

## Diversity Award 2024

The Nordic Chamber of Commerce is launching a second edition of an Annual Award for Diversity, Equity & Inclusion (DEI) Projects to give recognition to organizations operating in the Czech market for their initiatives contributing to society with equal opportunities.

The DEI projects will be submitted under one of the two categories based on the size of the organization. Category Corporate and Category SMEs (up to 250 employees).

### Who is eligible to apply? Organizations:

- operating in the Czech market either in Category Corporate or Category SMEs
- with no illegal actions
- not involved in insolvency proceedings or liquidation
- cooperating with local NGO, school, local community, or non-formal group
- supporting equality, diversity, equal opportunities, and inclusion within the described set of values.

### THE DEI PROJECT criteria:

- has proven track of start, implementation, or completion of the DEI Project
- has a clear strategy of measuring the impact on the target group(s) specified in the project.
- project can be a co-creation with local NGO, school, local community, non-formal group.
- Cover page of the project include.
- We welcome projects from companies of all sizes and industries. Whether you are working on a diversity recruitment program, implementing inclusive workplace policies, developing educational initiatives, or driving company cultural change within your organization, we encourage you to submit your project for consideration. Projects focused on working with the communities outside the company or raising public awareness or performing activities with/for various target groups of society, are welcomed as well.

### SUBMISSION criteria:

Deadline latest September 8, 2024.

Each organization can submit only one project.

### PAY SPECIAL ATTENTION TO:

Name of the organization is ONLY on the cover page of the project. In project description (other pages of the application form) MUST NOT be stated Name of organization, Name of any employee, and the name of the projects must not disclose e.g. the name of the co-operating school, NGO.

Organizations not fulfilling the criteria and eligibility will be disqualified and not selected for the evaluation.

## SELECTION

Submitted projects will be evaluated by the jury consisting of 4 ambassadors, 2 experts and 2 Board members according to the following 3 criteria.

Each member of the jury can distribute 100 points maximum per project. Three winners reaching the highest number of points will be selected.

The name of organization submitting the project is not disclosed to the jury. Each member of the jury reads the projects without the project cover page.

The jury will assess the project looking into its **sustainability, innovation, scalability.**

The jury will assess the project looking at the following:

### **Innovation**

How innovative is the project. Is it a new approach to diversity?

### **Scalability**

How easy is it for other companies to copy the project and carry it out within their own environment. How easy is it to grow the project to have a larger impact.

### **Impact**

How significant is the impact of the project. Either having less personal impact, but on a large amount of people, or having a very significant impact on a few people.

### **Sustainability**

How easy is it to keep the project sustainable and having a continuous impact over several years.

### **Locally Developed**

Has the idea been locally initiated and developed to the Czech environment? Has the project been developed additionally locally based on an idea from a sister company or mother company abroad. (We will find project which have been copied/pasted from Headquarters less interesting)

## EVALUATION

After a thorough evaluation process, 3 nominees will be selected.

The announcement of winners will take place during the award ceremony that is planned for October 24, 2024

## PUBLICITY

The Nordic Chamber will actively promote the competition and the Awards Ceremony through various media channels, including press releases, social media, newsletters, videos, and the Chamber's official website.

Top 20 selected projects will be presented at the DEI Forum, held on the October 10 by OPIM, and promoted on the social media, newsletters, conference web site and press releases.

This publicity and visibility aim to raise awareness about the importance of diversity and inclusion and inspire others to act.

## DISCLAIMER

Should any member of the jury be directly involved in the organization, or a project submitted for the Diversity Award 2024, he/she will abstain from voting. His/Her votes for submitted project will be distributed to other members equally and fairly.

### In the application form describe:

- Co-created with any institution?
- Which phase of the project are you at the time of project submission?
- How will you measure the impact?
- What will happen when the project is completed?
- Is your project innovative? How?
- Is your project scalable? How?

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