



## EQUITY, DIVERSITY AND INCLUSION

### ENTRY CRITERIA

**Eligible:** Any RCM member midwife, student midwife, maternity support worker or Higher Education Institution staff

**Individual or team category:** You can submit an entry for either an individual or for a team

**Entry or nominated:** Entrants can either self nominate or submit a nomination for a colleague

### Category description:

This award is looking for an individual or teams within maternity services who has provided an exemplary commitment or outstanding contributions to champion, diversity and inclusion within maternity services for service users or staff.

The individual or team has demonstrated an outstanding achievement or improvements in outcomes, inequalities, disparities or lived experiences. This can be demonstrated through professional service delivery, quality improvements, role model, research, teaching, staff networks, activism, mentoring, curriculum transformation, coaching, innovations and/or a combination of creativity in these fields for equity.

The award is particularly looking for how this work or its implementation has contributed to positive changes, improvements of racial injustice and sustainability of inclusivity of those with other protected characteristics within maternity services for workforce or service users.

### The judges are looking for:

- A contribution over and above to support, nurture, inspire and assist colleagues
- Understanding of the impact that conscious bias, unconscious bias, prejudice, disparities and discrimination can have on either/or the delivery of high quality maternity care towards those from Black, Asian Ethnic backgrounds and/or with protected characteristics
- Evidence of the respect and admiration of colleagues with lived experiences
- A champion for change in cultures, attitudes and behaviours that improve either the experiences or outcomes for Black, Asian, Ethnic maternity service users, staff or within Higher Education Institutions
- Evaluation of impact of project including sustainability, transferability and lessons learnt. There is clear evidence of the implementation process and partnership benefits for Black, Asian or Ethnic communities and/or staff

### Submission rules:

In order to ensure a smooth and efficient entry process we ask that you follow some simple rules:

- Your entry form **must be anonymous**. If the judges can identify your entry, it may be disqualified.
- The word count for entries is **750 words** (This includes all sections of the entry form). References are not included in this word count. If your entry does exceed this word limit, you run the risk of being disqualified.
- You must complete the official entry form. Other documents cannot be accepted.
- As part of the entry, you can supply supporting documentation. It must be supplied as one, separate document and limit it to 3 single sided A4 pages. Any additional material may not be reviewed.
- All shortlisted entrants are expected to attend an individual judging day in Central London to present their project to a panel of judges.

*Please note: all entries must be submitted online via the RCM Awards website: [www.rcmawards.com](http://www.rcmawards.com)*

**\*PLEASE DO NOT INCLUDE ANY NAMES OR NHS TRUST/BOARD OR UNIVERSITY NAMES ON THIS FORM. THIS ENTRY MUST BE ANONYMOUS**

**PROVIDE EVIDENCE OF A COLLECTIVE AND SUPPORTIVE APPROACH TO CHALLENGING UNCONSCIOUS BIAS OR PREJUDICE IN EITHER SERVICE PROVISION OR WORKING CULTURE**

**DESCRIBE HOW THE NOMINEE(S) PROMOTES EQUITY, DIVERSITY AND INCLUSION IN THE MIDWIFERY PROFESSION AND HOW THIS IS DEMONSTRATED WITHIN YOUR SERVICE & HOW IT HAS BEEN RECEIVED BY THEIR PEERS**

**DEMONSTRATE THE IMPACT THAT THE NOMINEE(S) CONTRIBUTION TO TACKLING EQUITY, DIVERSITY & INCLUSION HAS HAD ON THE EXPERIENCES AND OUTCOMES FOR WOMEN AND FAMILIES**

**EXPLAIN HOW THE NOMINEE HAS CHANGED THE CULTURE IN YOUR WORKPLACE AND HOW THEY HAVE INSPIRED OTHERS**

EXPLAIN HOW THIS INITIATIVE MIGHT BENEFIT AND BE DISSEMINATED TO THE WIDER MIDWIFERY COMMUNITY