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| 2025 Victorian Public Healthcare Awards General Award criteria  Category 08 - Excellence in diversity, equity and inclusion  This award recognises organisations that have taken initiative to provide equitable and inclusive healthcare for Victoria’s diverse communities. These initiatives have worked towards improving health and wellbeing outcomes for diverse communities, such as LGBTIQA+ people, culturally and linguistically diverse people and/or people with disability, and their families and communities.  **Criteria topics and questions**  Below are the criteria topics and questions we would like you to address in your submission. Pay attention to criteria weighting. Criteria questions that are weighted more heavily (with a higher number) are worth more than others. |
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| Criteria topic | Criteria question | Judging criteria for scoring | Weight |
| Abstract  (not scored) | Provide a clear and brief summary of the organisation and initiative, focusing on objectives, target population, methods and outcomes. | N/A | 0 |
| Objectives and planning | What was the rationale and evidence of need?  What were your objectives?  Which diverse communities are the focus of this initiative?  How were communities, consumers and their family, and/or healthcare employers involved in identifying the need, setting the objectives and designing the implementation?  How did you reduce barriers for communities to maximise their engagement in design and implementation? | * Is the rationale well established and is the initiative innovative? * Do the objectives clearly address the needs of the targeted population and support the initiative? * Were diverse communities involved in setting the objectives? * Have they reduced barriers by making the service/program more responsive, inclusive, safe and affirming for diverse communities? | 2 |
| Methods and implementation | What are the processes used to implement this initiative?  Include the key tasks, timelines, key stakeholders involved at each stage and whether data was used to monitor progress. | * Were diverse community stakeholders involved in implementing the initiative? * How was data used to monitor and adapt implementation? | 2 |
| Results and outcomes | What were the specific results and outcomes from the initiative?  Describe the way the initiative is improving inclusive healthcare for the intended community and/or organisation.  **Hint:** The judges look for data or service user stories that show how you have achieved your objectives. You are encouraged to supply data (e.g. graphs and tables, etc.) and/or qualitative evidence (e.g. news articles, internal and external communications) and/or narratives in your support document. Please explain how the data or stories show improvement for diverse communities. If relevant include the sample/population size, so the judges know the scale of the work. | * Has the initiative been able to demonstrate improvements in equitable health outcomes for the intended communities, including through data and evidence? * Has the initiative provided reliable evidence on its results and outcomes (quantitative and/or qualitative)? * If additional information is provided, does it illustrate the success of the initiative? | 3 |
| Sustainability | What is the current status of the initiative?  What are the plans to ensure this initiative provides ongoing benefits to consumers, families, healthcare employees and/or communities? For example, how have you or how do you plan to share the initiative within your organisation or more broadly with the health sector or related networks? | * Has adequate information been provided on the sustainability of the initiative? * Have there been efforts to promote the initiative by sharing ideas, resources and findings? | 2 |
| Budget | How much was invested in the initiative, including staff time and financial resources? Were external financial or in-kind resources secured? | * In relation to what was invested, does the approach represent good value? | 1 |
| Achieving quality, innovation and excellence in healthcare | How does the initiative represent an innovative model of care and excellence in improving health equity and addressing social determinants of health for diverse communities?  What challenges or barriers were overcome?  How have quality and safety been enhanced through the initiative? | * Is the initiative innovative in how it overcomes barriers to equitable health outcomes for diverse Victorians? * Has the initiative enhanced quality and safety and reduced risk(s) to diverse communities? | 3 |
| Project summary  (not scored) | Here we’re asking for a very short summary of your project, to be used for promotional purposes, should you become a finalist.   * In two sentences, what was the problem your project aimed to solve? * In one sentence, what was your idea to solve this problem? * In one sentence, please describe your methodology and any innovations your project incorporated? * In one sentence, please describe the outcome and impact of your project? | * This will not be assessed or scored as part of your entry. | 0 |

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