2019 Diversity and Inclusion Excellence Awards

Description

The Marshall University Joan C. Edwards School of Medicine JCESOM Excellence in Diversity Awards were created in 2015 by the JCESOM Multicultural Advisory Committee. The awards are intended to recognize and honor demonstrated commitment and outstanding effort toward creating a diverse and inclusive community. Each year, JCESOM will recognize internal and external individuals that meet the defined criteria.

The awards are given to individuals that have had impact on several different strands to include: Age, Disability, Gender, Lesbian, Gay, Bi-Sexual, Transgender, Queer/Questioning, Ally (LGBTQA), Race, Faith, Religion health equity and underrepresented student outreach programming.

The Diversity and Inclusion Excellence Awards consist of:

1. The **Drs. Joseph B. and Omayma T. Touma Excellence in Diversity Lifetime Achievement Award** – Awarded to an individual who has made major, innovative, and cumulatively outstanding contributions to enhancing the practice of equality and diversity while devoting a major portion of their professional career to the effort. (1 award)

2. The **Diversity and Inclusion Excellence Student Service Award** recognizes 4th year medical students who have gone above and beyond their medical school commitment to mentor and encourage ethnic minorities and individuals from the most deprived areas to pursue their dreams of becoming a physician. (4 awards)

3. The **Diversity and Inclusion Advocacy Award** recognizes a medical student, faculty, resident, or staff member who has demonstrated a commitment to diversity by serving as a role model and by contributing to the education of the JCESOM community regarding Gay, Lesbian, Bisexual and Transgender (LGBTQ) individuals and issues. (4 awards)

4. The **Excellence through Diversity Award** recognizes a faculty, resident, staff, or JCESOM Alumni member that goes above and beyond to exemplify valuing people and the diversity goals of JCESOM through their participation and involvement with diverse individuals, groups, outreach programs while also providing leadership to encourage meaningful interaction and activities among diverse groups to improve campus climate. (4 awards)

**Award recipients will receive a commemorative plaque**
Criteria

A diverse and inclusive campus community enhances excellence in research and academic medicine by broadening and strengthening teaching, learning and scholarship. These honorary awards acknowledge individuals whose actions, examples and efforts contribute to a diverse, respectful environment at the Marshall University Joan C. Edwards School of Medicine and in the surrounding communities.

The Diversity Awards are presented by the Joan C. Edwards School of Medicine Office of Diversity with recommendation from the Multicultural Advisory Council to acknowledge and honor the efforts of students, faculty, staff and community members who strive to promote understanding and appreciation of all diversity in its multitude of forms at JCESOM. Award recipients will each receive a plaque.

Eligibility

Individuals that are eligible to be nominated for the Diversity Awards include the following:

- Medical students
- Residents
- Faculty
- Staff
- JCESOM alumni
- Community members

The criteria for evaluating nominations, which should serve as a guide to prepare the nomination, are listed below. Nominees must have:

- Demonstrated outstanding commitment to the value of diversity.
- Demonstrated outstanding efforts to promote an environment free from bias and discrimination.
- Worked to provide students, faculty, and staff a medical school experience rich in perspectives and opportunities to learn from each other.
- Engaged in meaningful diversity activities beyond one’s professional responsibilities in order to encourage excellence through inclusion in the JCESOM community.
- Displayed leadership in advancing diversity on campus and/or in the JCESOM community.
- Demonstrated efforts that foster a more inclusive and equitable learning and work environment.
- Shown evidence of inclusive teaching and/or program development beyond one’s responsibilities.
Conducted research and/or creative activity related to the experiences, realities, and/or contributions of persons from less-represented populations.

Provided leadership in LGBT activity related to the experiences, realities, and/or contributions of persons from LGBT populations.

Provide leadership in programming, training, or other experiences which serve to advance JCESOM diversity and inclusion initiatives.

Nomination process

Individuals may self-nominate or be nominated using the designated nomination form and process. Nominations are encouraged from faculty, staff, students, or community members.

- Nominations should be forwarded via e-mail to the Office of Diversity (campbels@marshall.edu) on or before March 29, 2019. The subject line should be Diversity Award Nomination.
- A detailed description of the nominees' initiative/efforts that promote diversity and an inclusive community and its impact on JCESOM or the JCESOM community.

The Nominations Review Committee, consisting of members from the Multicultural Advisory Committee (MAC), appointed by the Office of Diversity, will review nominations and make recommendations to the Assistant Dean for Diversity.

- Selected individuals will be recognized by the JCESOM Office of Diversity during the JCESOM Annual Awards Ceremonies.