2022 CALS
Diversity Council Awards
Informational Webinar

Incentive award proposals due April 29
Service award proposals due April 22
Applications submitted via Submittable

Agenda

- Introductions
- Overview of Service Award
  - Purpose and eligibility
  - Award criteria
  - Application process and evaluation
- Overview of Incentive Award
  - Purpose and award categories
  - Application process
  - Proposal evaluation
  - Timeline
- Incentive Award Ideation workshop

Service Award

Service Award Purpose and Eligibility

- Recognize outstanding diversity and inclusion accomplishments of faculty, staff, and students in the College of Agriculture and Life Sciences (CALS).
  - Nominees for the award should exemplify excellence in advancing the college's mission of promoting diversity in the college.
- Eligibility
  - Faculty and staff nominees must be current employees in CALS.
  - Student nominees must be enrolled in a CALS undergraduate or graduate program and expected to graduate in the academic year of the award.
  - Self-nominations are encouraged.
  - Previous winners cannot apply in the same award category (faculty, staff, or student).

Service Award Criteria

- Award recipients will have demonstrated a thorough understanding of, appreciation for, and advocacy of diversity issues. Successful nominees will have:
    - Taken a leadership role at the the university, college, unit, department, or district level to improve the quality of life and service in the academic or the broader community
    - Actively sought to increase their knowledge of current inclusion and diversity topics
    - Provided or actively participated in opportunities to raise awareness of diversity and inclusion within the community in which they live, study, or work.
    - Demonstrated a commitment to equity and fairness in the treatment of all, and ensure their access to opportunities and resources.
    - Spoken on behalf of diversity in their community, unit, or department in order to promote understanding of and sensitivity to diversity issues among colleagues.
    - Assisted in the recruitment and retention of diverse faculty, staff, students, and volunteers.
    - Conducted diversity research and scholarly activities that enhance the college's diversity and inclusion initiatives.
- Applications due April 22, 2022 at 5p via Submittable

Service Award Application Process and Evaluation

- Application will include:
  - Nomination information,
  - Description of how the nominee has exemplified excellence in advancing CALS mission of promoting diversity and inclusion
  - Letter of support (optional)
  - Nomination statement (from the nominee or a second party - optional)
- A committee consisting of members of the CALS Diversity Council will review the applications and make the award selections.
- If there are no applications that demonstrate outstanding diversity accomplishments, the council reserves the right to not select a winner.

Incentive Award

Incentive Award Purpose and Award Categories

- Support opportunities that increase the understanding of, appreciation for, and advocacy of diversity issues at the intersection with our agriculture and life sciences work.
- Three categories:
  - Research awards should focus on conducting research (e.g. collecting or analyzing data, or creating equitable research opportunities) and/or developing research practices through the lens of diversity, inclusion, and equity.
  - Teaching awards should focus on teaching practices and/or student- or instructor-focused educational opportunities which address diversity, inclusion, and equity.
  - Extension/outreach awards should focus on planning, conducting, and evaluating extension/outreach activities which integrate aspects of diversity, inclusion, and equity for internal and/or external audiences.

Incentive Award Application Process

- Who can apply?
  - Faculty, staff, students, and student organizations may apply
  - At least one member of the proposed program team must be a current CALS faculty, staff, or student enrolled in an undergraduate or graduate program of the college at the time of the nomination and for the period of the funded activity
  - Previous recipients can reapply for funding
- Submittable
- Applications due April 29th at 5:00p

Incentive Award Proposal Evaluation

- Two rounds of evaluation
  - First round to review what is presented, and the committee may ask clarifying questions or offer feedback for submitters to consider and modify the proposal
  - Second round to make award determinations
- Proposals evaluated based on how well the committee determines the application questions are answered and responses to first round questions/feedback

Incentive Award Timeline

- Applications due April 29, 2022 at 5:00p EDT via Submittable
- Committee will convene for first round review, ask questions and offer feedback to authors
- Authors will have an opportunity to respond to questions/feedback over the course of a few weeks
- Committee will convene for second round of review and make final determinations
- Authors notified of Committee's decisions in Summer 2022

Award Funding

Requests may be made for up to $2,000. The committee intends to make one award for each category. However, the committee may make multiple into one category if proposed programs in another category are not considered to $2000.

The fund is not intended for the following:

- Food
- Entertainment expenses
- Stipends to university employees (including graduate students stipends and undergraduate wage)

Previous Incentive Award Recipients

2021

- C. Watkins, M. Schwarz, & K. Rouse. Diversity in Aquaculture: A Panel Discussion Series
- D. Westfall Rudd, H. Scherer, K. Claflin, & E. Bonnett. Supporting and Engaging Transgender Individuals in Agriculture and Extension Education
- D. Edwards & J. Czuba. 2021 ASABE Southeast Rally Travel Scholarships for HBCE Students

2020

- S. Misyak & N. Cook. Accessing Racial Equity in Virginia Cooperative Extension's Family Nutrition Program (the SNAP-Ed implementing agency for Virginia

Ideation Workshop

- Extension/Outreach
- Teaching
- Research