



# Diversity Awards

Advocacy • Awareness • Innovation

[www.thediversityawards.com](http://www.thediversityawards.com)

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## **Background / Introduction:**

The mission of the Diversity Awards is to recognise and celebrate the initiatives, policies & practices taken by companies / colleges and individuals who embrace equality and diversity within the Irish Hospitality & Tourism Industry.

## **Purpose & Aim:**

- Reward integration of minority / disadvantage groups into Industry
- Recognise the efforts made in welcoming minority / disadvantaged group into both the workforce and customer base
- Acknowledge awareness training for all employees
- Provide an opportunity for others to learn from the great ideas that are out there
- Focus on the importance & benefits of embracing and managing equality & diversity
- Support organisations in building wider, all inclusive, integrated workplaces and providing services for a diverse customer base
- Raise and deepen awareness of equality and diversity issues, from both an employment and service provision point of view
- Raise and deepen awareness of equality and diversity in education & educational organisation within Tourism & Hospitality

## **Judging Criteria**

The judges are looking for:

- Understanding of the issues surrounding equality, diversity & inclusion
- Good development and implementation of policies, procedures & practices that embrace equality and diversity
- Examples of innovation that could be used as best practice models
- Models of learning, development and progression applied in the workplace
- Impact of workplace procedures on retention and employee morale
- Impact of service design and provision on customer retention & satisfaction.

**Note: All applications are encouraged to draw on the Irish Hospitality Institute '10 Steps to Equality & Diversity for the Irish Hospitality Sector' guidelines.**

## **Who is eligible?**

Nominations are encouraged from the following areas of the Hospitality & Tourism Industry: Hotels, Restaurants, Catering Operations, Hospitality Recruitment / Contract Agencies and any other Hospitality & Tourism Business

2010 introduces a New Category for Colleges (specific to Hospitality & Tourism Schools for both school policies & procedures and academic content).

### **For More Information contact:**

Lyndsey Campbell  
Irish Hospitality Institute,  
8 Herbert Lane, Dublin 2  
Tel: 01 662 4790 / Fax: 01 882 4789

### **Website online application:**

[www.thediversityawards.com](http://www.thediversityawards.com)

**Please submit this form and any accompanying documentation to the address above by 5pm Friday 26th November 2010**

### **Diversity Awards 2010**

Thursday 16th December 2010

The Herbert Park Hotel, Ballsbridge, Dublin 4.

Applicants will be short-listed and your organisations may be selected to conduct a site visit.

**Site Visits will be carried out on December Thursday 2nd / Friday 3rd & Monday 6th.**

The applicant must be available in their organisation / college to conduct this interview. This interview will take approximately 1.5 hours.

**All shortlist candidates will be invited formally**