

# Business in Colour Awards Nomination & Eligibility Guidelines

These awards are to amplify the change for people in workplaces who **self-identify** as First Nations [Aboriginal and Torres Strait Islanders] and who self-identify as racially, ethnically, culturally and linguistically diverse - includes first and second-generation migrants (Usually Non-Anglo Celtic/Saxon), refugee and asylum seeker backgrounds.

## Award Categories

### 1. BIC 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.

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

### 2. BIC 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.

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

### 3. Inclusive Companies Award

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.

- 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

### 4. Cultural Advancement Research/ Cultural Research Excellence Award

This award highlights groundbreaking research conducted by universities, educational institutions, or students that advance understanding and awareness of cultural diversity, particularly in the current global context.

- For organisations only. Targeting (Universities and Education Sector)
- Note for marketing: Selling point for universities; attraction of international students

## 5. Collective Impact Award

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.

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

## Overall Criteria

1. Self-nomination is encouraged.
2. Awards are either for individuals, organisations, or for a staff network.
3. Awards are not open to D&I consultants, consulting companies, and institutions working in diversity, where D&I is their sole business purpose.
4. D&I consultants working within a larger (non-D&I) company are encouraged to enter on behalf of their organisations.
5. A nominee can be nominated for multiple categories. But only 1 application per nominee, per category.
6. A nominator can nominate any number of nominees. All nominees must accept nomination.
7. 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.)
8. 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 First Nations, CALD employees to be included, belong or advance.
  - fostering inclusive behaviours/culture within organisations and ensure that companies strive to do more.
9. All Nominees must belong to an eligible organisation.
10. Eligible organisations are organisations that have 100 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.