



Category Explainers

BUSINESS

This is the category for you if you work:

- Within a traditional business model
- For a traditional tech company
- In tech department within any industry
- At a Consultancy working with businesses
- For a scale up/start up

Maybe you have set up a Diversity and Inclusion committee to look at the current imbalance within your organisation, then have designed programs to address this.

Maybe you have been involved in the development and design of such a program to address the imbalance.

In real terms, what might this look like? Below are some previous winning submissions:

- Creation of a hub to help solve the problem of employability for International Students. With a focus on empowering these students and graduates to participate in the Australian startup ecosystem. (Noting that this submission could also align with the Education category. Absolutely you can nominate the same initiative in more than one category)
- A 'Developer' program that offers a paid scholarship and fulltime salary to women who are changing careers or looking to re-enter the workforce within the field of software engineering
- An initiative that looks at progressing the diversity makeup across the whole of an organisation.



A sample of organisations who submitted nominations for the past TechDiversity Awards includes.





EDUCATION

This is the category for you if you work:

- For an academic institution
- Run research projects aligned with education
- For an organisation that is running a joint project/initiative with education
- At a Consultancy working with Education / Academia
- For a scale up/start up that work with Education

Maybe you are running a research project that looks to upskill people returning to the workforce after a break?

Maybe you are part of an initiative that introduces STEM to High School students.

In real terms, what might this look like? Below are some previous winning submissions:

- A research project that trials female-only tutorials in a first -year programming subject, in order to positively influence engagement and participation of female students in Computer Science.
- A social innovation that showcases the talents of people with Autism.
- An outreach program that introduces STEM to school age students.

A sample of organisations who submitted nominations for the past TechDiversity Awards includes.





GOVERNMENT

This is the category for you if you work:

- For any government agency, federal or state
- For an organisation that is running a joint project/initiative with a government agency
- At a Consultancy working with government
- For a scale up/start up that work with Government

Maybe you work for an agency that has developed an app that indicates local available services for people who are currently without a home.

Maybe you are developing an online accessibility toolkit to assist creating digital platforms and content that are accessible and inclusive for everyone.

In real terms, what might this look like? Below are some previous winning submission:

- A program to employ a cohort of people with ASD into a Government department for (at least) two years.
- A Government funded program that uses the power and influence of Video Games (gamification) to change the beliefs and behaviours of teenage boys towards LGBTI+..
- A Youth Employment Scheme (YES) traineeship program to increase the participation of disadvantaged youth (under 24 years of age) into the workforce with a focus on IT and STEM disciplines.

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Campaign of the Year

Previously called the 'Media, Marketing and Advertising', this is the category for you if you work for any organisation and have been involved in creating and/or developing a campaign to support a DE+I initiative, product or solution.

Maybe you have created a social media campaign to create awareness of your initiative.

Maybe you developed a fully inclusive advertising campaign, that was digitally accessible and used real people reflecting society.

Maybe you made posters to support a significant inclusive day for internal promotion.

In real terms, what might this look like? Below are some previous winning submissions:

- A campaign that would encourage and inspire the Australian LGBTI community to bring their authentic selves to work each and every day.
- A campaign to promote a 'Return to Work Program' to help people (particularly women) who have taken a career break of two or more years, often to care for children, transition back to the workforce.
- Creation of a quarterly digital publication dedicated to empowering women of colour in STEM in Australia.

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TECH FOR GOOD

This is the category for you if you work for any organisation that uses technology for good to create a product or solution AND addresses, includes, or benefits DE+I.

The Tech for Good category houses four categories:

1. **Social Impact** – addressing societal challenges – helping society flourish and organisations succeed.
Examples: Education | Utilities | Poverty & Homelessness | Healthcare | Unemployment | Gender Inequality | Property Prices | Human Rights
2. **Environmental Sustainability** – interacting with the planet responsibly – conserving natural resources and protecting ecosystems.
Examples: Climate Change | Recycling | Conservation | Eco-friendly Packaging | Reducing Emissions | Clean Water | Reforestation
3. **Accessibility & Inclusivity** – building a more inclusive and accessible world.
Examples: Assistive Technology | Language-based Services | Minimising Inaccessibility | LGBTQ+ | Race & Ethnicity | Free / Low-Cost Tech
4. **Health & Wellbeing** – helping individuals and organisations create a state of complete physical, mental and social wellbeing.
Examples: Fitness & Recreation | Mental Health Services | Physical Health Tech | Harm Minimisation | Sport | Community Engagement

What might this actually look like?

- A data-analysis platform that provides insight into cultural and demographic diversity within an organisation.
- An app that assists visually impaired people to lead more independent lives.
- An app that facilitates the discounted sale of end-of-day food

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