



Awards Entry Assistance Workshop



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Tuia ki runga
Tuia ki raro
Tuia ki waho
Tuia ki roto
Tuia ki te here tangata
Ka rongo te pō
Ka rongo te ao
Haumi e, Hui e,
Tāiki e!



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Purpose

What's new

Benefits

Categories

Judging process

Top tips

Practical stuff



Purpose of the Awards

- Celebrate and showcase excellence in workplace inclusion
- Inspire peers through stories of impact
- Benchmark and lift standards of workplace inclusion across the motu
- Recognise and promote those leading change



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What's new this year?

- Grounded in the evolving discipline of workplace inclusion and culture change
- Recognises inclusion at every level – individual, team and organisation
- Highlights removal of barriers across all dimensions of diversity
- Simplified entry process and clearer category definitions



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Benefits of participation

Celebrate and inspire

Celebrate your mahi
Inspire the movement

Raise your profile

Attract and retain talent
Appeal to customers and clients

Connect and grow

Reflect on progress
Build connections with the entrant community
Receive feedback and benchmark against the sector



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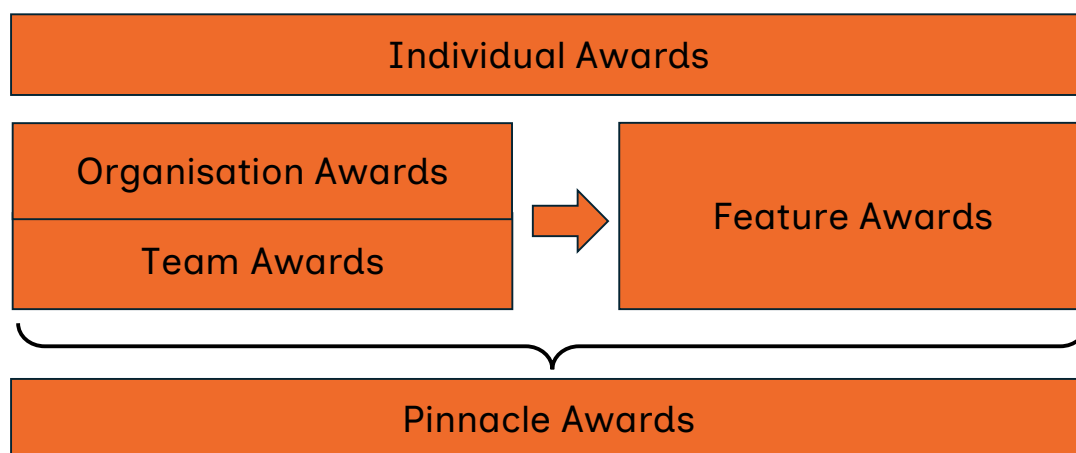
Categories and entry criteria



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Overview of category groups



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Individual Awards

- **Inclusive Leader of the Year**

Recognising a senior leader who has driven sustained change for workplace inclusion through vision and action.

- **Workplace Inclusion Professional of the Year**

Celebrating an Inclusion Professional who has shown excellence and innovation in advancing DEI practice.

- **Emerging Inclusion Champion of the Year**

Honouring an early-career practitioner who has shown courage, creativity, and commitment to inclusion beyond their formal role.



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Criteria: Individual Awards

- Peer-nominated or self-nominated
- Who are they? Role and challenges they took on.
- What have they done? Key actions to drive change.
- Evidence of impact – at least one story or example that illustrates the difference their actions have made.
- How does their work continue to influence the organisation or sector?
- 600-800 words



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Organisation Awards

- **Inclusive Workplace Award**

Recognising a (SM / ML) organisation that has built an inclusive workplace where people of all backgrounds thrive.

- **Breaking Barriers Award**

Recognising a (SM/ML) organisation that has removed systemic barriers to create fairer opportunities for its people.



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Criteria: Organisation Awards

- Two subcategories based on organisation size. Small/Medium (fewer than 100 employees) or Medium/Large (100 employees or more)
- About your organisation and specific challenges to address.
- Describe up to three initiatives to respond to these challenges.
- What difference did this make? Share two measures and one story.
- Explain how these changes are being sustained.
- 800-1000 words



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Team Awards

- **Respectful Culture Award**

Honouring a team that has built a culture of dignity, respect, and trust where people feel safe to contribute and thrive.

- **Cultural Competence Award**

Recognising a team that demonstrates cultural humility and intelligence by learning about, valuing, and applying knowledge of diverse cultures to strengthen relationships and outcomes.

- **Employee Networks Award**

Celebrating the impact of employee-led networks that give voice to underrepresented groups, strengthen connection, and drive change.



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Criteria: Team Awards

- A 'team' is a group of people working together within an organisation toward a shared purpose (small/large or permanent/ad hoc).
- About your team and specific challenges to address.
- Practices or initiatives implemented to respond to these challenges.
- What difference did this make? Share 1-2 measures and one story.
- Explain how these changes are being sustained and influencing throughout the organisation.
- 800-1000 words



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Feature Awards

Bridging Generations Feature Award

Disability Confidence Feature Award

Fair Futures Feature Award

Gender Equity Feature Award

He Ara Māori Tohu

Migrant Pathways Feature Award

Neurodiverse Talent Feature Award

Rainbow Belonging Feature Award



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Criteria: Feature Awards

- All entries in the Organisation and Team Award categories can also opt in to be considered for a Feature Award.
- No need to repeat what you've already written.
- Expand your entry by explaining how the work you've described specifically made a difference for a specific group.
- What was one tangible impact it had?
- How are you continuing to sustain progress.
- 250-400 words



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Feature Awards

Organisation Awards

Inclusive Workplace Award
Breaking Barriers Award

Team Awards

Respectful Culture Award
Cultural Competence Award
Employee Networks Award



Feature Awards

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Feature Awards



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Which Feature Award do you wish to enter? *

- ☐ Gender Equity Award
- ☐ Disability Confidence Award
- ☐ Rainbow Belonging Award
- ☐ Migrant Pathways Award
- ☐ Bridging Generations Award
- ☐ Neurodiverse Talent Award
- ☐ Fair Futures Award
- ☐ He Ara Māori Tohu



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Pinnacle Awards

- **People's Choice Award**

The initiative that resonates most deeply with our audience for inspiration, engagement, and meaningful inclusion in action.

Chosen by the audience on the night from the winners of the Organisation, Team, and Feature Awards.

- **Supreme Award**

Highest honour - recognising the entry that most exemplifies outstanding impact, innovation, and leadership.

Chosen by the judging panel from the winners of the Organisation, Team, and Feature Awards.



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Workplace Inclusion Professional Award
Emerging Inclusion Champion Award

Organisation Awards

Inclusive Workplace Award
Breaking Barriers Award

Team Awards

Respectful Culture Award
Cultural Competence Award
Employee Networks Award

Feature Awards

Bridging Generations Feature Award
Disability Confidence Feature Award
Fair Futures Feature Award
Gender Equity Feature Award
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Neurodiverse Talent Feature Award
Rainbow Belonging Feature Award



Pinnacle Awards

Supreme Award
People's Choice Award



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Judging process

- Paper review to identify finalists
- Separate panels for core and feature awards
- All finalists announced under core categories
- Online hui with finalists to determine winners



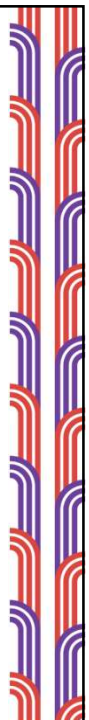
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Tips for a strong entry



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General

- **Start early** – give time to gather information and involve your team
- **Stay focused** – answer the question being asked
- **Keep it clear** – write simply and avoid jargon
- **Structure your story** – challenge → actions → results
- **Double-check before submitting** – spelling, completeness, deadline

Get organised, write clearly, and submit on time



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What the judges are looking for

Clear “why” – purpose and intent behind the initiative

Innovation & originality – fresh approaches to complex issues

Visible executive sponsorship – beyond an HR programme

Co-design & team involvement – reflects employee voices

Grounded in Aotearoa context – culturally relevant and locally anchored

Change management clarity – including challenges and iteration

Specific examples & evidence – quantitative + qualitative impact

Broader influence – impact that reaches beyond your team/organisation



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The practical stuff

- Deadline:** 3:00 pm NZST, Tuesday, 25 November 2025
Late entries cannot be accepted
- Eligibility:** Open to organisations operating in New Zealand
Relating to programmes benefitting people resident and working in New Zealand
- Submission:** Only via the **official online entry form** (link on website)
A **separate form** is required for each award entered
No facility to upload supporting material, videos, or photos
The form **cannot be saved and returned to** — prepare offline
- Entry Name:** Entrants will be referred to by the name provided on the official entry form in all awards collateral and marketing



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Entry costs

Individual Awards

- Free for individuals employed by organisations that are members of Te Uru Tāngata Centre for Workplace Inclusion.
- \$150+GST for individuals not employed by a member organisation.

Organisation and Team Awards

- Free for organisations that are members of Te Uru Tāngata Centre for Workplace Inclusion.
- \$350+GST for non-member organisations per core award, but no additional cost for a Feature Award.



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Summary



Entry deadline	3pm Tuesday, 25 November 2025
Important links	Enter the Awards Frequently asked questions Awards programme overview
Finalists announced	Early February 2026
Winners announced	5 May 2026



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Ngā mihi,
thank you.



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