

RAIL INDUSTRY AWARDS

AUSTRALIA + NEW ZEALAND

Tuesday 1 September 2026
International Convention Centre
(ICC), Sydney



[Nominate now](#)

Diversity and Inclusion Excellence Award

Judged by the Australasian Railway Association (ARA)



Criteria

This category is open to organisations (not individuals) with programs currently underway or complete that can demonstrate how they meet the following criteria:

- The organisation has identified a diversity issue within its business and has taken steps to remedy the situation.
- Provide statistical data supporting the efforts of the organisation in the area of diversity, e.g. the percentage of staff in the organisation including but not limited to gender, age and ethnicity.
- Detail the development, delivery and outcomes of the initiative.
- Describe how the initiative has added to the benefit of the rail industry in relation to diversity.

Questions to address

1. How has the organisation identified a diversity issue within its business and how have they taken steps to remedy the situation? *400-word limit.*
2. Provide any statistical data supporting the efforts of the organisation in the area of diversity. For example, the percentage of staff in the organisation, including but not limited to, gender, age and ethnicity. *400-word limit.*
3. Provide details of the development, delivery and outcomes of the initiative/program. *500-word limit.*
4. Why should your organisation receive the Diversity and Inclusion Excellence Award? *200-word limit.*

5. Do you give permission for key points from your nomination, to be shared with the wider rail industry? See supporting documents item (b) below.

Supporting documents

- a. Supporting Material: Options. *10-page limit.*
- b. Overview of Nomination: Please upload an overview of your nomination with contact details for inclusion in the Rail Knowledge Bank and Awards website. *One-page.*