**Prizes, Awards and Grants Workshop**

**Challenges to Diversity and Inclusion**

***Challenges:***

***Cultural***

* Membership wary of electing people who may ‘rock the boat’
* Resistance from council or members
* Need to demonstrate ‘added value’ of diversity

**Previous experience with prizes**

* Restrictions on awards – criteria – age, membership status, primarily reduce opportunity for inclusion
* ‘Excellence’ ‘Merit’ – belief in absolute, not social constructed cultural expectations
* Struggle to get nominations/reluctance to self-nominate
* Previous winners influences nominations
* Entry process is communicated clearly but no transparency of judging panel / process for many awards.
* Focus on numbers demonstrating added value
* Awards all go to similar people
* Consistent leadership in the organisation
* Enthusiasm!
* Criteria may penalize non-standard careers
* Legacy judges of awards mitigate against diversity
* Legacy awards may be too restrictive/perpetuate same people receiving prizes
* Small world problem re an organisation
* Networking with the organisation and other organisations (share ideas)
* Building blocks to start with
* Schools – representation awareness

***Data:***

* People less happy to share their data
* Small sample sizes
* Who is declaring the information – nominator or nominee (need self-declaration for accurate data)
* Awards forms separate to MIS so data difficult to collect
* Challenges in collecting / analyzing data for international organisations (e.g. ethnic minority in the UK is not necessarily so in Europe)
* In a small organisation, breaking data down can easily identify individuals
* GDPR concerns

**Practical:**

* Lack of staff time / budget for new initiatives
* Introduce prizes for a piece of work rather than body of work / reputation
* Include D&I ambassador on all committees
* Include D&I on all meeting agendas

***Questions:***

* Benchmarking – who are you benchmarking against?
* Lack of information – who allocates the funding in our company?
* How do you go about applying and what is the criteria?
* Support system?