

Staff Community Excellence Award

The Dietrich College Staff Community Excellence Award is presented to recognize individuals who regularly go above and beyond what is expected to create a more inclusive, just and welcoming community within the college and our surrounding community.

Inclusion is one of the core values of Carnegie Mellon University, “reflected in a culture and climate that seeks, welcomes and advances talented minds from diverse backgrounds.” We believe these values are critical to the very heart of our college — that it is a moral imperative for us to provide equal opportunity and support to all and that doing so makes us a better college. We strive to make Dietrich College a place where people of all identities, perspectives and experiences feel welcome, able to present their authentic selves and empowered to reach their full potential. This award will raise the visibility of our community change agents.

Characteristics of Award Winners

Nominees will embody the values of diversity, equity and inclusion for the college by providing leadership, coordinating diversity efforts, creating and enhancing inclusive climates and connecting the larger community with their DEI efforts.

Suggested ways nominees could demonstrate these characteristics in one or more of the following areas:

- Raising and deepening awareness of equity, inclusion and diversity issues from an employment and service provision point of view
- Creating a welcoming and supportive campus climate through efforts such as visibility, communication and education
- Valuing diversity and promoting cultural competency in transformative ways that impact individual/unit/organization/division/department activities
- Volunteering in communities external to campus to foster, strengthen and promote a just society
- Demonstrating advocacy for social justice and intercultural awareness
- Actively engaging in efforts to become a change agent through learning, discovery and exploration

If you work, mentor or collaborate with someone who embodies these traits, we invite you to submit your nomination or self-nominate. For more information, please get in touch with Ayana Ledford at ledford@andrew.cmu.edu.

Selection Process: Nominations will be reviewed by a committee of DEI Implementation Leads for the college.

Selection Criteria

The selection criteria serve as a guide, and nominees are not required to meet all three criteria outlined.

- Champion – The nomination should detail how the nominee has demonstrated inclusive leadership and commitment to diversity, equity and inclusion within the CMU community or community-at-large. In addition, the nomination should detail how the nominee’s actions have “moved the needle” in addressing issues of diversity and inclusiveness. The nomination may also detail how has the nominee demonstrated leadership in diversity-related work, acquired and disseminated resources to support diversity-related efforts, or developed an innovative program or project related to diversity and inclusion (i.e., serves on work groups to address department, college and university concerns, represents the college as a staff liaison, leads on boards for nonprofit organizations and supports their local PTA).
- Service – The nomination should detail how the nominee has contributed to critical issues of diversity and inclusiveness within their Dietrich College community or beyond. In addition, the nomination may explain how the nominee contributes to existing activities and projects addressing diversity and inclusion, as well as participates or initiates diversity and inclusion-related work in areas including committees, community involvement, or community outreach (i.e., volunteer for a nonprofit organization, donating time to help community members that are not affiliated with a community group such as assisting seniors in their neighborhood, fundraising to support local schools, collecting donations for historically resilient groups in under resourced communities and/or volunteering to work election polls or canvas communities).
- Personal Growth & Discovery — The nomination should detail in what capacity the nominee has participated in teaching, programming, or activities designed to foster or enhance diversity and inclusion (i.e., Better Together Learning Academy, leadership training programs, or consistently engaging in community learning opportunities such as speaker series, workshops, or book clubs).

Nomination Process

- A nomination letter should be two pages and single-spaced that addresses the selection criteria.
- Nominations can include up to two additional supporting materials (i.e., testimony from volunteer group or organization, evidence of ongoing personal learning and discovery, flyers from events, etc.).

Timeline and Award Notification

- Aug. 1, 2022: Applications open
- Sept. 30, 2022: Applications close
- Oct. 27, 2022: Awardees announced at Connection and Conversations luncheon

Questions

Contact:

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Inclusion ledford@andrew.cmu.edu

