

GUIDELINES FOR NOMINATION

MARITIME DIVERSITY AWARD



AWARDS
2025



**MARITIME
DIVERSITY**

ABOUT THE AWARD

The RINA Maritime Diversity Award, also known as the **Eily Keary Award**, sponsored by BP, recognises the contribution by any individual, company or organisation to increasing equality, diversity and inclusion in their sector of the maritime industry.

RINA was founded in 1860, but it was not until 1919 that the first woman was admitted as a member, Eily Keary. This maritime diversity award commemorates this significant event in RINA's history.

Since then, the Institution has been dedicated to enhancing diversity and inclusion, both within the organisation and by supporting and recognising industry-wide initiatives and efforts.

The annual Maritime Diversity Eily Keary Award celebrates those individuals, teams and organisations who champion equality, diversity and inclusion and has made a real and lasting impact in their local environment, organisation of the maritime industry.

The Institution is committed to ensuring that all individuals, regardless of gender, faith or ethnicity, have equal opportunity to participate fully in the Institution's activities. RINA also seeks to encourage such equality of opportunity and involvement throughout the global maritime industry.

WHO IS ELIGIBLE?

Nominations may be made by any member of the global maritime community and will be judged by a panel of members of the Institution and BP that will assess nominations on the contribution made towards enhancing diversity, equity and inclusion in the maritime sector.

Individuals may nominate themselves, however when a self-nomination is made, contact details for at least one referee must be included in the nomination. Individuals may nominate their **project, team, company or organisation.**



NOMINATION CRITERIA

The Institution is seeking to recognise and celebrate initiatives, individuals, teams and organisations that nurture a strong ethos of 'opportunity for all', giving every individual a chance to achieve their potential, free from prejudice and discrimination to the benefit of the maritime sector. The nominee may be (but not limited to):

- An initiative, individual, team or organisation recognised for their outstanding contribution to promoting the diversity, equity and inclusion either in their workforce, community, sector or wider society. For example, this could be an initiative to provide mentors for disadvantaged young people interested in pursuing a career in the maritime section.
- An organisation demonstrating outstanding commitment and leadership in integrating diversity, equity and inclusion into the very heart of the operations leading an inclusive workforce and serving as an inspiration to others. For example, a maritime organisation who engrain inclusion in all management decisions.
- A team, company or organisation delivering the best practice and outstanding progress making a significant improvement in ensuring greater diversity and inclusion in the delivery of their services. For example, a company's Womens Network lobbying and educating senior managers to in act policies to support someone through menopause.

NOMINATION CRITERIA

- An individual, education provider or initiative with exemplary practice and innovation delivering greater diversity and inclusion in education, imbedding equality, diversity and inclusion in the curriculum and institutional culture. For example, an individual publishing high-quality STEM activities relating to the maritime sector.
- An individual that acts as an inspirational role model or ally in championing diversity, equity and inclusion. For example, an individual proactively increasing awareness of neurodiversity in their organisation and setting up support systems for neurodiverse individuals. In this example, the individual nominated does not need to be neurodiverse themselves (allyship).
- A project/initiative/organisation that has recognised and embraced diversity in design and engineering delivering inclusive design/engineering solutions, products and services. For example, a project to develop a product that helps someone with a disability pursue a career in the maritime sector.

EVALUATION CRITERIA

Nominations for the Award will be judged by the following criteria.

CRITERIA	EXPLANATION	POTENTIAL EVIDENCE
EXCELLENCE (35%)	Commitment, leadership and contribution to diversity, equity and inclusion.	Developed and implemented strategy, approach or practice, action plans and defined measurable targets
IMPACT (40%)	Impact that the initiative, project and/or programme made. Has the nominee made an impact beyond their immediate team/business area/department?	Clear scope and level at which the impact is/will be achieved. Measurable targets/results are clearly stated.
LONGEVITY (25%)	Will the initiative/practice described leave a lasting legacy and can it be replicated? Any plans for continuation?	Any long term impact achieved or expected? Is initiative/practice replicable in other environment/organisations?

HOW YOUR APPLICATION IS SCORED

Each nomination will be marked from a **scale of 1-5**

1 - Poor. The nomination is not within the scope of the competition or cannot be evaluated due to incomplete information.

2 - Fair. The nomination broadly addresses the criterion, but the evidence is not given.

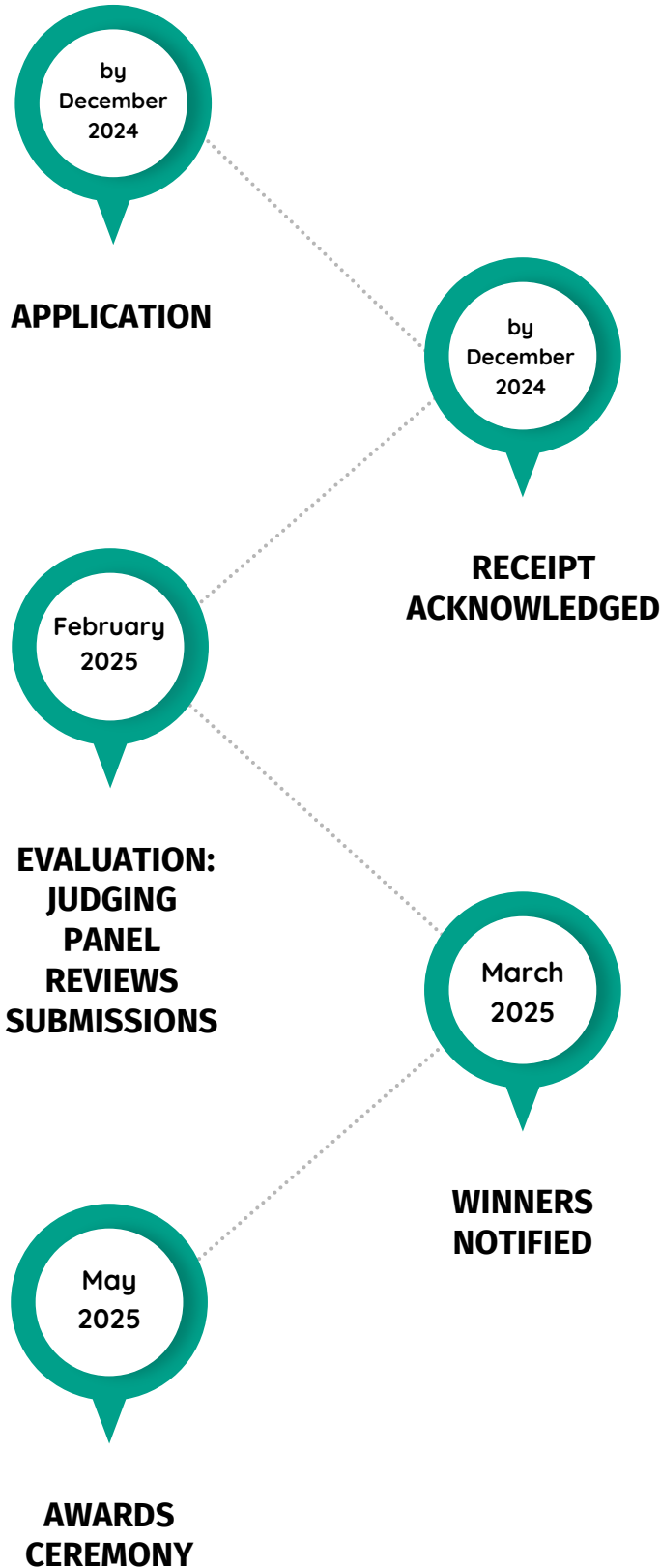
3 - Good. The nomination addresses the criterion well, providing sufficient evidence.

4 - Very Good. The nomination addresses the criterion very well, demonstrating significant impact within the group/organisation. Very good evidence is presented.

5 - Excellent. The nomination successfully addresses all relevant aspects of the criterion, demonstrating impact that extends beyond the immediate group / organisation. Excellent evidence is provided.



AWARD TIMELINE





GENERAL TIPS FOR NOMINATIONS

- Ensure you write your nomination in plenty of time before the submissions close.
- Ensure you provide sufficient evidence
- Nominations are scored using only the information included on the submission so don't assume the panel know anything about the nominee.
- Be mindful that there is a maximum word count so choose your words wisely, but don't be afraid to make use of it to provide sufficient evidence.
- Always proofread the final version of the nomination before the final submission and ensure you have responded to each of the points in the guidance.
- Ensure all information submitted is accurate and authentic.

CONTACT

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