OIE Equity, Diversity and Inclusion Award Criteria

“The EDI”

Purpose:
To recognize those strategies which demonstrate and involve equity, diversity, and inclusion by individuals, teams, or departments within Duke University and Duke University Health System. This award seeks to acknowledge new and innovative projects/strategies that enhance and impact diversity, equity, and inclusion in the Duke work environment.

Description:
The award will be given annually during the Cook Society Dinner celebrated in February, recognizing individuals and teams who have employed strategies to promote equity, diversity, and inclusion in an observable and measurable manner. Awards will be given in 2 categories faculty and staff.

Faculty Awards

Career Commitment to Diversity – This award will honor a faculty member who, over time, has truly excelled across teaching, service, and scholarship that fosters diversity.

Research on Diversity – This award will honor a faculty member whose scholarship has made a significant and lasting impact on diversity in their field.

Student Development – This award will honor a faculty member who has excelled in teaching and mentoring a diverse student body, has taught or is currently teaching a large number of undergraduate classes, has aided in the development of academic support or mentoring programs, has established pipeline programs, has created curricula enabling students to appreciate the dynamics of inter-group relations by enhancing free exchange of ideas surrounding controversial issues, or has developed teaching methods that are especially inclusive and interactive.

Community Service – This award will honor a faculty member who has built solid, lasting, and meaningful partnerships with community groups and organizations who have a significant impact on the diversity of Durham and surrounding communities. The applicant should demonstrate a sustained effort in community outreach and professional service, utilize imaginative or innovative approaches to service, serve as a community service model for members of the Duke community, present evidence of the success of the service provided to the wider community through scholarly output, community impact, and/or student learning.

Staff Award

This award will honor a staff member or team who have demonstrated a high regard for diversity by demonstrating a commitment to the spirit of diversity, demonstrating leadership abilities through positive interaction between persons of different cultural backgrounds, and displaying behavior that illustrates commitment to inclusion of persons within the Duke community who are members of traditionally underrepresented groups.
Criteria:
The recipient(s) will have demonstrated a high regard for diversity, as linked to the “Guiding Principles,” *(posted on HR website and throughout Duke)* and Duke University Health System Core Values by demonstrating one or more of the following:

- Demonstrated exceptional commitment to equity, diversity, and inclusion through the development or involvement in tangible strategies, (i.e., projects, initiatives).
- Demonstrated behavior which illustrates leadership and commitment to the inclusion of persons who are members of traditionally under-represented groups within the Duke Community.

Eligibility:

Any staff, faculty, or team that is a part of the Duke Community is eligible.

Nomination Process and Selection:
- Anyone is eligible to make nominations, including OIE staff. Nomination forms are available on the OIE website. ([www.duke.edu/web/equity](http://www.duke.edu/web/equity))
- A selection committee will be appointed to review nominations.

Nomination Contents:

- A nomination letter no longer than two pages. This letter is critical. It should describe what makes the candidate’s leadership, innovation initiatives and creativity in diversity distinguished as opposed to good or merely adequate. The nomination letter may come from faculty, staff, students, student organizations or administrators. The letter should contain a description of the contributions of the candidate who has promoted a diverse, impartial, and inclusive environment at Duke.
- No more than five letters of support (one to two pages each). Letters solicited on behalf of the candidates are definitely encouraged. Letters of support should be addressed to the Office for Institutional Equity, Diversity, Equity and Inclusion Section.
- Submission, Review, Notification and Presentation
  - Nominations for the award must be received by due date.
  - Nominee pool reviewed and selected by committee.
  - Notification of winners upon selection, posted on the OIE website and in Duke Publications.

Type of Recognition:
- Equity, Diversity and Inclusion Award presented to winner(s) at the Cook Dinner.
- Individual(s) or teams selected will become nominee(s) for the Annual Duke University Blue Ribbon Diversity Award.
- Current and past award winners remain eligible for future awards.

Name:
“The EDI’’ **The OIE Equity, Diversity, and Inclusion Award**, pronounced ‘eddie’;