



SABPP EEDT Diversity and Inclusion Award 2019

Aspects to be adjudicated upon, Award Criteria to be applied in measurement, and Information that needs to be furnished

The employer that shows the most progress in creating a Diversity Inclusive Culture over the past five to ten years or less that has contributed to EE transformation.

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| Aspects adjudicated upon | Criteria being applied in measurement | Weighting | What information needs to be furnished |
|--|---|-----------|--|
| (A) QUALITY OF APPROACH | | 30 | |
| <ul style="list-style-type: none"> ▪ Alignment of strategies to Diversity Inclusion Best Practice | <ul style="list-style-type: none"> ▪ Provision for: <ul style="list-style-type: none"> ▪ Alignment of Values with transformation ▪ Internalisation by leadership of aligned values aimed at changing past behaviour ▪ Cascading and internalisation across whole organisation ▪ Measurement and correction of non-aligned behaviours after intervention | 15 | <ul style="list-style-type: none"> ▪ Detailed overview of programme/strategies developed and implemented ▪ Copy of Diversity Inclusion Strategy/Programme ▪ Copies of all relevant EE Plans ▪ Other relevant documentation |
| <ul style="list-style-type: none"> ▪ Alignment of strategies developed and implemented to the requirements EE Act | <ul style="list-style-type: none"> ▪ Inclusion of AA Measures in EE Plan that will remove barriers in the Working Environment aimed at raising the level of Diversity and Inclusion | 5 | |
| <ul style="list-style-type: none"> ▪ Design, Innovation, detailed planning of programme/strategy | <ul style="list-style-type: none"> ▪ Programme(s)/strategy(ies) <ul style="list-style-type: none"> ▪ Innovativeness/Originality ▪ Design ▪ Detail | 10 | |
| (B) EXTENT OF APPLICATION | | 40 | |
| | <ul style="list-style-type: none"> ▪ How the programme(s)/ strategy(ies) is/are/was/were managed with reference to: <ul style="list-style-type: none"> ▪ Frequency of meetings ▪ Decision making powers of attendees ▪ How its/their implementation was monitored and tracked ▪ Systems utilised | 25 | <ul style="list-style-type: none"> ▪ Any written evidence of implementation of programme(s)/strategy(ies) ▪ Minutes of meetings reflecting governance and tracking of implementation of strategies ▪ Reports on progress with implementation of strategies ▪ Sample materials used/generated during implementation ▪ Evidence of systems utilised ▪ Evidence of linkage of KPIs of Person(s) responsible to implementation of programme(s)/strategy(ies) ▪ Articles |
| | <ul style="list-style-type: none"> ▪ Communication of programme(s)/strategy(ies) with reference to: <ul style="list-style-type: none"> ▪ To whom ▪ Medium ▪ Frequency ▪ Format | 15 | |



| (C) RESULTS ACHIEVED | | 30 | |
|---|--|----|---|
| <ul style="list-style-type: none"> ▪ MC Score using the 2014 Generic Scorecard but discounting double counting of females ▪ Progress in MC Score (per year and overall) over the period entered for (from the time of the development of strategies to the present) | <ul style="list-style-type: none"> ▪ Score(s) out of 19 with the points in Senior, Middle and Junior Management in the Scorecard allocated for Black Females, instead being added to each levels weight in respect of each measurement ▪ Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the Entrant ▪ Accuracy of correlation of Job Evaluation used by the Entrant to the EEA9 requirements ▪ Inherent restraints to EE transformation in the Industry/Region | 8 | <ul style="list-style-type: none"> ▪ The EEA2 Report of the start year of the period entering for, and the latest EEA2 Report, alternatively more up to date similar credible data matching the end date of the period entering for ▪ The detailed report on which the EEA2 or similar credible data furnished is based, containing at least, in respect of each employee, his/her race, gender, disability, grade of position occupied according to the entrant's JE system and EEA9 Occupational Level as per the entrant's pay roll/HR data system |
| <ul style="list-style-type: none"> ▪ Improvement in diversity inclusion environment | <ul style="list-style-type: none"> ▪ Extent of improvement of Diversity Inclusion on the ground with reference to experience of previously excluded groups with regard to: <ul style="list-style-type: none"> ▪ Having access to and being included in the organisation (entry/having a seat) ▪ Being accepted as members of the organisation (beyond tolerance) ▪ Opportunities of diverse groups to contribute and participate ▪ Valuing of uniqueness and contributions of diverse groups ▪ Diversity inclusion shifts from the beginning to the end of the measurement period | 16 | <ul style="list-style-type: none"> ▪ Tangible evidence of impact of Diversity Inclusion strategy on Diversity inclusion, such as comparative Climate or other survey results, Diversity Audits results etc ▪ Summaries of comparative results from management tools/instruments implemented to measure behaviours ▪ Summaries of comparative Exit Interview results |
| <ul style="list-style-type: none"> ▪ Resultant benefits of the implementation of the strategy for the organisation | <ul style="list-style-type: none"> ▪ Tangible benefits arising from strategy ▪ Impact of strategy on the entrant's bottom line or turnover | 6 | <ul style="list-style-type: none"> ▪ Supporting documentary evidence showing relationship between strategy and result/impact benefit relied upon |