

## Jordan Diversity Trailblazer Award 2026 – Application Evaluation Criteria

The **Jordan Diversity Trailblazer Award** recognizes and honors companies that have demonstrated exceptional commitment to advancing gender diversity and have achieved significant progress in fostering inclusive workplace environments.

To assist applicants in preparing their submissions, the following outlines the official scoring criteria used by the jury. This represents precisely how each application will be evaluated.

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### SECTION 1 – Gender Diversity in Numbers (*Total: 15 points*)

We will assess the representation of women across your organization based on the data you provide.

#### 1. Number of Female Employees (*1–5 points*)

- Share the percentage of women in your workforce.
- Higher percentages score higher.

#### 2. Number of Women in Top & Middle Management (*1–5 points*)

- Provide the percentage of women in leadership positions (decision-making roles).
- Higher percentages score higher.

#### 3. Number of Women on the Board of Directors (*1–5 points*)

- State the percentage of women at the highest level of governance.
- Higher percentages score higher.

 **Tip:** When reporting percentages, ensure your numbers are recent and accurate — these figures carry significant weight.

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### SECTION 2 – Workplace Gender Initiatives (*Total: 20 points*)

We will look at what actions you've taken to promote gender diversity, the challenges these actions address, and the measurable results achieved.

#### Question 1 – Initiatives Implemented (*10 points*)

We assess:

- **Depth of implementation** (1–5 points) – How well-developed and integrated is the initiative?
- **Sustainability** (1–5 points) – Is it embedded in your long-term strategy and culture?

Examples of high-scoring initiatives:

- Gender diversity strategy and targets for leadership roles
- Anti-harassment policies with clear reporting procedures
- Equal pay audits and transparent salary policies
- Gender-inclusive hiring and promotion practices
- Leadership training and mentorship for women
- Parental leave (maternity & paternity), childcare support, flexible work options

✦ **Tip:** Provide supporting evidence — policy documents, strategy outlines, photos, case studies, or employee testimonials.

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## Question 2 – Challenges Addressed (5 points)

We assess:

- **Relevance** (1–5 points) – Do your initiatives tackle key barriers faced by women in your workplace?

Examples of high-scoring challenges addressed:

- Workplace harassment & discrimination
- Barriers to promotion and leadership opportunities
- Gender pay gap
- Underrepresentation of women in senior management
- Lack of childcare or flexibility for working parents

✦ **Tip:** Show a clear link between the challenges identified and your initiatives — this connection is what the jury will score.

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## Question 3 – Measurable Outcomes (5 points)

We assess:

- **Evidence of impact (1–5 points)** – Are there tangible, verifiable results from your initiatives?

Examples of high-scoring outcomes:

- Increased percentage of women in leadership roles or promotions
- Reduction in gender pay gap
- Completion rates of anti-harassment & diversity training
- Improved work-life balance survey results
- Uptake rates for childcare/flexible work programs
- Reduced employee turnover

✦ **Tip:** Provide measurable data and supporting evidence — before/after comparisons, statistics, survey results, or formal reports.

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## HOW THE JURY SCORES YOU

- **Each criterion is scored from 1 to 5 points.**
  - **Total possible score = 35 points.**
  - High scorers show strong data, well-designed and sustainable initiatives, relevant challenges addressed, and measurable impact.
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