BCCTaipei Better Business Awards  
Diversity Award 2024 Guidance and Criteria

1. Please provide any supporting documents as separate attachments when you send this application in.
2. Please answer the criteria in the space provided in **English or Chinese** – the space will expand as you type.

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| **Diversity Award – Application** | |
| Company Name (English/Chinese):Company Website:Contact PersonName:Email:Phone Number: | |
| **Judging Criteria** | |
| 1 | **Vision and Values on Diversity**  Describe your company’s vision on diversity and the set of values that underpin this vision. How are these values embedded into the company culture? (Limit to 200 words) |
| 2 | **Leadership Efforts in Promoting Diversity**  Explain the specific actions and initiatives taken by your company’s leadership to promote diversity. This can include both internal policies and external community engagement. (Limit to 300 words) |
| 3 | **Innovative Diversity Initiatives**  Provide examples of innovative diversity initiatives undertaken by your company. Highlight the unique approaches used, the positive feedback received, and the lasting impacts of these initiatives. Indicate if these initiatives were launched in 2021 or earlier but have continued to evolve. (Limit to 500 words) |
| 4 | **Measuring Diversity Impact**  How does your company measure the impact of its diversity initiatives? Provide quantitative and qualitative evidence of the outcomes and benefits of these initiatives. (Limit to 300 words) |
| 5 | **Sustainability and Continuity of Diversity Programs**  What measures does your company have in place to ensure the sustainability and continuity of its diversity programs? Describe the strategies used to maintain and enhance these programs over time. (Limit to 300 words) |
| 6 | **Communication of Diversity Efforts**  How does your company communicate its diversity efforts to employees, stakeholders, and the broader community? Provide examples of communication strategies and their effectiveness. (Limit to 300 words) |

## Why the Diversity Award?

Equality, Diversity, and Inclusion are at the heart of great business. Companies around the world now recognise that a rich diversity in the workplace fosters innovation and helps modern companies thrive. Beyond mere inclusion, companies are increasingly aware that the diversity of ideas and backgrounds is where the future of innovation lies. We acknowledge that across various organisations in Taiwan, fantastic and innovative work in equality, diversity, and inclusion is taking place.

A Diversity Award, open to Taiwan-based organisations from both the private and public sectors and under the banner of the British Chamber of Commerce in Taipei Better Business Awards, will provide an excellent platform to celebrate and share achievements and learnings in this vital area. More importantly, it will serve as a valuable tool to acknowledge organisations and individuals excelling in diversity efforts and recognise the impact of their work on their organisations, the wider community, and society at large. Submissions can be made as individual or team entries, but must be submitted under the name of a specific company or organisation.

This aligns with our aspirations at GlaxoSmithKline Taiwan to be recognised as leaders in international approaches to equality, diversity, and inclusion.

The following diversity dimensions have been identified as global common areas of focus:

* **Gender:** Engaging all genders in continued support and progress towards gender equality.
* **Nationality & Ethnicity:** Ensuring a workforce representative of our client base and footprint.
* **Generations:** Leveraging generational experiences to increase innovation and deliver products and services for employees and clients at various life stages.
* **Disability:** Being a disability-confident organisation focused on removing barriers and increasing accessibility.
* **Sexual Orientation:** Providing support and enabling individuals to bring their whole selves to work, being appreciated for who they are and what they contribute.
* **Diversity of Thinking:** Enhancing innovation and enabling groups to reduce risks.

## Judging Criteria

Submissions are assessed by our Judging Panel of leading experts based on the following criteria:

**Diversity Embedded in Company Values and Culture**

* Clear Company Vision and Culture: A well-defined vision and culture that embrace diversity.
* Values Integration: Articulated values that are embedded in the company’s services/products, policies, and code of conduct.

**Leadership Contribution to Diversity**

* Leadership Involvement: The extent of leadership involvement and how leaders champion diversity through notable actions, role model behaviour, and a "walking the talk" approach.
* Quality of Efforts: The quality of leadership-driven efforts, including their sustainability, consistency, openness to input, and the creation of clear outputs that others can learn from.

**Innovation in Diversity**

* Creative Approaches: Innovative and effective approaches that raise awareness of the value of diversity, address discrimination and marginalisation, and engage more stakeholders.
* Broadening Scope: Efforts that broaden the scope of diversity and inspire actions both within and outside the organisation.
* Inclusivity and Improvement: An inclusive and open approach that allows for continuous improvement and produces replicable results.

## How to Submit

Organisations can submit up to two pieces of supporting evidence, explicitly referred to or linked within the submission. Evidence can be attached to the submission form or emailed along with it.

Submissions may include hyperlinks to internal or external websites within the word limit if relevant.

The content of the submission and evidence should cover activities that have taken place within the 24 months preceding the award deadline.

**Email your application to** [**BBAMarketing@bcctaipei.com**](mailto:BBAMarketing@bcctaipei.com) **by Friday, 16 August 2024.**