

Promotion of Gender Balance Award

This award is to recognise an individual who has promoted gender balance in their organisation to create a positive effect.

What will the judges be looking for?

The judges will be looking for examples of where an individual has made a positive change within their organisation through the promotion of gender balance. This could be through an assignment, or more generally within the workplace (the individual's role does not have to specifically relate to diversity and inclusion).

Finalists from earlier years

Last years' finalists were from the Royal Navy, the Defence Science and Technology Laboratory (Dstl), and Serco – with our winner being nominated for her work as the most visible and influential champion for gender equality as a Senior Leader in Dstl. She established the company's Senior Women's Action Network which looked to tackle topical gender equality issues as well as establish a set of female role models within the organisation. One of our finalists was nominated for her work as Board Champion of her organisation's Diversity and Inclusion agenda, as well as being on the Serco Board. She founded the Serco Inspiring Women network which is a group aiming to support the organisation's female talent across the UK and Europe. Our Royal Navy finalist was nominated for work in several areas – in particular, she was heavily involved in preparing the Royal Marines Commando Training centre for the recruitment of the first women which was pivotal in driving gender balance forwards.

Who can be entered?

This category is open to individuals, both women and men. As the award is sponsored by [Atos](#), individuals employed by Atos may not be entered for the category but may, of course, be nominated for any of the other categories.

Blogs

Take a look at the blog [here](#) written by the 2016 winner of the Promotion of Gender Diversity Award to see how they went from nominee to winner.

See also a blog written [here](#) by one of our 2017 finalists that discusses the 'Glass Ceiling' concept and the positive changes she has seen being rolled out in the workplace.

How do I nominate?

Nominating someone is simple, just click [here](#), but we advise that you read this first!

To nominate, follow these easy steps:

- Provide the contact details of the woman you are nominating, please note the need to confirm that you have her agreement to share her details
- Tell us briefly why you think they deserve to be nominated (the citation part of the nomination form)
- Provide your own contact details.

The citation part of the nomination form is broken down into three elements:

1. An overview of why you are nominating this individual (maximum of 200 words)
2. An explanation of how this individual has demonstrated the criteria for this award category (maximum of 200 words)
3. Examples of the results this individual has achieved as supporting evidence (maximum of 200 words)

Hints and tips

Put yourself in the judges' shoes. They read lots of citations so **capture their attention early, be concise and provide context**. It may be obvious to you why an achievement is so worthy of recognition, but our judges may not have the same background or experience as you so please explain the significance.

Providing context to the citation (i.e. sphere of work, day to day tasks, key challenges, etc.), and tangible evidence of the outcome or effect that this had on others will strengthen the nomination hugely. Our judges may not be familiar with all parts of the defence enterprise so avoid or, at the very least, explain acronyms.

There is a word limit of 200 words per section. Even if the form allows you to enter more, the citation will be shortened if it exceeds this limit which could mean that it ends mid-sentence.

If you are not sure your nomination fits the criteria for the category, please contact us on WIDAwards@paconsulting.com.

Supporting Documentation

If you wish to provide supporting documentation, please add as a file at the bottom of the citation. Any links should be contained within a document. Please bear in mind that given the number of citations we receive, the judges will not routinely look at additional material, using it only to separate those who are close to being shortlisted and again at the finalists and winners judging stages. It follows that you should take time to carefully complete the citation and not rely on the strength of any supporting documentation which may not be used by the judges.

Nominations window

Nominations open on 25th April and close at midday on Friday 8th June 2018. We are unable to take any nominations or supporting documentation outside of those dates.