

## **Diversity, Equity, Inclusion and Justice (DEIJ) and Community Service Recognition Award**

### **Description**

The DEIJ and Community Service Recognition Award recognizes significant contributions by members of the School of Aquatic and Fishery Sciences (SAFS) towards advancing an inclusive and equitable climate for community service, academic endeavor, teaching, and research. DEIJ work is often uncompensated and underappreciated, and SAFS offers this award as a token of gratitude to the members of our community who work tirelessly to advance diversity, equity, inclusion, and justice.

The award is given annually in spring quarter to up to two individuals and/or teams. Individual awardees receive \$500. In cases when a team receives the award, all team members will receive \$500; if the team is larger than four people, the recipients will receive equal shares of \$2000. The names of the awardees will be recorded on a plaque outside the SAFS administrative suite.

**Diversity** includes the cultures, worldviews, values, and personal experiences that may result from differences in cultures, ethnicity, gender, age, religion, language, abilities, socioeconomic status, sexual orientation, geographic region, and more.

**Equity** can be a practice or policy that helps provide better access to opportunities and resources for people who might otherwise be excluded or marginalized.

**Inclusion** pertains to actions or states of including or of being included within a group or a unit.

**Justice** includes environmental justice, particularly related to aquatic and fishery sciences and social justice, with an emphasis on a diverse and healthy work and educational environment.

### **Nomination process**

Current students, postdoctoral scholars, staff, faculty, and teams may be nominated for the award for both past and ongoing work. Nominations can be submitted by any member of the SAFS community. Self-nominations are not accepted. Nominations can be submitted at any time during the year via [this online form](#). The EI Committee will send periodic reminders about nominations throughout the year, at least once a quarter.

### **Selection process**

The award selection committee will be led by the SAFS Diversity Specialist or Director of Student Services and Diversity. A subcommittee of four members made up of the subcommittee lead, one faculty, one staff or postdoc, and one student from the Equity & Inclusion Committee will participate in the selection process. Selection committee members will account for possible conflicts of interest.

Before the end of an award quarter, the award selection committee will review nominations and make a recommendation to the Director of SAFS. The Director of SAFS will make a final decision and announce the award recipient before the end of the quarter. For autumn quarter, nominations should be reviewed in November to be announced in December. For spring quarter, nominations should be reviewed in May to be announced in June.

The selection criteria for the award include any of the following:

- Promotes diversity, equity, and inclusion at the interpersonal, small group, or unit level.

- Demonstrates a commitment to creating a culture of inclusion within their areas of influence.
- Applies exceptional efforts to promote an environment that is free from bias and discrimination.
- Implements initiatives that promote, advance, or model diversity, equity, and inclusion within the SAFS community by efforts that are above and beyond the routine expectations of the job or project.
- Contributes significant achievements for developing a culturally and intellectually diverse departmental community reflective of inclusive excellence.
- Demonstrates emerging or sustained commitment to the advancement of diversity, equity, inclusion and/or justice in the community through any of the following: research, teaching, mentorship, service, recruitment and retention efforts, multicultural programming, cultural competency, and collaborative partnerships
- Provides teaching with development and implementation of effective strategies that advance the education of students from underrepresented groups in the field of instruction and to include activities such as classroom instruction; direction of independent study, theses and dissertations; and mentoring.
- Conducts research with new knowledge that advances understanding of underrepresented groups in the field of study and/or has the potential to improve the quality of life among underrepresented groups in the field of study.
- Conducts service/outreach activities that promote the professional and/or academic advancement of underrepresented groups in the applicant's field of study, that contribute to diversity, equity and inclusion at SAFS through activities such as recruitment and mentoring; that promote the well-being of underrepresented communities in the applicant's field of study.

**Suggested Rubric to help with selection process:**

Please rate each nominee(s) on the following criteria:	1 never; very poorly	2 rarely; poorly	3 sometimes; moderately	4 often; well	5 almost always; exceptionally well
<b>Significance</b>					
The nominee(s) demonstrated outstanding commitment to the enhancement, development and sustainability of diversity, equity, inclusion and/or justice (DEIJ).					
<b>Impact</b>					
The program/activity advanced addressing issues of diversity, equity, and inclusion at SAFS.					
The activities of the nominee(s) led to measurable outcomes.					
The activity has been replicated at other units or institutions.					
<b>Innovation</b>					
The nominee's /nominees' contribution uniquely addressed key issues of DEIJ in SAFS.					
The nominee's / nominees' activities contributed to issues of DEIJ were different from existing activities and projects.					
<b>Community Service</b>					
The nominee's / nominees' DEIJ activities involved engaging members at SAFS, and/or the School's engagement with a community, neighborhood, local, or regional organization or association.					
The nominee(s) devoted significant time and energy to the community service activities.					
The nominee(s) exemplified the spirit of volunteerism and inspired others to contribute to community service for DEIJ at SAFS and surrounding communities.					