



Nominations now open for 2023 CSM Equity, Diversity, Inclusion, and Accessibility (EDIA) 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 these spaces.

Nominations are open until Oct. 31 for the 2023 CSM Equity, Diversity, Inclusion, and Inclusion (EDIA) Award, presented:

- to recognize the efforts of CSM faculty members, learners, staff, postdoctoral scholars, and work units toward creating an equitable, diverse, inclusive culture at CSM, and/or within their community of practice.
- to catalyse and champion EDIA-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 those named in the winning nomination. The CSM EDIA Award is supported by a generous philanthropic donation by the **Helios Group** and matched by the Cumming School of Medicine.

The winning nomination of the CSM EDIA Award will be recognized with a faculty-wide announcement and at a formal CSM recognition event in 2024.

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 medicine and health sciences, including women, persons from racialized communities, Indigenous Peoples, persons with disabilities, persons with diverse abilities, and persons from 2SLGBTQ+ communities.

The nomination can spotlight a completed initiative that has occurred in the past year or ongoing work. 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 equity-deserving group feel welcome and included
- A tool or practice that improves inclusion of an equity-deserving group, such as increased accessibility for people with differing abilities, support for individuals from low socioeconomic groups, or an initiative that is designed to address racism or inequitable health outcomes
- Research in equity, diversity, inclusion and accessibility constructs or frameworks that contributes to our understanding and knowledge in this area
- An initiative or action aiming at adapting or changing procedures, policies, or practices to make them fairer or more inclusive
- Exemplary leadership in fostering an inclusive workplace, learning campus or community of practice

Who is eligible?

Nominees must be CSM members. For a group nomination, the majority of group members OR the lead/co-lead of the group must be a CSM member. A CSM member is defined as an individual(s) at CSM who is currently (at the time of nomination) or was (up to a year prior to the date of nomination) a:

- Student/learner (including residents, fellows)
- Faculty member with an academic, clinical, or adjunct appointment
- Staff (including AUPE, MAPs)
- Postdoctoral scholar
- Department, Institute, Office, or work unit

Nominators are strongly encouraged to submit applications for individuals or groups that include nominees who self-identify with dimension(s) of equity-deserving groups such as women, persons from racialized communities, Indigenous Peoples, persons with disabilities, persons with diverse abilities, and persons from 2SLGBTQ+ communities.

Award recipients who have won the CSM EDIA Award in one of the three preceding years are not eligible.

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 and self-nominations from individuals of equity-deserving groups are strongly encouraged. Please include a letter of support that highlights the activities and/or achievements being addressed in the nomination.

Adjudication Committee

An award winner will be selected by consensus amongst Adjudication 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 orientation, 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 the Associate Dean of the CSM Precision Equity and Social Justice Office, or as delegated by the Senior Associate Dean, Health Equity and System Transformation.

Scoring Criteria

Submissions for the CSM EDIA Award will be scored using the following criteria:

- Supports equitable and inclusive learning, teaching, research, and/or working environments at CSM (25%)
- Combats stereotypes or discrimination AND/OR dismantles barriers, structural inequities, or inherent disadvantages AND/OR overcame similar 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-deserving groups (25%)

Submit nominations by email to [PESJO](mailto:pesjo@ucalgary.ca), by 11:59pm, Wed., October 31, 2023.

Email the CSM Precision Equity and Social Justice Office pesjo@ucalgary.ca with any questions.