



Diversity Mark

Diversity Mark Awards

Targets			Internal targets to be set & measured on a regular basis with accountability for Diversity & Inclusion at Senior Executive/Board Level						
			1	2	3	4	5	6	7
Silver Award	Held the Bronze Award for at least 2 years and evidence of progress	Continuation of the current 3 targets or new Gender Diversity Targets + 2 new wider diversity Targets	Gender Diversity	Gender Diversity	Gender Diversity	Wider Diversity *	Wider Diversity *		
Gold Award	Held the Silver Award for at least 1 year and evidence of progress	Continuation of the current 5 targets or new targets + 2 new wider diversity Targets	Gender Diversity	Gender Diversity	Gender Diversity	LGBT	Disabilities	Racial Diversity	Age Diversity
*Members can choose two wider diversity areas to focus on when submitting the application for silver						LGBT	Disabilities	Racial Diversity	Age Diversity

Guidance Notes



Diversity Mark

Diversity Mark Awards

<p style="text-align: center;">Bronze Award</p> <p style="text-align: center;">3 Targets</p> <p style="text-align: center;">3 Gender Diversity Targets</p>	<p style="text-align: center;">Silver Award</p> <p style="text-align: center;">5 Targets</p> <p style="text-align: center;">3 Gender Diversity Targets + 2 wider diversity targets*</p>	<p style="text-align: center;">Gold Award</p> <p style="text-align: center;">7 Targets</p> <p style="text-align: center;">3 Gender Diversity Targets + 4 wider diversity targets*</p>				
<p>We recommend carrying out analysis of internal data such as the gender diversity at all levels within the organisation, exit interviews, staff surveys and recruitment data to determine the most effective target areas.</p> <p><i>New members at the start of their diversity journey may decide to focus on foundational targets such as:</i></p>	<p>At silver level we would expect to see evidence of progress against the bronze targets along with analysis work carried out, with creative targets to push the dial even further.</p> <p>The first wider diversity targets can be around gathering/measuring data to lay the foundation for an informed strategy.</p>	<p>At gold level we would expect to see evidence of progress against the silver targets.</p> <p>Gold Award organisations will be a ‘Shining Example’ for Diversity & Inclusion in their sector and wider community, with further creative targets to keep pushing the dial even further with long term plans, complex challenges and sustainability.</p>				
<ul style="list-style-type: none"> - <i>Establishing a Diversity Strategy with an action plan</i> - <i>Carrying out a wellbeing ‘audit of need’</i> - <i>Finding out why something is the way it is, for example; why so few women progress to Senior Management</i> - <i>Engagement with organisations such as Women in Business NI</i> 	<p><i>Members moving to silver & gold may wish to engage with organisations such as the Equality Commission, Stonewall, The Rainbow Project, Age NI, Business in the Community, Disability Action or others with expertise in wider diversity. We will be collating a broader list for circulation.</i></p>					
<p>* Wider Diversity Focus Areas</p>		<p style="text-align: center;">LGBT</p>	<p style="text-align: center;">Disabilities</p>	<p style="text-align: center;">Racial Diversity</p>	<p style="text-align: center;">Age Diversity</p>	