.pdf

Link to Nominate (Self-Nominations are highly encouraged!): [MindTribes Business in Colour Awards 2025 - Nomination Form \(Page 1 of 4\)](#)

Step 2

Once you have been nominated, you will receive an email in your inbox to submit an application form to be judged for that category.

Step 3

Application is Easy! The submission form will have **3 main questions, will require one reference contact, and an optional audio/video submission.**

Step 4 (OPTIONAL)

Submit an optional audio or video to bring your story to life!

Submission Process Guide

The three questions slightly vary for each category, and each question carry a specific weighted mark. Please find below the questions for each category.

Category 1: Exemplar

This award celebrates role models who have achieved remarkable success in their careers while leveraging their race, ethnicity and cultural diversity as a strength. These individuals inspire others by breaking barriers, advocating for inclusion, and actively supporting the advancement of diverse communities, by using their diversity to help other diverse people.

Eligibility Criteria:

- For Individuals only
- Nominees must be First Nations or Racially, Ethnically and Culturally and Linguistically Diverse.

Q1. Tell us your story, why you have stood up for your community [sharing what you understand about the experiences of racism at work] (max 300 words) **20%**

Q2. Share the barriers, hurdles* you had to overcome personally and professionally to stand up for your community at work? (max 300 words) **30%**

*(including, but not limited to: your diversity – gender, culture, disability etc./ socio-economic/ personal and professional strife)

Q3. Tell us how you have used your voice for others and what has been the outcome/impact in the last year? (max 300 words) **40%**

Q4. Please provide a reference to support your entry: **10%**

Include: Name, Relationship, Contact details (email and phone)

Category 2: Sponsor

This award honours allies and advocates who have been instrumental in promoting diversity and inclusion internally within their organisations. These champions are change-makers and influencers who actively work to advance CALD employees and create inclusive workplace cultures.

Eligibility Criteria:

- For Individuals only
- Nominations open to non-CALD/Anglo-Saxon.

Q1. Tell us your story of sponsorship and why you have stood up for First Nations People and other races and ethnicities? [share what you understand about the experiences of racism at work] (max 300 words) **20%**

Q2. Share the barriers, hurdles, challenges and/or resistance you faced as a leader both personally and in the workplace to sponsor change. (max 300 words)

Q3. Tell us how you have used your sponsor influence to create outcomes/impact in the last 1 year. (max 300 words) **40%**

Q4. Please provide a reference to support your entry, preferably from someone directly impacted by your sponsorship: **10%**

Include: Name, Relationship, Contact details (email and phone)

Category 3: Inclusive Company

This award recognizes organisations that have made significant progress in advancing race and cultural diversity and inclusion within their workplace. It celebrates companies that demonstrate a strong commitment to investing in and implementing initiatives that promote CALD representation and equity.

Eligibility Criteria:

- For organisations only
- Only category open to professionals working in diversity, if they represent a company/initiative
- There must be a proven organisational investment and commitment

Q1. How does race and cultural diversity fit into your D&I roadmap, including First Nations People? *Explain the positioning and maturity of antiracism work with regards to executive sponsorship and scalable investments.* (max 300 words) **20%**

Q2. Share where and how your organisation has focussed their energy and investment. *At the system [sector level], at the institutional level [policy, strategy, practices]; at the collective level [with networks/ERG's, within teams, learning]; at the individual level, e.g. sponsoring and mentoring. Please express the investment as a percentage of total spend of the D&I budget* (max 300 words) **30%**

Q3. Share how your organisation is tracking the progress of your efforts [e.g. learning and application; increase in representation etc.] (max 300 words) **40%**

Q4. Please provide a reference to support your entry, preferably from an employee or staff led network/ERG: **10%**

Include: Name, Relationship, Contact details (email and phone)

Category 4: Cultural Diversity and Inclusion Research Excellence

This award recognises organisations that have made significant progress in advancing race and cultural diversity and inclusion within their workplace. It celebrates companies that demonstrate a strong commitment to investing in and implementing initiatives that promote CALD representation and equity.

Eligibility Criteria:

- For organisations only
- Only category open to professionals working in diversity, if they represent a company/initiative
- There must be a proven organisational investment and commitment

Q1. Share specifics about your research – what did it seek to understand, what was the method, what was the scale/reach of the research? (max 300 words) **20%**

Q2. What hurdles, barriers or challenges did you experience along the way and how did you address these? Or what opportunities or risks did you take? (max 300 words) **30%**

Q3. What was the impact of the research, what tangible difference did it make and how did you assess this impact? (max 300 words) **40%**

Q4. Please provide a reference to support your entry, preferably from stakeholders who have been impacted by the research: **10%**

Include: Name, Relationship, Contact details (email and phone)

Category 5: Cultural Diversity and Inclusion Collective Impact

This award celebrates the collective efforts of staff-led networks (ERGs) or committees that have driven meaningful change in promoting cultural diversity and inclusion within their organizations or communities. It recognizes the power of collaboration and grassroots initiatives in creating inclusive environments.

Eligibility Criteria:

- For Staff-led networks only; Committee as a whole

Q1. Share the journey of your staff led network; ERG; Council; Collective. How and when did you form, with what purpose/why? Who is part of your collective, e.g. staff, allies, leaders. (max 300 words) **20%**

Q2. Describe the challenges, hurdles, barriers, areas of opportunity the group has had along the way and how has the group addressed these? (max 300 words) **30%**

Q3. What has been your proudest collective impact, where your group has made the most tangible, positive difference? (max 300 words) **40%**

Q4. Please provide a reference to support your entry, preferably from people impacted by the group: **10%**

Include: Name, Relationship, Contact details (email and phone)

Audio or Video Submission Guide

To support your nomination, you have the option to submit a **2-3 minute video or audio** that brings your story to life. This is your chance to express your voice, personality, and impact in a way that words alone can't. Your video/audio doesn't need to be professionally filmed or recorded - but it should be thoughtful, clear, and speak directly to the heart of your work.

1. Consider What to Include in Your Video / Audio

Please address the following in your own words:

- **Who you are:** Introduce yourself (or your team/organisation/collective); Briefly state your background or connection to the work
- **What you're being nominated for:** Clearly state the award category (e.g. *Exemplar, Sponsor, Inclusive Company*, etc.); What does this award mean to you?
- **A story or example that shows your impact:** Choose a story that reflects what's in your written responses; Focus on something that demonstrates meaningful outcomes or influence
- **Judging tip:** Consider highlighting: Why you stood up for racial or cultural equity (your personal "why"); Barriers you overcame, especially those that show resistance, risk, or emotional load; What changed because of your work - for individuals, teams, systems, or the broader sector

2. Tips to Film the Video / Record the Audio

Use a quiet, well-lit space.

- (If video) Record in landscape (horizontal) mode.
- Speak clearly and from the heart.
- A smartphone or laptop camera / audio recorder is perfectly fine!

3: Share the Video / Audio with Us.

Once your video / audio is ready, upload it to any platform (e.g., Google Drive, YouTube, Dropbox) and share the publicly accessible link with us.

- When sharing your link, please ensure the file is viewable by anyone with the link. The privacy setting is appropriate (e.g., "Unlisted" on YouTube, "Anyone with the link can view" on Google Drive)

- Remember to manage any password protection or security settings from your end
- If you're having trouble uploading or sharing your link, please don't hesitate to reach out to us at info@mindtribes.com.au