

## **Protocol for the WISTA Corporate Diversity Award**

Doc. PT-016-01  
September 2020

### **Choosing the WISTA Corporate Diversity Award Recipient**

The Corporate Diversity Award is aimed at companies/organisations that are showing great strides in incorporating diversity across their business and are acknowledged for their contributions and commitment to improving practices and making working environments more inclusive.

Information on nominating a candidate for the WISTA Corporate Diversity Award will be provided to the National WISTA Associations (“NWAs”) approximately four to five months in advance of the WISTA International Annual General Meeting & Conference. The WISTA Corporate Diversity Award recipient shall be elected through online voting by the NWAs conducted approximately three months before the Annual General Meeting (“AGM”). Details on the nominees will be sent at least one month in advance of the online process, which will enable each NWA to review the candidates and then vote. The Corporate Diversity Award Winner will be kept a secret between the NWA who proposed the candidate and WISTA International’s Executive Committee (“ExCo”) until the AGM.

The Corporate Diversity Award Winner will be formally announced during the AGM. Efforts will be made by the proposing NWA and ExCo to have a senior management representative of the winning company attend the AGM and receive the award in person. The candidate’s ability to attend the AGM should be considered during the NWA’s consideration of nominating a candidate, as it is desirable that we also have the Corporate Diversity Award Winner representative attend the Annual WISTA International Conference so that he/she can speak, network, and meet with our international membership.

NWAs should consider that the traditional criteria – Professional, Dynamic, Open-Minded, and Committed – are identified in the corporate culture of their Corporate Diversity Award candidates but should also go beyond these criteria to help ensure only the most qualified companies/organisations are nominated.

Following are some of the attributes that should be considered:

- 1. The company/organization is involved in the wider maritime, trade and logistics industries.***

**2. Track-record of providing and believing in equal opportunities.**

We will be looking for companies which have particular programs that have delivered measurable results. They will need to exhibit how they recognize the strategic value of diversity and inclusion across their business (employees, customers and other stakeholders) and how they achieve the desired outcomes in this particular context.

**3. Track-record of applying diversity and ethical conduct in its operations.**

Leveraging diversity in any organization enables members to utilize their full portfolio of skills and talents as diversity is a source of innovation and a pathway to success. The company must be able to show how they initiate innovative programs which support the development of a more inclusive corporate culture.

Demonstrate a commitment to ethical conduct and corporate social responsibility.

**4. Contribute to improving the image of the wider maritime sector and making a difference:**

The company is showing effort to share their knowledge and learning with the industry, e.g. through networks; supporting diversity-focused organizations; collaboration within and/or across sectors to generate action in particular focus areas.

The candidates for the Corporate Diversity Award should be chosen from amongst those with a positive public profile. NWAs are encouraged to look outside WISTA membership to broaden the scope and reach of WISTA.

The NWA proposing a candidate must be in good standing. The Corporate Diversity Award will be given every two years, alternating with the Personality of the Year Award.

The Corporate Diversity Award *may not* be given to the same company/organization for two consecutive times; therefore, the incumbent winner of the award cannot be nominated. They can, however, be nominated for subsequent awards.