2025 Award Criteria & Questions

Award for Diversity, Equity & Inclusion

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 31 December 2024.

The award for Diversity, Equity and Inclusion is divided into two categories and that is;

* Diversity, Equity and Inclusion less than 250 employees

and

* Diversity, Equity and Inclusion more than 250 employees.

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 videoconference interview with the Diversity, Equity & Inclusion interview panel in April – June 2025.

The award is open to members of the Property Council of Australia only.

Tips for a good & compelling submission

* Judges read a lot of submissions, think about what makes your submission stand out from the rest, and how best to present your submission accordingly.
* Less is more. Avoid fluff. Make every word count. Avoid repetition.
* Word count is NOT a reliable indicator of effort required – and you don’t need to go to the exact word limit!
* Dot points can be used when writing the submission.
* Innovation in your responses should be clearly expressed. Claims such as “Australian first” should be substantiated.
* Don’t repeat content across criteria questions (but you can cross reference)
* Provide good quality testimonials (not just project team), including pre-post statistics monitoring satisfaction.
* Please be clear in your submission. Any post-submission dialogue in relation to the nomination will solely be undertaken at the discretion of the judges’ panel.

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

|  |  |
| --- | --- |
| NOMINATOR / CONTACT PERSON | |
| Company |  |
| Mailing Address |  |
| Contact Name |  |
| Contact Number |  |
| Contact Email |  |
| Property Council Member?  Yes or No?  Company name the membership is is under? |  |

|  |  |
| --- | --- |
| COMPANY DETAILS | |
| Company Name  *This is the name that your entry will be listed and referred as* |  |
| Number of Employees |  |

|  |
| --- |
| MARKETING SYNOPSIS |

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

*(These words will be used to create your winner video if you are successful - video example* [*here*](https://innovationawards.propertycouncil.com.au/categories/award-for-diversity/)*)*

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| --- |
| ATTACHMENTS |

**IMAGES**

* Please upload a maximum of 6 images (minimum of 4 images is mandatory)
* Images are to be in a JPG or png format
* Images should ideally be in landscape if possible
* Images should be of a high resolution
  + Minimum image size 1920x1080 – ratio of 16:9
  + Maximum file size of 10MB each image
* **Hero Image** – If you have an image you would prefer to be used as the main image to represent your nomination submission throughout the Awards Program, please label this as “Hero Image” before uploading. The Hero Image should be landscape if possible.

**OTHER SUPPORTING DOCUMENTATION**

* Video links are optional and can be added **using the “Add link or Video” button** at the end of the page. They may be hosted on a video site such as YouTube or Vimeo. Ensure you provide any passwords if your videos are private to ensure our judges can view them.
* Should you wish to upload any supporting material for your submission, please upload as an attachment using the **“Add attachments”** button. Please note: The written component of your entry should be fully explained within the provided form fields, not relied upon within an attachment.

Judging Criteria

**Leadership Commitment and Vision (25% weighting):** (Limit 800 words)

* How does the organisation's leadership demonstrate a clear strategic vision and commitment for diversity and inclusion within the property industry?
* Describe specific actions taken by the leadership team to champion diversity, articulate the vision, strategy and goals, promote inclusive practices, and create a supportive environment for diverse employees.
* How has the leadership's commitment translated into tangible initiatives and programs aimed at advancing diversity and inclusion in the organisation?

**Talent Acquisition and Development (25% weighting):** (Limit 800 words)

* How has the organisation implemented strategies to attract, recruit, and retain a diverse talent pool within the property industry?
* Describe innovative approaches used to broaden the reach of recruitment efforts and attract candidates from underrepresented groups.
* Share examples of initiatives focused on professional development, mentoring, or career advancement opportunities for diverse employees.

**Innovative Approaches (25% weighting):** (Limit 800 words)

* How has your organisation implemented innovative strategies or practices to foster diversity and inclusion within the property industry?
* Provide examples of unique initiatives, programs, or policies that have been introduced to address diversity challenges and promote inclusivity.
* How has your organisation embraced technology or digital solutions to enhance diversity and inclusion efforts?

**Industry Impact and Influence (25% weighting):** (Limit 800 words)

* How has your organisation's commitment to diversity and inclusion positively influenced the broader property industry?
* Provide examples of how your organisation's initiatives have inspired or influenced other organisations within the industry to prioritise diversity and inclusion.
* How does your organisation contribute to shaping industry standards, policies, or practices related to diversity and inclusion?

Conditions of Entry

* Entry in the Property Council of Australia/Rider Levett Bucknall Innovation & Excellence Awards costs $1,400 (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 Thursday 25 September 2025.
* All entries must be received and paid by 5:00 pm (AEDT) on Wednesday 12 March 2025.