



2024 EUAN Awards on Diversity and Inclusion

Applicants Guide



EUAN
DIVERSITY &
INCLUSION
AWARDS 2024

Why an Award?

- Acknowledge the value of initiatives taken by Agencies and Joint Undertakings
- Boost awareness on Diversity & Inclusion within the EUAN and beyond
- Showcase best practices, inspire and improve collectively our performance on that topic
- Map EU decentralised Agencies and JUs contribution to a more equal Europe

Categories and Awards Ceremony

Two categories

- This year, the EUAN Chair has decided to award two prizes instead of one.
- The additional award category is the D&I Award to be awarded to an initiative dedicated to colleagues with disabilities in Agencies/JUs.

Live Awards Ceremony

- The Awards Ceremony will take place in person in Budapest on 10 October 2024 in occasion of the plenary meeting of the Heads of Agencies.
- If technically feasible, an online link will be created and shared with all Network members to facilitate the online participation of all staff. Further details will be provided in due time.

EUAN strives to role model Diversity & Inclusion

How?

- The 2024 EUAN Diversity and Inclusion Awards is open to any individual, team, unit, Agency or Joint Undertaking initiative striving for an increasing diversity and inclusion within the EUAN.
- Nominees for the award may be proposed by: staff members from any EU Agency or Joint Undertaking.
- Initiatives from all fields of Diversity & Inclusion are welcomed:
 - racial or ethnic origin,
 - nationality,
 - sex/gender,
 - belief,
 - disability,
 - age & generations,
 - LGBTQ+, and
 - all intersections within or between these fields.



What Criteria?

1. The application should relate to initiatives designed and/or implemented before 15th July 2024.
2. The application should state what the challenge was, the initiative and/or contribution of the nominee is and whether or not there are any known results;
3. The submission should be accompanied by the filled application form and provide concrete evidence (e.g., reporting, trainings, letters of employees, managers and Staff Committees).
4. Deadline to submit application **15.07.2024**
5. Submission through Application Form.

The Award Jury?

- Under the auspices of the EUAN Troika, the Jury will be composed of four recognised experts in the field.

- The Committee will pay special attention to 6 criteria:
 1. The planning of the initiative / the challenge - what is this initiative trying to change?
 2. The evidence of the initiative - evidence of improving outcomes and objectives being met (quantifiable as well as qualitative measures of impact on business performance and staff engagement are welcome)
 3. The outreach – what was the outreach of the initiative?
 4. The cultural shift - has this initiative created long term changes?
 5. The long-term implementation of the initiative - how are you ensuring the initiative will be sustainable?
 6. Clear co-design and in-house team engagement – more than something that is outsourced to a provider.

And the winner is?

- **For the two categories**
 - EUAN Diversity and Inclusion Award – specially designed statue.
- **For Excellence in certain criteria**
 - Three EUAN Certificates of Recognition of D&I Excellence.
 - The three certificates of excellence are at the disposal of the Jury to acknowledge an outstanding element of three non-winning initiatives. Each member of the Jury shall propose three certificates of excellence. The proposals will be put in common, and a final decision will be made in common.
- **For all participants**
 - EUAN Diversity and Inclusion Diploma of participation.
 - The Jury will award a certificate of participation to all applications in recognition of each project implemented in the field of Diversity and Inclusion.

Looking for some inspiration? Previous entries can be consulted [here](#)

Thank you very much for your interest and work in the field of D&I

WE WISH YOU GOOD LUCK!





Thank you
coordination@euan.europa.eu