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| **NOMINATION DETAILS** |
| This nomination is for an LGBTQ+ individual is or may be perceived as a woman.This submission acknowledges the dual impacts or “doubleglass ceiling” that LGBTQ+ people who are or may be perceived as women deal with in the workplace. This is most apparent when looking at people in senior leadership roles, where those in the Sapphire cohort are half as likely to be in these roles than both LGBTQ+ men and non-LGBTQ+ women. Year after year, we continue to see differences in AWEI data between the Sapphire cohort (those who are, or are perceived as, LGBTQ+ women, and therefore face many of the same barriers), other LGBTQ+ populations, and the general population. In particular, the Sapphire cohort is less likely to be out in the workforce than LGBTQ+ men, which has an impact on the health and wellbeing, and productivity and engagement of individuals in the workplace. Nominees should:1. Be a visible role model for other LGBTQ+ people who are, or may be perceived as, women.

We often hear “you can’t be what you can’t see.” Year after year, the AWEI Employee Survey and other data shows that LGBTQ+ employees are working in organisation that have improved their workplace inclusion outcomes, including increased sense of safety, health and wellbeing, feelings of belonging, and ability to see a career path for themselves in their organisation, and more. LGBTQ+ employees are seeing other LGBTQ+ people being accepted within their organisation and being successful in their career path – particularly when they see them in senior leadership positions – at growing rates. 1. Be an advocate for the advancement of under-represented genders and working toward making structural and cultural change within their organisations to improve gender inequities within Pride networks and throughout their organisation and industry.

Having visible role models is even more important for people where they have multiple intersecting under-represented facets of their identities, for example we see LGBTQ+ women in particular value having role models, but they are not seeing them. This is also true for other under-represented LGBTQ+ populations.This nominee is active and highly visible as an LGBTQ+ employee, but has also made an outstanding contribution to raising awareness, advocating for, and promoting inclusion for LGBTQ+ women and under-represented genders within the organisation. |

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| **SUBMITTING THIS NOMINATION** |
| This application can becompleted and submitted between Monday, 12 January 2026 – Monday, 23 February 2026.**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***Please verify that the person you are nominating is happy to be publicly acknowledged as a finalist (even if they do not win the award):** [ ] *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. **As a visible LGBTQ+ employee, our nominee has advocated for LGBTQ+ inclusion within gender equity initiatives.**

This may include but is not limited to:* connecting with and assisting the gender network to review their initiatives, imagery, language
* playing a part in the leadership of the gender network
* advocating for explicit inclusion of the Sapphire cohort as participants of leadership/mentoring programs
* advocating for inclusion targets and/or KPIs for under-represented genders
* advocating for content in leadership training courses or programs that highlights specific ways for leaders to be allies for this cohort
* other general advocacy and support for Sapphire 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. |
| 1. **Our nominee’s activity and visibility has had an impact on other LGBTQ+ employees who are or may be perceived as women within your workplace.**

Note: Fellow employees do not have to be “out” or “open” in terms of their sexual orientation or gender identity to be positively impacted by this nominee. This may include but is not limited to:* speaking at events
* engaging through internal social media streams
* sharing story through articles and internal newsfeeds; having an active role in the employee network
* personally acting as a coach or mentor to LGBTQ+ colleagues who are or may be perceived as women
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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. |
| 1. **Our nominee has driven activity or been highly active in promoting the visibility of other LGBTQ+ employees who are or may be perceived as women in the workplace.**
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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. |

**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 by contributing to LGBTQ+ workplace inclusion externally, to promote the inclusion or experience of out LGBTQ+ people who are or may be perceived as women in the workplace.**

This may include but is not limited to:* being featured in recruitment campaigns or collateral
* sharing their story on the organisations external facing website
* being featured in external social media or independent media articles
* discussing their experience in the workplace or promoting the LGBTQ+ inclusion work of the organisation
* participating in community-based events
* other general advocacy and support for Sapphire 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. |

**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. |