

APGA Diversity & Inclusion Award 2026

Awards Open	1 May 2026
Awards Close	30 June 2026
Categories	<ul style="list-style-type: none">• Improving workforce diversity• Building an inclusive workplace culture• Innovation in diversity & inclusion• Collaboration and industry impact
Award	Perpetual trophy
Consideration	Full Member association or Individual Member
Submission type	Digital
Adjudication	APGA Committee

AWARD PURPOSE

The APGA Diversity & Inclusion Award recognises outstanding achievements that measurably improve diversity, inclusion, equity, and belonging within the Australian pipeline and gas industry.

The award highlights initiatives implemented over the past 12 months that demonstrate how organisations are building inclusive workplaces, strengthening workforce diversity, and fostering environments where individuals can contribute and thrive.

Submissions should demonstrate meaningful progress, measurable outcomes, and a clear commitment to embedding diversity and inclusion into organisational culture and operations.

ELIGIBILITY

- Open to all APGA Members (individuals and companies)
- Nominations must be submitted by current Full Members or Individual Members

AWARD CATEGORIES

1. IMPROVING WORKFORCE DIVERSITY

Purpose: Recognise initiatives that have successfully increased representation across the workforce, particularly in areas where diversity has traditionally been limited.

This may include gender diversity, cultural diversity, early-career pathways, regional participation, or other underrepresented groups.

Submissions should demonstrate:

- Clear identification of diversity gaps or challenges
- Targeted strategies to improve representation
- Measurable improvements in workforce composition
- Recruitment, retention, and progression outcomes
- Scalability or applicability across the industry

Why this category is important:

A more diverse workforce strengthens decision-making, innovation, and long-term industry sustainability.

2. BUILDING AN INCLUSIVE WORKPLACE CULTURE

Purpose: Recognise initiatives that foster inclusive, respectful, and psychologically safe workplaces where individuals feel valued and able to contribute.

This may include leadership initiatives, cultural change programs, inclusive policies, or behavioural change strategies.

Submissions should demonstrate:

- Clear articulation of the inclusion challenge or opportunity
- Implementation of structured inclusion initiatives
- Evidence of cultural or behavioural change
- Employee engagement, feedback, or sentiment improvements
- Leadership commitment and accountability

Why this category is important:

Diversity alone is not enough - inclusive cultures are essential to ensure individuals can thrive and contribute meaningfully.

3. INNOVATION IN DIVERSITY & INCLUSION

Purpose: Recognise innovative or unique approaches that address diversity and inclusion challenges in new or impactful ways.

This may include new programs, technologies, partnerships, or frameworks that enhance inclusion or remove barriers.

Submissions should demonstrate:

- Clear problem definition
- Innovation or uniqueness of approach
- Demonstrated effectiveness and measurable outcomes
- Practicality and cost-effectiveness
- Potential for broader industry application

Why this category is important:

New challenges require new approaches. Innovation accelerates progress in diversity and inclusion across the industry.

4. COLLABORATION AND INDUSTRY IMPACT

Purpose: Recognise collaborative initiatives that advance diversity and inclusion outcomes across organisations or the broader industry.

This may include partnerships with industry bodies, education providers, community groups, or cross-company initiatives.

Submissions should demonstrate:

- A clearly defined shared objective or challenge
- Effective collaboration structures and partnerships
- Contributions from each participating organisation
- Measurable outcomes or impact beyond a single organisation
- Knowledge sharing and broader industry benefit

Why this category is important:

Industry-wide progress in diversity and inclusion requires collaboration, shared learning, and collective commitment.

STANDARD EVALUATION CRITERIA (WITH WEIGHTINGS)

All submissions will be assessed using the following weighted criteria:

Criteria	Description	Weighting
Impact & Measurable Results	Demonstrated improvements in diversity metrics, inclusion outcomes, or workforce experience	35%
Innovation, Improvement, or Leadership	Degree of innovation, leadership, or advancement in diversity and inclusion practices	20%
Industry Applicability & Scalability	Potential for adoption or replication across the pipeline industry	15%
Sustainability & Longevity	Evidence of long-term value and embedded practices	15%
Implementation Quality	Quality of planning, execution, engagement, and leadership involvement	10%
Presentation & Evidence Quality	Clarity, completeness, and supporting evidence	5%

SUBMISSION REQUIREMENTS

Entries must include:

- A concise executive summary
- Contact details of the nominating member
- Statement of which category is being applied for
- Clear description of the initiative or achievement
- Evidence of outcomes (qualitative and/or quantitative), such as:
 - Workforce data or diversity metrics
 - Retention or progression statistics
 - Employee feedback or engagement results
 - Case studies or testimonials

- Supporting documentation (data, visuals, references)
- One PowerPoint slide summarising the submission for presentation at the Convention

The deadline for submissions for the **2026 Award is 30 June 2026**. Entries must align with the specified criteria to be considered.