Welcome to our 2022 Black History Month Awards for Equality, Diversity and Inclusion

Below you can find out more about each category and the criteria that our judges will look for when reviewing the nominations.

We will announce our winning nominees and present awards at our annual Black History Month event. This year it’s taking place on Friday 21 October in Newcastle at the Catalyst, 3 Science Square, Newcastle Helix, DN4 5TG.

**Please note, nominations for the 2022 awards close on 31 August 2022.**

Each of our categories seeks to recognise and celebrate the work of an individual, team, university, or organisation who have had a positive impact on equality, diversity and/or inclusion within the Northern or Yorkshire and Humber regions.

Nominees will have done so by taking action to:

* remove barriers to equality of opportunity
* celebrate diversity
* improve the working experiences of others
* encourage an inclusive culture and/or
* create an environment where individuals feel a sense of belonging, can be their authentic selves, and feel that they have a voice.

This may involve anti-discriminatory action, positive action and/or allyship.

What they’ve done might be, for example, designing and delivering training or an event, improving the way work is done in their team, or producing something to support colleagues or service users.

Categories

The Individual Award

A special recognition award for an individual member who’s personally had a positive impact on equality, diversity and/or inclusion in their workplace, for colleagues, service users or their community.

The Team Award

This award recognises a department, a team, working group, or service for work they’ve done that’s had a positive impact on equality, diversity and/or inclusion for their colleagues, team, service or patients.

The University Award

An award for a university which has had a positive impact on equality, diversity and/or inclusion for nursing students.

The Organisation Award

This award recognises an organisation for work they’ve done that’s had a positive impact on equality, diversity and/or inclusion for their nursing staff, patients or community.

Criteria

All nominations for the 2022 awards must relate to work that was done between 1 January 2021 and 31 August 2022.

Nominations will be judged against the following criteria:

1. Demonstrates the positive impact of the nominee’s/nominees’ work on a group or groups of people who share protected characteristics, ideally taking an intersectional approach (that is, considering protected characteristics in combination instead of in isolation) to what they did.
2. Evidence of their work leaving a lasting legacy; this might be through, for example, stories of peoples’ experiences, analytics/statistics, impact on KPIs, or financial benefits.
3. In their approach to the work, the nominee/nominees recognised the impact they have on others and demonstrated a commitment to valuing difference, promoting equality, diversity and inclusion. This could be, for example, in how they involved people in the work, how they communicated their output and how they evaluated its impact.

Nomination form

Nominations for the 2022 awards close on 31 August 2022.

If you have any questions, please contact [emma.phillips@rcn.org.uk](mailto:emma.phillips@rcn.org.uk)

Please return completed nomination forms to: [yorkshire.andhumberregion@rcn.org.uk](mailto:yorkshire.andhumberregion@rcn.org.uk)