



## **2024 Cymru Wales Awards**

# Equality, Diversity & Inclusion Award 2024

---

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.

---

The overall judging will consider how the EDI initiative has been implemented, what steps have been taken in its creation and the measures used to monitor meaningful progress, including strong evidence of:

- Stakeholder engagement
- Clarity of aims & objectives
- The accessibility of the EDI initiative
- Lessons learnt during implementation
- Tangible outcomes
- The scalability and replicability of the initiative
- Alignment to CIHT's themes of climate action, EDI and professionalism, e.g., how your initiative enables climate innovation and resilience

The EDI initiative should have made a positive contribution to the organisation, industry and society. The judges will also be looking for how well the initiative(s) have been embedded in the organisation and evidence of culture change. As there has been a positive shift beyond a business case level of understanding of EDI, entries should focus on specific initiatives rather than high level and general EDI strategies.

### **How to enter**

To enter this award please [complete your entry online](#) and provide submission, project photographs and any supporting documents on your entered project. Alternatively, you may also complete an [Entry Form](#) with all the relevant information 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 12th July 2024.** Shortlisted entries will be notified in August. Winners will be announced at the CIHT Cymru Wales Awards Dinner at the Kinmel Hotel in Abergele on the evening of Friday 29 November 2024 and details published through a variety of media platforms.