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| **NOMINATION DETAILS** |
| This nomination recognises the outstanding contribution of an individual who has made significant contributions to workplace inclusion as an ***active ally*** and supporter to LGBTQ people and LGBTQ employees.Having visible active allies in a workplace contributes to a culture of inclusion. According to AWEI Employee Survey data, 72.6% of LGBTQ people who have allies agree that they have positively impacted their sense of inclusion in their workplace. Allies can provide LGBTQ employees and networks with an opportunity to extend reach and support mechanisms, increase their voice and impact the prevalence of homophobic bullying, harassment, taunts, jokes and exclusion that still exist in organisations.An ally can be anyone who ***actively*** and ***visibly*** supports LGBTQ inclusion. People often use the term ally to refer to non-LGBTQ support of inclusion. While non-LGBTQ allies are important in lifting the burden of inclusion work from LGBTQ employees, LGBTQ people can also be allies for other LGBTQ people (e.g., a cisgender gay man can be an ally for lesbians or trans and gender diverse people, etc.).Active and Visible Allies are people who tend to want to make positive and effective changes for LGBTQ people. Such characteristics of an Ally might include but are certainly not limited to:* general advocacy for inclusion
* equity and respect for all
* understanding important terminology/ies, myths and challenges LGBTQ face
* have a strong awareness of language and assumptions made toward LGBTQ people
* an ability to focus on and role model person-centred language
* have a willingness to respect privacy and confidentiality
* play a part in addressing negative behaviours toward LGBTQ employees

This nominee may be a person with a role in diversity and inclusion, but their LGBTQ inclusion work should be above and beyond the requirements of this role. |

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| **SUBMITTING THIS NOMINATION** |
| This application can becompleted and submitted between Monday, 15 January 2024 – Thursday, 29 February 2024. **Soft copies** are to be sent via large file transfer systems to: **awei@acon.org.au*** Note: Pride in Diversity will not accept attachments sent via email.
* We will contact you should we have any difficulty accessing or downloading your files.

**Hard copies and USBs** are also acceptable and can be sent to: *Pride in Diversity, 414 Elizabeth Street, Surry Hills NSW 2010***IMPORTANT:** *Pride in Diversity will not accept submissions that do not use this document in its original format.* * Portions of this document have been locked for security purposes.
* Any AWEI submissions made on altered documents, or in another format will not be marked.

Please select: [ ]  ***We accept these terms and conditions; and understand that changing this document or submitting in another format will result in our submission not being assessed.*** |

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| NOMINEE DETAILS |
| **Name of person being nominated:** | Click or tap here to enter text. |
| **Pronouns of person being nominated:** | Click or tap here to enter text. |
| **Employer/Organisation Name:** | Click or tap here to enter text. |
| **Position title:** | Click or tap here to enter text. |
| **Contact email for nominee:** | Click or tap here to enter text. |

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| **NOMINATOR CONTACT DETAILS** |
| **Contact Person for nomination:** | ***Name:***Click or tap here to enter text.***Email:***Click or tap here to enter text.***Phone number:***Click or tap here to enter text. |

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| DISCLOSURE |
| **Please verify that the person you are nominating knows of the nomination and is happy for you to proceed:** [ ] *Yes* [ ]  *No* |

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| **NOMINEE PHOTO:** **Please include a high-resolutionphoto of your nominee. You may attach this or provide it below.** |
| ***Please select*:** [ ]  A photo for this nominee has been included. | *File name:* Click or tap here to enter text. |

**Internal Advocacy**

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| **INTERNAL ADVOCACY: For this section, please provide the details of how your nominee has achieved each of the criteria below within the assessed year.** |
| 1. **Our nominee is an active Ally to LGBTQ people within our organisation and contributes to a culture of inclusion.**

This may include but is not limited to* speaking at internal events as an active and visibly LGBTQ ally
* posting regularly on internal social networks
* advocating for workplace inclusion training
* volunteering for inductions
* advocating on behalf of fellow LGBTQ employees and underrepresented groups within the community
* other general advocacy and support for LGBTQ employees and workplace inclusion
 |
| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text.*File 2:* Click or tap here to enter text.*File 3:* Click or tap here to enter text.*File 4:* Click or tap here to enter text. |

**External Advocacy**

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| **EXTERNAL ADVOCACY: For this section, please provide the details of how your nominee has achieved each of the criteria below within the assessed year.** |
| 1. **Our nominee has represented our organisation as an active Ally to LGBTQ people externally**

This may include but is not limited to:* speaking at external workplace-related inclusion events, as an active and visible ally to LGBTQ people/employees
* voicing advocacy and support for social inclusion issues impacting the LGBTQ community
* advocating on behalf of underrepresented groups within the LGBTQ community
* participating in community-based events
* communicating advocacy and support for LGBTQ workplace inclusion in the media
* other general advocacy and support for LGBTQ employees and workplace inclusion
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| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text.*File 2:* Click or tap here to enter text.*File 3:* Click or tap here to enter text.*File 4:* Click or tap here to enter text. |

**References**

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| **REFERENCES SUPPORTING NOMINATION: Written references are required. Please provide as many of the following references as you can in support of your nomination. PLEASE DO NOT PROVIDE CONTACT PHONE NUMBERS/EMAILS IF REFERENCE CONTENT HAS NOT BEEN INCLUDED.** |
| 1. **Please provide one CEO (or equivalent) reference in support of this nomination.**
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| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| 1. **Please provide one reference from the Senior Leadership Team in support of this nomination.**
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| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| 1. **Please provide one reference from the leadership team of your LGBTQ Employee Network in support of this nomination.**
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| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| 1. **Please provide one reference from an LGBTQ employee in support of this nomination.**
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| Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |

**Additional Work**

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| **ADDITIONAL WORK: Please identify any additional information, not covered previously that you would like to include in support of this nomination.** |
| **a)** | **Enter Title**  | Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| **b)** | **Enter Title**  | Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| **c)** | **Enter Title**  | Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |
| **d)** | **Enter Title**  | Answer: Click or tap here to enter text. | *File name/s as evidence for this question:* *File 1:* Click or tap here to enter text. |

 **Winner Statement**

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| **WINNER STATEMENT: Should this nominee become the recipient of this award, this statement will be read at the Australian LGBTQ Inclusion Awards.** |
| 1. **In one short paragraph, please articulate why this nominee is deserving or recognition within this category. This many include a summary of their most impactful contributions to LGBTQ workplace inclusion…**
 |
| Answer: Click or tap here to enter text. |