2025 Equity, Diversity, Inclusion and Accessibility (EDIA) Awards Nominations Submission Guide

Overview

The EDIA (Equity, Diversity, Inclusion, and Accessibility) Awards honour individuals or teams who demonstrate a sustained commitment and actions to advancing and embedding an equitable, diverse, inclusive, and accessible campus community and to fostering a more fair environment for historically underrepresented groups on campus, including but not limited to women, racialized persons, Indigenous peoples, persons with disabilities, and LGBTQ2S+ persons.

Examples of eligible contributions include, but are not limited to:

1. **Strategic Planning:** Faculty-wide strategic plans and action programs that embed a commitment to equity, diversity, inclusion, and accessibility.
2. **Welcoming Initiatives:** Programs or actions that create a welcoming and inclusive environment for students from underrepresented groups.
3. **Accessible Tools and Practices:** Development of tools or practices that provide accommodations for equity-deserving groups, such as increased accessibility for individuals with disabilities or initiatives designed to address representation disparities, opportunity barriers, or racism.
4. **Policy and Procedural Adaptations:** Efforts to adapt or reform procedures, policies, or practices to ensure fairness and inclusivity.
5. **Inclusive Excellence:** Actions that exemplify a commitment to achieving diversity, equity, and inclusion goals through inclusive excellence.
6. **Leadership in Inclusion:** Demonstrating leadership that fosters an inclusive campus environment.

EDIA Awards Categories – Description, Eligibility, and Criteria

General Eligibility Requirements for the University of Calgary EDIA Awards

Nominees must have been affiliated with the University of Calgary as a student, faculty, or staff member for at least twelve months prior to the nomination. They have also demonstrated a sustained commitment to advancing equity, diversity, inclusion and accessibility, and truth and reconciliation, with clear evidence of initiatives, leadership, and accomplishments that align with the university's commitment to EDIA. Additionally, the nominee must not have previously received an EDIA Award (or Diversity Award or EDI Award).

General Award Criteria

1. **Demonstrated Commitment**: Evidence of sustained dedication to promoting equity, diversity, inclusion, and accessibility within the university community.
2. **Impact and Outcomes:** Specific examples of how the nominee's efforts have positively impacted the university or broader community, including measurable outcomes.
3. **Innovative Practices:** Description of unique or pioneering approaches to advancing EDIA, including programs, initiatives, or policies.
4. **Collaboration and Engagement:** Evidence of collaboration with diverse groups and active engagement with underrepresented communities.
5. **Leadership and Advocacy:** Demonstration of leadership and advocacy in promoting EDIA principles and inspiring others within the university.
6. **Sustainability:** Examples illustrating how the nominee's efforts will continue to promote EDIA beyond the immediate award period.
7. **Inclusivity:** Actions that contribute to an inclusive environment valuing diverse perspectives and experiences.
8. **Impact Duration:** Contributions should reflect sustained efforts over a period of no less than six months.

EDIA Award Benefits

The EDIA Awards not only honour individual and team achievements but also foster a culture of inclusion and social responsibility within the university.

1. **Recognition:** Award winners will be formally recognized for their contributions to EDIA at the annual awards ceremony and through various university communication channels.
2. **Enhanced Profile:** - Resume/CV: Receiving the EDIA Award can strengthen the recipient's profile, showcasing their commitment to social justice and community engagement.
3. **Networking Opportunities:** Award winners may gain increased networking opportunities and invitations to events, connecting them with like-minded individuals and potential mentors in EDIA advancement.
4. **Increased Visibility:** The recognition provides awardees with an elevated profile, potentially leading to further opportunities within academia or beyond.
5. **Motivation and Morale:** Winning the EDIA Award can boost recipients' confidence and motivation, encouraging them to continue fostering an inclusive environment.
6. **Influence on Policy:** EDIA award winners may gain a platform to advocate for university policy changes, helping to build a more inclusive campus culture.
7. **Community Impact:** Award recipients are empowered to expand their initiatives, positively affecting the university community and promoting broader social change.
8. **Personal Development:** Continued engagement in EDIA initiatives can enhance recipients' personal skills, including leadership, communication, and critical thinking.

Nomination Process

1. **Submission of Nomination Form:** A detailed nomination form for each award category must be submitted, outlining the nominee's contributions to EDIA.
2. **Evidence of Achievements:** Provide clear and concrete evidence of the nominee's specific accomplishments, demonstrating both current and future impact on EDIA.
3. **Supporting Documentation:** Additional documents, such as work examples, letters of support from faculty or community members, and an optional personal statement from the nominee, are encouraged.
4. **Eligibility for Nomination:** Nominations may be submitted by faculty, students, staff, peers, or as self-nominations.
5. **Relevant Documentation:** If available, include documentation of relevant activities or projects further illustrating the nominee's contributions.

Evaluation

The EDIA Awards Adjudication Committee will evaluate nominations using a rubric based on the outlined criteria, considering both qualitative and quantitative impacts of the nominee's work.

Nomination Form

Please enter your name and contact information (email address required). If more than one name is nominated, please attach a Word doc with additional names at the end of the submission form.

Nominator Information

Please enter your name, contact information (email address required)

Name (name only, if more than one, separate with a semi colon) *

Enter your answer

Department/Faculty/Unit (if more than one, separate with a semi colon) *

Enter your answer

Position Title *

Enter your answer

E-mail *

Enter your answer

Phone Number *

Enter your answer

Enter the name of the person you are nominating.

*NOTE - nominations from immediate family members (spouse, child, parent, or sibling) will not be accepted.

The next series of questions is your opportunity to share and showcase the accomplishments of your nominee. Please note that each series of questions is unique to the category, so the questions below might not be the same for other categories.

Nomination Tips

- Please provide succinct descriptions that clearly explain why the individual is worthy of an award.

- Give real examples that showcase the impact this person has made in their profession and community.

- Quality is more important than quantity.

1. **Please explain why you believe the person that you are nominating deserves this award.** (200 words max)

2. **Describe how this individual demonstrated leadership and provide evidence of significant impact in advancing EDIA and influencing positive change within the university community**. (200 words max)

3. **Describe how this individual initiative/project demonstrated leadership in implementing innovative programs or policies that enhance diversity and inclusion among students, faculty, and staff** (200 words max)

4. **Describe how this individual initiative/project/activity has contributed to community outreach, partnerships, and collaboration with diverse groups to foster a diverse and inclusive environment** (200 words max)

5. **Describe how this individual initiative/project encourages, leads, or fosters the capacity of individuals to work together to dismantle barriers to equitable participation or to dismantle discrimination and stereotypes.** (200 words max)

6. **Describe how this individual's initiative/project demonstrates the impact and/or innovativeness of initiatives or research. Please provide data or other evidence** (200 words max)

Provide any additional information you wish to provide that was not included previously. (200 words max) **OPTIONAL**

UPLOAD supporting attachments (images, reports, etc.)

Thank you

Thank you for taking the time to submit a nomination for an EDIA Award.

All nominations will be reviewed, and the EDIA Awards Adjudication Committee will determine the winning individuals or teams. Nominators and award winners will be notified via phone and/or email.

Collection of personal information

Your personal information is collected under the authority of section 33(c) of the Freedom of Information and Protection of Privacy Act. If you have any questions about the collection or use of this information, please visit our Access to Information page.

Your package is not complete until at least ONE letter or PDF of an email is attached showing that the nominee is aware of your nomination and accepts being nominated. Only complete packages will be accepted.

Please ensure that the acknowledgment document(s) are attached before hitting submit below.