

## **PAEDIATRIC TRAINEE EQUITY, DIVERSITY & INCLUSION AWARD**

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

#### **SUMMARY**

The Paediatric Trainee Equity, Diversity & Inclusion Award aim to recognize SickKids trainees at all levels of training for their commitment to their work on and promotion of equity, diversity, and inclusion (EDI) principles within SickKids and the Department of Paediatrics and in the greater community.

#### **ELIGIBILITY**

Any trainee, including resident, subspecialty resident or fellow, clinical fellow, or research fellow, within the Department of Paediatrics at the University of Toronto, who has demonstrated work in addressing EDI issues and promoting EDI principles is eligible for nomination. Trainee teams are also eligible.

#### **NOMINATION GUIDELINES**

The nominator can be any University of Toronto Temerty Faculty of Medicine faculty, student, or member of administrative staff or the Department of Paediatrics staff or trainee. Individuals are also strongly encouraged to self-nominate.

#### **AWARD CRITERIA**

This award will celebrate trainees who have advanced equity, diversity, and inclusion within SickKids Department of Paediatrics and/or the greater community. The nominee will have demonstrated the following contributions which include (but is not limited to):

- Advocacy, activities, initiatives, programs, and/or research consistent with principles of equity, diversity, and inclusion. E.g., medical education/curriculum development, advocacy work/volunteer work in the community, or engaging in EDI discourse (in media, art, workshops etc)
- Championship and role-modelling of behaviours and actions reflecting principles of equity, diversity, and inclusion as well as a commitment to anti-oppressive and anti-racist practices
- Enhancement of the learning environment to ensure equity, inclusion, and accessibility

Building relationships and networks around EDI both within and outside the Hospital for Sick Children to advance EDI initiatives for Indigenous, Black, racialized, and other underrepresented communities in the health sector.

#### **SELECTION PROCESS**

Review and selection will be undertaken by a diverse committee, including one resident and one fellow from the resident EDI committee, the Paediatrics Residency Training Program Program Director, an EDI leader from SickKids or the Department of Paediatrics, and one or two community members (e.g. patient/parent at SickKids). Nominees or nominators are not able to serve on the selection committee. The learner representatives will be

selected by the resident EDI committee centred around principles of minimizing bias. If all members of the resident EDI committee have been nominated, the committee should identify other learners who are not nominated who might be appropriate.

## COMMITTEE

Resident Co-chairs: Mallory Jackman, Kimberly Young

Faculty Member: Kevin Weingarten

Resident Members: Ashna Asim, Alisha Kapur, Andrea Macikunas, Francis Lao, Bess Ogome, Anna Chen, Yamna Ali

Fellow Members: Justin Lam, Sabrina Lue Tam, Stephanie Zahradnik, Caitlyn Hui, Yasmeen Mansoor, Kriti Kumar, Ra'ana Hussain

## DOCUMENTS

### For Individual/Group Nominations

- A letter from the primary nominator(s) describing how the nominee embodies the criteria of this award.
- Two (2) letters of support. Supporting nominations can be provided by (but not limited to): Program Director, Staff Physicians, Medical students, Residents, Fellow, Allied Health Care Workers, Research Staff, program administrators, Community Leaders, and/or members of the community.
- Nomination Letter (completed by the nominee)

### For Self Nominations

- Nomination Letter (completed by the self-nominee)
- Three (3) letters of support. Supporting nominations can be provided by (but not limited to): Program Director, Staff Physicians, Medical students, Residents, Fellow, Allied Health Care Workers, Research Staff, program administrators, Community Leaders, and/or members of the community.