

## **ADVOCACY, EQUITY, DIVERSITY & INCLUSION AWARD**

### **TERMS OF REFERENCE AND CONDITIONS**

#### **SUMMARY**

The Advocacy, Equity, Diversity & Inclusion Award recognizes and profiles the outstanding contributions of employees within the Department of Paediatrics at the University of Toronto. This award recognizes recipients who develop and/or implement activities, programs, or research related to social justice and health equity which advance anti-racism initiatives and manifest our shared commitment to equity, diversity, and inclusion into action.

#### **ELIGIBILITY AND NOMINATION PROCESS**

All clinical, non-clinical faculty members and employees in the Department of Paediatrics at the University of Toronto, including full-time, part-time and community paediatricians who contribute to and show commitment to advocacy, equity, diversity, and inclusion in the Department are eligible for this award. The winner will be recognized in the Department of Paediatrics Awards Communique to be released in June.

#### **NOMINATION GUIDELINES**

Principle nominators must include a letter describing how the nominee embodies the criteria of this award.

Each nominator may solicit up to four additional supporting letters for their nominee; two letters of support are required. Supporting nominations can be provided by: Managers, Faculty Members, Medical Students, Graduate students, Residents and/or Fellows.

Nomination packages should include a summary of the candidate's recent activities relevant to this award. For clinical staff, recent triannual reports or promotion dossiers can be used.

#### **AWARD CRITERIA**

The award will celebrate employees who have advanced equity, diversity, and inclusion in the Department of Paediatrics. The successful candidate will meet or exceed the following criteria which include (but are not limited to):

- Provides leadership and advocacy consistent with best-practice principles of equity, diversity and inclusion that align with the strategic priorities of the Department of Paediatrics.
- Identifies and addresses systemic barriers to minimize and/or eliminate barriers equity-seeking groups experience; champions policies and/or practices to make the learning environment more inclusive, equitable and accessible.
- Champions and demonstrate behaviours and actions reflecting equity, diversity, and inclusion - serves on departmental, faculty, and/or university committees, demonstrates inclusive leadership and continually promotes the importance of EDI.

- Builds strong relationships and networks around equity, diversity, and inclusion both within and outside the Department of Paediatrics to advance EDI initiatives for Indigenous, Black, and Racialized communities in the health sector.
- Develops and promotes innovative programs, e.g., Allyship program; Mitigating Implicit Bias in Clinical care that provide professional development activities to facilitate the critical culture of inclusion.
- Contributes to addressing the social determinants of health among individuals, communities, and populations.
- Demonstrates advocacy and equity in a combination of activities such as teaching, course development, leadership, program evaluation, learner assessment, learner remediation, learner wellness, educational scholarship, and faculty development.

## EVALUATION/ RANKING CRITERIA

All nominations are reviewed and ranked by three members of the EDI Action Group, the Program Lead, Program Coordinator. The decision is made by consensus by the EDI Action Group. The EDI Action Group makes recommendations to the Executive of the Department and, on acceptance, the Chair of the Department.

## COMMITTEE

Chair: Dr. Indra Narang, Associate Chair, Faculty Development and Equity, Diversity, and Inclusion Program

Lead: Anna Hossain

Administrative Lead: Victoria Moreno

EDI Action Group:

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|------------------------|------------------------|
| • Indra Narang (Chair) | • Krishna Anchala      |
| • Alia Sunderji        | • Lianne McLean        |
| • Ashley Vandermorris  | • Nomazulu Dlamini     |
| • Barbara Cifra        | • Sharon Smile         |
| • Damien Noone         | • Seetha Radhakrishnan |
| • Elizabeth Donner     | • Shirley Tse          |
| • Emily Tam            | • Tanvi Agarwal        |
| • Farid Mahmud         | • Trisha Tulloch       |
| • Hanna Faghfoury      | • Anna Hossain         |
| • Karen Leslie         | • Victoria Moreno      |

## DOCUMENTS

Applications must consist of the following documents:

- Nomination Letter - *mandatory*
- Two (2) letter of support from full-time faculty within the Department. of Paediatrics - *mandatory*
- Summary of Recent Activities - *mandatory*
- Additional documentation (if applicable)

- Note: You can add up to four letters of support from full time faculty within the Department of Paediatrics