Nominations now open for 2021 CSM Equity, Diversity, and Inclusion (EDI) Award

The Cumming School of Medicine (CSM) values equity, diversity and inclusive excellence in our health care, research, and medical education. Within the Cumming School of Medicine, individuals and groups are making a difference in this area.

Nominations are now open for the 2021 CSM Equity, Diversity, and Inclusion (EDI) Award, presented to:

• recognize the efforts of faculty, students, staff, postdoctoral scholars, and units that are taking steps toward creating an equitable, diverse, inclusive culture at CSM, and/or within their community of practice.
• catalyse and champion EDI-related activities and research (both foundational and applied) within the school and help support recipient(s) to continue or expand their work.

One award of $1500 will be given to the award recipient or divided equally amongst the recipients. The CSM EDI Award is supported by a generous philanthropic donation by the Helios Group and matched by the Cumming School of Medicine.

The CSM EDI Award winner(s) will be recognized on June 21 at the CSM awards event.

Nomination Details

What activities are eligible?
The Adjudication Committee will review all nominee submissions for evidence of outstanding achievement in a practice, event, theoretical or applied research, policy, program, or other activities that foster equitable and impactful change for those who traditionally have been under-represented in health sciences, including women, persons from visible/racialized minorities, Indigenous Peoples, persons with diverse abilities, and persons from LGBTQ2S+ communities. It can be ongoing work, or an outstanding accomplishment at a point in time.

Nominated activities or achievements should have occurred in the year preceding the date of nomination. Activities or achievements that fall outside this window, will be considered on a case-by-case basis by the Adjudication Committee.

Examples of potential nominations

➤ An ongoing action, initiative or program that helps students from an under-represented group feel welcome and included
➤ A tool or practice that provides accommodations for an equity-seeking group, such as increased accessibility for people with differing abilities, low socioeconomic groups, or one that is designed to address racism, or inequitable health outcomes
➤ Theoretical research in equity diversity and inclusion constructs or frameworks that contributes to our understanding of knowledge in this area
➤ An initiative or action aiming at adapting or changing procedures, policies, or practices to make them fair or more inclusive
➤ Exemplifying leadership in fostering an inclusive health sciences campus or within their community of practice
Who is eligible?
Nominees must be CSM members. For a group nomination, at least the majority of group members OR the lead/co-lead of the group must be a CSM member. A CSM member is defined as individual(s) at CSM who were (up to a year prior to the date of nomination) or currently are (at the time of nomination) a:
- Student/learner (including residents, fellows)
- Faculty with an academic, clinical, or adjunct appointment
- Staff (including AUPE, MAPs)
- Postdoctoral scholar
- Department, Institute, Office, or working unit

Nominators are strongly encouraged to submit applications for individuals or groups that include nominees who self-identify with dimension(s) of equity-seeking groups such as women, persons from visible/racialized minorities, Indigenous Peoples, persons with diverse abilities, and LGBTQ2S+ people.

Who can be a nominator?
Nominators must be CSM members. Students, faculty, staff, postdoctoral scholars, and CSM units/offices are invited to submit nominations.

Self-nominations are welcome. Please include a letter of support that highlights the activities and/or achievements being addressed in the nomination.

Self-nominations from individuals of equity-seeking groups such as women, Indigenous Peoples, persons from visible/racialized minorities, LGBTQ2S+, and persons with diverse abilities are strongly encouraged.

Adjudication Committee
An award winner will be selected by consensus amongst Committee Members, using the identified scoring criteria as listed below.

More than one award winner may be selected if one clear award winner cannot be determined.

Committee composition will aim to reflect CSM diversity, and consider dimensions such as gender, sexual, racial, Indigenous, and ability diverse identities, in addition to CSM roles (Student, Staff, Faculty), and discipline or home-unit (Office, Department, Institute) in its membership.

The Committee will be chaired by member(s) of the CSM Strategic Education Council on a rotating basis, or as delegated by the Senior Associate Dean, Education.

Scoring Criteria
Submissions for the CSM EDI Award will be scored using the following criteria:
- Supports equitable and inclusive learning, teaching, research, and/or working environments at CSM (25%)
- Combats stereotypes, discrimination, dismantles barriers, structural inequities OR; overcame challenges and hurdles to reach its goals (25%)
- Demonstrates innovativeness and/or meaningful impact within CSM, University, or community of practice (25%)
- Demonstrates engagement, collaboration, relationship building with community partners and/or equity seeking groups (25%)

Note: Up to an additional 10% may be awarded for other considerations

Submit nominations by email to OPED, by noon on Monday May 3, 2021.
Email oped@ucalgary.ca with any questions.

Submissions received past the provided deadline of that award year will be considered for the following year’s award.