National Experiment Station Section Diversity and Inclusion Award[1]

Beginning in 2015 with the establishment of the ESCOP Diversity in Research Leadership Task Force (now the permanent Diversity Catalyst Committee), the Experiment Station Section (ESS as AES and ARD) forged a new commitment to increase diversity across its constituencies and foster inclusive environments which empower all groups within organizations to work better collectively. **Diversity** is defined as differences among people with respect to age, socioeconomic status, ethnicity, gender, physical and mental ability, race, sexual orientation, religion and spiritual practices and other human differences. An **inclusive organization** is defined as having a culture which empowers all members to continually innovate, assess and redesign programs, policies and practices to support the success of its membership. ESS through its individual and collective efforts aspires to consistently and holistically model and practice inclusive excellence, as is expected of modern institutions and organizations affiliated with Higher Education.

The National Experiment Station Section Diversity and Inclusion Award support efforts that go beyond simply meeting EEO/AA program requirements. This award recognizes research efforts that support the creation of diverse and inclusive teams at the local, state, regional, or national level. Such efforts could impact one or more of the following areas: administration, advisory and decision-making groups, audiences, coalitions, educational materials and delivery methods, funding, initiatives, policies, programs, staff, and stakeholders.

Award Presentation

The recipient(s) of the National Experiment Station Section Diversity and Inclusion Award will be recognized at the annual AES/SAES/ARD Meeting held in September/October each year with a commemorative plaque and $1,000 cash award from ESS. Travel reimbursement to attend the awards event will be provided for the primary recipient(s) by ESS. The recipient(s) will be asked to submit photos and a project summary for the ESCOP website, the NIFA Update and for integration into the APLU Award Program. The awardees will also be asked to submit an impact statement for the **landgrantimpacts.org** database which describes research impacts to the public.

Eligibility and Deadline

The nominee can be an individual, a team or an organization composed of faculty and scientists, staff, students, post-docs or others who contribute to ESS projects and activities in clear and quantifiable ways. The due date for nominations is March 30, 2018**.** To be considered, nominations must be submitted by email to the DCC Executive Vice-Chair, Jeff Jacobsen (jjacobsn@msu.edu).

Criteria for Nominations

Nominations can be submitted from any area of ESS. Nominations can be made by anyone, including self-nominations. When writing nominations, special attention should be given to efforts that have the potential to be sustained over time or can be replicated in other comparable situations.

The five following elements (total 100 points) will be considered in the review process and should be described clearly in the nomination.

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[1] This award nomination was adopted with permission from the Extension Diversity Award.

Purpose: Why was this effort undertaken? Describe the efforts by a person, group or organization to achieve diversity and inclusion in an ESS project/program (e.g., Hatch, Hatch Multistate, Evans-Allen, McIntire-Stennis). How does the project achieve diversity and inclusiveness with its advisory and decision-making groups, audiences, staff, and stakeholders? (Maximum 10 points)

Basis: Why is this effort worthy of recognition? (Maximum 20 points)

Effort: Are actions and activities in support of diversity and inclusiveness appropriate and fundamentally sound? How do the actions and activities demonstrate impact? (Maximum 20 points)

Impact: Describe efforts that have led to positive, sustainable programmatic and/or organizational change across ESS, institution(s), college(s), department(s) and/or other units? (Maximum 30 points)

Innovation: How did (or will) this effort enhance existing models or create new models for positive change? (Maximum 20 points)

Nomination Package Guidelines

Nominations must not exceed word limits below, and must contain the following:
1. Name, title, address, phone number and e-mail of nominee(s).
2. Name, title, address, phone number and e-mail of nominator(s).
3. A brief synopsis of nomination (30 words or less).
4. A narrative explaining the five elements in the criteria given above (400 words or less per element).

Limitations

Incomplete applications or applications in excess of size limitations will not be considered. Please do not forward DVD's, bound publications or other support materials with the nomination. Only electronic submissions will be considered. Nominations may include links to supplemental materials that clearly demonstrate one of more of the nomination elements.

Selection Process

An Award Review Panel[2] is appointed by the ESCOP Diversity Catalyst Executive Committee to review nominations and recommend the recipient to the ESCOP Chair and NIFA Director. Upon the recommendation of the Award Panel, an award may not be given every year. The process would be completed by May 1, 2018.

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[2] The inaugural Award Review Panel is the Chair-Elect, one Director, a NIFA representative, a diversity and inclusion professional, a representative from an allied organization or a faculty member designated by a director who has demonstrated commitment to diversity and inclusion. In future years, the previous award recipient could serve in the faculty representative capacity.