**Planning for Change – Prizes, Awards & Grants Cycle**

***What will you do?***

* Presentation & Announcement
	+ Attach same value
	+ Promote in same way
	+ Make ‘a bigger deal’ of them
* Presentation – follow up, lectures -> Executive team, staff and members
* Announcements – think beyond the standard places + keep doing it. ‘Long game’
* Live-streaming of awards (longevity awareness)
* Be clear re purpose of award: reward individuals, raise profile of field/organization?
* Target appropriate sector to match purpose

***Who will you work with?***

* Consider your audience
	+ Specialist groups, networks
	+ Ground-up approach
	+ Trust ‘new’ model
	+ Embed
* Consider why we are presenting prizes and awards
	+ Organisational benefit
	+ Go back to community
	+ Ground up approach

***What is the potential impact?***

* Bold statement why D&I is important in awards – ‘long game’
* Make D&I part of nomination process – ask what they do to enhance diversity.

**What can you do to improve diversity of awards?**

* consider diversity at each stage of awards cycle (design, promotion, judging, announcement of winners, review)
* make diversity an agenda item in all meetings about awards
* ensure diverse examples of nominees/winners are visible
* consider anonymization of applications/nominations
* provide unconscious bias training to judges
* consider re-naming awards to make them more diverse e.g. not all male names on awards
* check if can amend legacy prizes/awards to make more diverse (there is legal precedent for this)