

# EXCELLENCE IN DIVERSITY PROGRAMS & PERFORMANCE

The Women in Resources Northern Territory Awards form part of the Australian resources sector's strategies to promote the benefits of increasing the participation of women at all levels. They recognise, promote and celebrate the achievements of women, men and companies who make outstanding contributions toward a more diverse workforce. The sector recognises that diversity not only helps to ensure it has the skilled employees it needs but also improves business outcomes via the proven benefits of a more inclusive and gender balanced workforce. The Winner from each Award Category will be automatically nominated for the Women in Resources National Awards.

Application due: 8am, Monday 16 April 2018

Gala Awards Ceremony: Saturday 26 May 2018



# Women in Resources Northern Territory Awards

## AWARD CATEGORY

### EXCELLENCE IN DIVERSITY PROGRAMS AND PERFORMANCE

*This award recognises a resources company/subsidiary, operating in the Northern Territory, which has shown excellence and innovation in gender diversity programs and demonstrated outstanding performance in increasing the proportion of women in their workplace. Additionally companies who have shown increases in the proportion of women in non-traditional roles, such as senior management, engineering, sciences, operators and trades will be particularly highly regarded.*

*These strategies can include, but are not limited to:*

- *Innovative shift rosters/flexible working arrangements (for men and women)*
- *Child care arrangements*
- *Equal opportunity initiatives*
- *Training, networking, career development or mentoring programs*
- *Parental leave (for men and women) and return to work strategies.*

*The nomination can be from a new strategy or a strategy that has been in place for some time and has shown evidence of success.*

*The awards are widely publicised and provide an opportunity for companies to promote their attraction and retention initiatives and results. Being seen as a preferred employer of women places your company at a competitive advantage and a diverse workforce has well documented benefits to business bottom lines.*

#### TO ENTER

- Please address the criteria in the form provided to assist our judges
- Attach any supporting documents
- Attach high resolution jpg images (300dpi or greater) (do not embed within a document)
- Email to [info@wir.org.au](mailto:info@wir.org.au)

#### IMPORTANT POINTS TO REMEMBER

- Enquiries are to be directed to Nicole Brown, Chairperson E: [info@wir.org.au](mailto:info@wir.org.au)
- Applications close **8am, Monday 16 April 2018**
- Applications are invited from people working in all areas of the Northern Territory mining, oil & gas, civil construction and transport & logistics sectors
- Applicants do not have to work for a company that is a member of any representative body
- Finalists are invited to attend the presentation of the awards at the Awards Dinner in Darwin on the 26 May 2018. Finalists will need to make their own arrangements to travel to Darwin; however employer support in this matter is usually forthcoming. If unable to attend finalists are asked to have someone represent them at the dinner
- Applications will not be accepted unless accompanied by a signed entry form. Signed forms may be scanned and e-mailed or contain an electronic signature.

## Women in Resources Northern Territory Awards

### AWARD CATEGORY

- Applicants should be aware that section winners will play an ambassadorial role for the following 12 months and may be requested to speak at or attend events.
- Applications can be made on behalf of another person, so long as the candidate has knowledge of the application
- Preferred format for entries is this form, or a pdf document
- Photographs should be sent separately as a high resolution JPEG file (300dpi or greater). Close-up photos of you at work are preferred. By entering, candidates agree for these photos to be used in promotional materials for the awards and other promotional materials. Do not embed photos in documents, send as separate attachment.
- Prizes: Prizes include a commemorative trophy and nomination into the National Women in Resources Awards.



## AWARD CATEGORY

### EXCELLENCE IN DIVERSITY PROGRAMS AND PERFORMANCE

*Please complete the following questions and selection criteria. Use examples to explain your answers to the selection criteria questions. If there is insufficient room, please complete your answers in a separate document and email along with this form.*

1. Briefly outline the initiative: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

2. Why was it developed: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

3. What are the benefits this program has had for employees and /or the local community or communities in which the company operates. E.g. statistical evidence, endorsement from employees, other stakeholders etc.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

4. How have you promoted the initiative.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

5. Evidence of any additional operational benefits (e.g. improved plant usage, decreased staff turnover or reduced absenteeism). How has it enhanced attraction/retention of women.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Women in Resources Northern Territory Awards

## AWARD CATEGORY

6. How has the initiative improved your business including corporate culture/productivity/staff retention/ safety/ profitability etc.

---

---

---

---

---

7. How have you made your initiative sustainable and integral to your business plan (i.e. ensuring that the initiative is based not just on dedicated individuals, diversity part of KPIs etc..).

---

---

---

---

---



# Women in Resources Northern Territory Awards

## AWARD CATEGORY

### EXCELLENCE IN DIVERSITY PROGRAMS AND PERFORMANCE

#### TERMS AND CONDITIONS OF ENTRY

##### THE PROMOTER

This competition is promoted by Women in Resources Inc. (the Promoter).

##### ENTRY EXCLUSIONS

The competition is not open to:

- employees of the above organisation
- the spouse, de facto spouse, parent, natural or adopted child, and sibling (whether natural or adopted by a parent), of such employer.

##### PRIZE

All prizes must be collected within three months from the date of winning. Prizes not collected within that period will be distributed in a manner seen fit by the Promoter. All prize items are valued inclusive of GST and the Promoter takes no responsibility for any variation in item values. Any taxes which may be payable as a consequence of a winner receiving the prize are the sole responsibility of that winner. If the specified prize becomes unavailable due to unforeseen circumstances, the Promoter may substitute a prize of like or equal value. The Promoter and its employees and agents will be fully released from and indemnified by winner in respect of any claim for accident, injury, property damage or loss of life in connection with winner's participation in the prize. If a winner is under the age of 18, their parent/guardian will need to sign this form to consent to winner's participation in the competition. The judges' decision is final and no correspondence will be entered into.

##### PUBLICITY

Entry to the competition constitutes permission for the Promoter to use winner's name, city/town of residence, recording of winner's voice and likeness for advertising and promotional purposes without compensation, unless otherwise prohibited by law.

##### EXCLUSION OF LIABILITY

The Promoter takes no responsibility for the loss of prizes due to incorrect or imprecise delivery details provided by an entrant. The Promoter makes no representations or warranties as to the quality/suitability/merchantability of any of the goods/services offered as prizes. To the extent permitted by law, the Promoter is not liable for any loss suffered or sustained to personal property and including, but not limited to consequential (including economic) loss by reason of any act or omission, deliberate or negligent, by the Promoter, or its servants or agents, in connection with the arrangement for supply, or the supply, of any goods or services by any person to the winner and, where applicable, to any persons accompanying the winners.

##### OWNERSHIP OF ENTRIES

All entries (whether in written, audio or visual form, or a combination of those) become and remain the property of the Promoter.

##### PARTICIPATION

Participation in the competition constitutes the entrant's unconditional agreement to and acceptance of these entry terms and conditions.

**I agree to abide by the terms and conditions of these awards.**

Signed: \_\_\_\_\_

*(scan and copy your signature here, or place digital signature)*

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: (Home) \_\_\_\_\_ (Work) \_\_\_\_\_

Email: \_\_\_\_\_