



# Big Promise Application Form Questions

For any queries please email - [info@raceequalitymatters.com](mailto:info@raceequalitymatters.com)

1. Name of organisation
2. Your name (or the name of the contact person)
3. The phonetic spelling of your name
4. Contact phone number
5. Contact email
6. Sector
7. Size of organisation
  - a. 1-10
  - b. 11-100
  - c. 101-250
  - d. 251-500
  - e. 501-1000
  - f. 1001-2000
  - g. 2001-5000
  - h. 5001-10000
  - i. 10001+
8. Do you have a race network or equivalent?
9. If "Yes", please share the race networks you currently have within your organisation.
10. If "No", please share if your organisation would benefit from having a race network.
11. Do you have a dedicated Diversity and Inclusion resource or role equivalent?
  - a. A D&I team
  - b. One full-time equivalent post
  - c. One part-time equivalent post
  - d. Part-time post (3 or more days per week)
  - e. Part-time post (less than 3 days per week)
  - f. None

12. If you submit your application before September 11th 2024 you may receive a light review. Please tick below if you would like a light review before your application is sent to the independent judging panellists.
- a. No
  - b. Yes

### Evaluation Questions

13. When did your organisation run Big Promise?
14. Why did your organisation choose to run Big Promise?
15. Engagement: How did you maximise staff engagement?
16. Inclusive: Please provide information on how running The Big Promise was inclusive. How was action approved by those with lived experience? Have ethnically diverse colleagues endorsed that this was the case? How have you measured this?
17. Maximise Ethnically Diverse Employee Engagement: How did you maximise ethnically diverse colleague engagement? Did communications reflect a safe, encouraging and inclusive environment for ethnically diverse colleagues?
18. Engagement: Who participated (% of staff and level i.e. were colleagues engaged at every level of the organisation)?
19. Transparency: How was Big Promise publicised?
20. Accountability: What processes are in place to hold those making Big Promises accountable?
21. Impact: What impact has Big Promise had on your organisation?
22. Brave: Why was running Big Promise brave for your organisation?
23. Future: How has Big Promise prompted future action on race inequality?