



CEHD Climate Awards

Mission and Purpose

Diversity dimensions and differences can impact access, equity, and outcomes in both work and academic environments. The complexities of serving the needs of a rapidly changing community remain ever present, and it is the mission and commitment of the College to support the development of individuals to learn, educate, discover, serve, and lead in a culture of diversity.

Eligibility

Each year Climate Awards shall be presented to faculty, staff, or administrators in CEHD who have positively affected the College in ways which add value to **CLIMATE, DIVERSITY** and/or **EQUITY** in CEHD.

- ❖ **Climate** – the perception of institutional or organizational practices by the people who work in the specific organization. These practices are impacted by the culture of the organization and perception is impacted by communication, structures, politics, symbols and people in the organization.
- ❖ **Diversity** – the presence of surface- and deep-level differences between and among people in an organization.
- ❖ **Equity** – an environment with a set of structures, processes, cultural practices, and circumstances that allow individuals the opportunity to achieve optimal success.

Criteria

The CEHD Climate Awards are intended to recognize individual excellence in the contribution to a positive workplace climate, advocacy for inclusive practices that recognize diversity, and/or the promotion of equity across CEHD. Accordingly, nomination packets should describe a nominee's contributions in **one or more** of these areas. Nomination packets should also discuss how the nominee has (a) enhanced the CEHD climate and (b) positively impacted students, faculty, staff, or administrators in CEHD. This could, for example, be demonstrated by providing evidence of:

- ❖ Stimulating colleagues' or students' curiosity and interest in ways which inspire a commitment to climate, diversity, and/or equity
- ❖ Significant contribution to climate, diversity, and/or equity initiatives at the College or unit level
- ❖ Leadership for climate, diversity, and/or equity initiatives at the College or unit level
- ❖ Recognizing and actively supporting the full diversity of CEHD constituents
- ❖ Professional practices, interactions and or/ behaviors which add value to climate, diversity and/or equity in CEHD