



RTAA Australasian Rail Diversity Award
Recognising inclusive and sustainable rail workplaces



Rail Track Association Australia's (RTAA) Australasian Rail Diversity Award

About the Award

The RTAA is proud to recognise the outstanding achievements of members in the promotion of diversity and workplace inclusion in rail through the establishment of the Australasian Rail Diversity Award. The Award will be announced at the Annual Dinner in Sydney, September 2018.

The Australian rail community continues to suffer from a chronic lack of skills. It fails to attract and retain new recruits and it has an 'over-representation' of men. In short, the Australian rail workforce is not sustainable, as evidenced by numerous recent (and not-so-recent) research papers and studies.

Creating a diverse and inclusive workforce is one way to redress these issues. Added to this, diverse workforces have been proven to increase business outcomes. Put simply, diversity makes good business sense.

The RTAA recognised and responded to these issues through the development of a Strategic Plan which includes the promotion of diverse workplaces as one of the key priority areas. Priority 1 is to *broaden the appeal of rail to women, young people and Indigenous people.*

The RTAA seeks to recognise and acknowledge members who meet standards of excellence in the promotion of diverse and inclusive workforces within their organisation. To achieve this, the RTAA has established the annual Australasian Rail Diversity Award.

Eligibility

All current corporate members of the RTAA are eligible to submit an entry for this Award. A current member includes being a financial member at the time of the announcement of the Award.

See Eligibility and Terms and Conditions for more information.

Judging Criteria

Applicants will be judged on their ability to:

- *Demonstrate a commitment* to the promotion of a diverse and inclusive workforce across their business
- *Demonstrate measurable outcomes* in the establishment of a diverse and inclusive workforce across their business.

In relation to the Award, 'a diverse and inclusive workforce' is one that has a genuine mix of women, young people, Indigenous people and other individuals that reflect the nature of the Australian community. This includes a range of ages, cultural and religious groups, people of diverse abilities and individuals from a range of sexual orientations.

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For all correspondence please contact the Business Manager

www.rtaa.org.au



Entry Content and Format

Organisations should provide the following as part of their entry:

- Details regarding the size of the organisation - number of personnel and a breakdown by age, gender and other data (as appropriate)
- A brief history of the organisation and description of key activities, goods/services provided and other operational aspects
- Details regarding the policies the organisation has in place that promote a diverse and inclusive workforce
- The name and descriptions of the specific programs and initiatives the organisation has in place to promote a diverse and inclusive workforce
- A statement of claim – organisations should provide a brief statement outlining why they should win the Award
- Data that demonstrates the diverse and inclusive nature of the organisation. This may be workforce statistics, recruitment outcomes, other
- Other evidence to demonstrate the diverse and inclusive nature of the organisation. This may include testimonials, statistics, case studies and/or other information.

All entries must be submitted to businessmanager@rtaa.org.au

There is no page limit on entries, however, organisations are asked to provide only relevant information that directly supports their submission.

Timeline

Nominations Open: 1/7/2018

Nominations Close: 1/9/2018

Winner Announced: 27 September 2018 @ RTAA Annual Dinner, Sydney

Judging

All entries will be judged by an independent panel formed by the RTAA's Management Committee. A Chair will lead the panel which will include representatives from member organisations. Individuals will not be permitted to judge entries from organisations which they are affiliated with or employed by.



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Prize

The winner of the RTAA's Australasian Rail Diversity Award will receive the following:

- Recognition as winner by way of logo, corporate profile and hyperlink on the RTAA website
- Article in Engage Newsletter (to be supplied by winner)
- Promotion as the winner on all RTAA presentations (Technical Meetings)
- The opportunity to give a five-minute presentation at the Annual Dinner upon receipt of the award about the organisation's diversity and inclusion program
- Two tickets to the 2018 AusRAIL conference. Organisations will be encouraged to invite employees that represent the diversity of their workforce
- Four tickets to AusRAIL RTAA Annual Dinner (in the year of winning the Award)
- RTAA Australasian Rail Diversity Award 2018 winner logo. The logo will be available to the winner to use exclusively for 12 months, from receipt of the Award.

Why Participate

Participating in the Awards provides organisations with an opportunity to:

- Be nationally recognised among Australia's rail community for supporting sustainable and diverse workplaces
- Reinforce the organisational brand in a new and positive way while building credibility and recognition amongst peers
- Make a positive impact on the morale of staff and become an attractive option to prospective staff and new recruits
- Critically assess the organisation's current position in relation to workforce diversity and inclusion
- Critically assess the organisation's future planning and strategy for an inclusive and diverse workforce
- Benchmark the organisation against other rail community members
- Recognise the success of individuals and the organisation as a whole.

More Information

To submit your nomination, please email businessmanager@rtaa.org.au

If you have any questions or need assistance submitting your nomination, please contact RTAA's Business Manager: businessmanager@rtaa.org.au



Eligibility Criteria / Terms & Conditions

- To be eligible to enter the RTAA's Diversity Award, organisations must be corporate members of the RTAA with a current (financial) membership at the time of the award announcement. Award winners will be announced at the Annual Dinner, 27 September 2018 in Sydney.
- Entries must be submitted and received in line with the RTAA timelines
- Submission of an entry form indicates acceptance of the Eligibility Criteria and Terms and Conditions.
- The judges' decision is final, and no correspondence will be entered into.
- The RTAA will form a panel of judges comprised of independent persons, including individuals from RTAA member organisations, to assess the entries and determine a winner (or winners). The RTAA's Management Committee will agree to the panel's composition including nominating a Chair.
- Employees, Board Members or individuals who have a direct connection to an entering organisation will excuse themselves from judging these entries. Where there is a perceived conflict/other the Chair will make the final decision regarding the independence of the judge.
- No responsibility from the RTAA can be accepted for lost or misplaced entries.
- The RTAA has the right to disregard any incomplete entries and/or entries that do not provide evidence regarding key aspects of the claims made in the entry.
- Changes cannot be made to any submitted applications.
- The RTAA reserves the right to substantiate information contained in entries and conduct any due diligence, as required.
- By entering, organisations agree to be part of any media publicity as part of the Awards judging process, if required.
- The assessment, conduct and results of the Awards will not create any legal obligations between entrants and the RTAA.
- Entries and supporting materials will not be returned to entrants.
- The RTAA reserves the right to cancel the Award at any time including not awarding a winner where the quality or entries is deemed unsuitable.
- The RTAA will not be liable for any loss, injury or bad publicity directly or indirectly as a result from the Award.
- All entries become the property of the RTAA and no feedback on individual submissions will be given.
- The RTAA has the right to cancel or disqualify entries as a result of non-compliance with the Eligibility Criteria and Terms and Conditions.
- The RTAA reserves the right to change the Award timeline, including the Awards dinner/ceremony date.