

# Awards

## Equality, Diversity & Inclusion Award 2023

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CIHT members, Trustees and staff have a responsibility to create an environment that values equality, diversity and inclusion.

CIHT is an organisation that:

- values the contributions that people from diverse backgrounds make to Highways and Transportation
- believes that everyone should be treated with dignity and respect
- challenges discriminatory behaviour
- works to identify and remove barriers to working in the industry
- actively encourages people from all backgrounds into membership
- takes a lead in championing diversity and inclusion in the Highways and Transportation sector
- contributes to the Department for Transport's diversity and inclusion initiatives
- showcases the contribution that people from different backgrounds make to Highways and Transportation
- supports individuals from diverse backgrounds to develop as professionals
- benchmarks progress on diversity and inclusion against other organisations and industries.

Your submission should consider these values demonstrating your approach to working in the sector where you have made a significant difference and contribution to the representation of the diversity and rights of individuals through inclusivity.

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Entries must clearly explain how the submission meets the criteria specified.

**a) Description: How does this entry meet the award description?**

(Max 250 Words) (10 Points)

A summary explaining why this project/product/strategy/initiative meets the description for this award.

**b) Solution: Why and how was this solution identified?**

(Max 300 Words) (20 Points)

Please explain why and how this solution was identified.

The judges will reward applications that can demonstrate:

- A clear definition of the outcome you were trying to achieve and why
- A logical explanation of why this option was chosen
- Evidence that you ensured that all the relevant stakeholders have bought into this solution

**c) Delivery: How has this work been delivered?**

(Max 250 Words) (15 Points)

Please describe the planning, design and delivery process you have used to execute this work. The judges are particularly interested in how challenges and opportunities have been identified and addressed.

**d) Results: What have been the results?**

(Max 250 Words) (15 Points)

Please describe the results of your work.

The judges will reward applications that can demonstrate:

- If and how you have delivered the outcome you were trying to achieve
- How you have performed against time, cost, quality, carbon emission, social value, and any other metrics relevant that were set for this work

**e) Alignment: to CIHT Strategy**

(Max 200 Words) (10 Points)

Judges will award additional marks to applications that can demonstrate a contribution to CIHT's strategic objectives:

- Carbon Action: Measurable reductions or elimination of greenhouse gas emissions
- Equality, Diversity & Inclusion: Clear demonstration of well-considered EDI practices in either the project or organisation
- Professionalism: Clear contribution to increasing professionalism in the transport sector

**How to enter**

To enter this award please complete an [Entry Form](#) and provide submission, project photographs and any supporting documents on your entered project and return it to [regions@ciht.org.uk](mailto:regions@ciht.org.uk).

Please ensure that you have read the [Important Submission Information](#) before submitting your entry. **The deadline for entries is 1700hrs on Friday 22nd September 2023.** Shortlisted entries will be notified in October. Winners will be announced at the CIHT Cymru Wales Awards Dinner at the Kinmel Hotel in Abergele on the evening of Friday 24 November 2023 and details published through a variety of media platforms.