

## HEALTH EQUITY AND INCLUSION AWARD

### TERMS OF REFERENCE

#### SUMMARY

The Health Equity and 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 which foster the shared commitment to belonging, health equity and inclusion into action. The award celebrates staff who strive to reduce disparities in health care quality, access or outcomes in the hospital and/or community. The award honors outstanding efforts to advance equity of care, create awareness around health equity, and champion positive spaces for all levels of staff.

#### 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

Each nomination package should include 3 letters of support and 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.

One letter must be submitted by the principal nominator. This letter must include a description of how the nominee embodies the criteria of this award.

The second letter must be submitted by a full-time faculty member within the Department of Paediatrics.

The third letter may be provided by managers, faculty members, medical students, graduate students, residents, fellows, peers, colleagues, or community stakeholders. The nominator may include up to four supporting letters to comprehensively represent the nominee's qualifications and achievements.

## AWARD CRITERIA

The award will celebrate employees who have advanced health equity, inclusion, belonging, and accessibility 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 health equity, accessibility, and inclusion that align with the strategic priorities of the Department of Paediatrics
- Goes above and beyond in caring for patients and families who are disadvantaged demographically, socially and/or economically
- Contributes to addressing the social determinants of health among individuals, communities, and populations.
- Integration of social care into overall efforts to improve patient outcomes, patient safety and experience
- Ameliorates the learning environment to be more inclusive, equitable, and accessible.
- Integrates reflexivity and upstander practices in their day-to-day work by addressing microaggressions on an individual, institutional, and systemic level.
- Demonstrate behaviors and actions that reflect understanding of power inequities in healthcare, power dynamics in workspaces, intersectionality, complicity, and oppression and e.g. serves on departmental, faculty, and/or university committees, demonstrates inclusive leadership and continually promotes the importance of EDI.
- Builds strong relationships and networks within and outside the Department of Paediatrics to advance a culture of safety, belonging, equity, and inclusion for all 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.
- Demonstrates advocacy of EDIA principles in teaching, course development,

leadership, program evaluation, learner assessment, learner remediation, learner wellness, educational scholarship, and faculty development.

## COMMITTEE EVALUATION/ RANKING CRITERIA

All nominations are reviewed and ranked by the Faculty Lead and three members of the EDI Action Group. 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

Faculty Lead: Krishna Anchala, Department of Paediatrics, Equity, Diversity, Inclusion and Accessibility

Contact: [deptpaeds.edia@sickkids.ca](mailto:deptpaeds.edia@sickkids.ca)

Applicants are required to submit the following mandatory documents:

- A Nomination Letter
- Letter of Support #1 from a full-time faculty member within the Department of Paediatrics
- Letter of Support #2, which may be provided by managers, faculty members, medical students, graduate students, residents or fellows, peers, colleagues, or community stakeholders
- Summary of Recent Activities

Optional

- Any additional applicable documentation relevant to this award