

National Experiment Station Diversity, Equity and Inclusion Award

2022 Call for Nominations

The Call

The Experiment Station Section (ESS) seeks nominations of individuals, teams, or programs for the National Experiment Station Diversity, Equity and Inclusion Award. This award recognizes the creation, implementation and/or nurturing of pluralistic and inclusive efforts 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.

Background

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) forged a 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, class, ethnicity, gender, physical and mental ability, race, sexual orientation, spiritual practices and other human differences. **Equity** is a solution for addressing imbalanced social systems and has been described and is a means for ensuring all individuals have what they need to succeed and participate fully, accounting for different access to opportunities, status, and rights. 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 the full range of its membership. ESS through its individual and collective efforts aspires to be a body that consistently and holistically models and practices inclusive excellence. Importantly, the National Experiment Station Diversity, Equity and Inclusion Award supports efforts that go beyond simply meeting EEO/AA program requirements.

Award Presentation

Dependent on the pool of nominations, up to two recipients (an individual and a group) may be recognized with this award. The recipient(s) of the National Experiment Station Diversity, Equity and Inclusion Award will be recognized at the annual Experiment Station Section (ESS) Meeting held in September/October each year with a commemorative plaque and \$1,000 cash award from ESCOP. Travel reimbursement to attend the awards event will be provided for the primary recipient(s). The recipient(s) will be asked to submit photos and a project summary for the ESCOP websites, the NIFA Update and for integration in the Award Program. The awardees will also be asked to submit an impact statement for the [Land-Grants Impacts](#) database which describes research impacts to the public.

Past Winners

2021 Shannon Archibeque-Engle (individual award winner), Office of the Vice President for Diversity, Colorado State University

Carlene Chase, Marilyn Swisher, Oscar Liburd, Jin Zhao, Zhifeng Gao, Alejandro Bolques and Sanjun Gu (group award winner), Organic Farming Team, Horticultural Sciences Department, Institute of Food and Agricultural Sciences, University of Florida

- 2020 Tracy Irani, Jenny Jones, Sharon Austin, Keith Diem, Kelly Moore, Dale Pracht, The Diversity and Inclusion Committee, Department of Family, Youth and Community Sciences (FYCS) at the Institute of Food Agricultural Sciences of the University of Florida
- 2019 Jeff Jacobsen, North Central Regional Association of State Agricultural Experiment Station Directors (NCRA)
- 2018 Levon Esters and Neil Knobloch, The Mentoring@Purdue Team, Purdue University

Eligibility

The nominee can be an individual, group, team or organization composed of Experiment Station faculty and scientists, staff, students or post-docs. An Experiment Station faculty or scientist is defined as having at least 25 percent FTE university AES or ARD appointment or affiliation as of May 1st of the year of the nomination and responsibility for AES programming for a minimum of four consecutive years.

Criteria for Nominations

Nominations can be submitted from any area of the Experiment Station Section. 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.

Six weighted elements will be considered in the review process and should be described clearly in the nomination. These include:

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

Basis: Why is this effort worthy of recognition? (10%)

Effort: Are actions and activities in support of diversity, equity and inclusion appropriate and fundamentally sound? How do the actions and activities demonstrate impact? (20%)

Impact: Have efforts led to positive, sustainable programmatic and/or organizational change? If so, how? (30%)

Scope: How broadly did (or likely will) this effort affect the success of the operations of the Experiment Station Section? (20%)

Innovation: How did (or will) this effort enhance existing models or create new or models for positive change? (10%)

Nomination Package Guidelines

Nominations must not exceed word limits below, and must contain the following elements.

1. Name, title, address, phone number and e-mail of nominee(s).
2. Name, title, address, phone number and e-mail of person making nomination.
3. A brief synopsis of nomination (30 words or less)
4. A narrative explaining the six 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 can include links to supplemental materials that clearly demonstrate one or more of the nomination elements.

Selection Process

An Award Review Panel is appointed by the ESCOP Diversity Catalyst Committee to review nominations and recommend the recipient(s) to the ESCOP Chair. The process will be completed by June 1, 2022.

Due Date

The due date for nominations is April 1, 2022. To be considered, nominations must be submitted as a single pdf file to Dr. Rick Rhodes (Executive Vice-Chair, Diversity Catalyst Committee) at rcr3@uri.edu.