

Diversity, Equity, Inclusion, and Belonging (DEIB) Excellence Awards

The Pamplin College of Business affirms strategic and intentional efforts that challenge the status quo and promote the diversity, equity, inclusion, and belonging (DEIB) of all stakeholders. We are committed to people excellence and building a model inclusive community that embraces academic excellence and cultural humility broadly. The DEIB Excellence Awards recognize the contributions of individuals or groups of individuals who demonstrate exemplar leadership in the areas of diversity, equity, inclusion, and belonging in the following categories: **faculty, staff, and students**. Recipients should epitomize excellence, significant achievement, and success in advancing the college's mission of empowering the diverse communities we serve. These awards are acknowledgments beyond the call of duty as represented by the following criteria:

- Enhances inclusion through leadership actions including, but not limited to collegial outreach, informal mentorship, positive communication/interactions with persons of different backgrounds.
- Extending a welcoming environment and fostering a sense of belonging to stakeholders and/or citizens of Pamplin and Virginia Tech.
- Creates, organizes, participates and/or communicates various academic or community events promoting diversity, inclusion, equity, belonging and respect.
- Contributions that raise awareness and consciousness about diversity, equity, inclusion, and belonging within the context of Virginia Tech and the Pamplin community.
- Actively engages in work or service in Virginia Tech, Pamplin, and/or community that represents openness in thinking, equity, equality, and embracing differences.
- Consistently sets a positive example in both actions and words.
- Demonstrates outstanding efforts to promote an environment free from bias and discrimination.

Examples that meet Faculty criteria:

- *Efforts that exhibit a commitment to diversity, equity, inclusion, and belonging beyond typical expectations in teaching, research, service. (i.e. outreach grants)*
- *Evidence of communication, interactions, and networking with diverse communities beyond typical job responsibilities (e.g., working beyond departmental, college, or other traditional organizational boundaries).*
- *Examples of commitments outside of academic and work-related activities (e.g., community, issue, and awareness building).*
- *Activities that stretch the imagination of disciplinary approaches to improving the human condition.*

Examples that meet Staff criteria:

- *Efforts that exhibit a commitment to diversity, equity, inclusion, and belonging beyond typical expectations in day to day work responsibilities (ie. connecting students to mentoring; providing scholarship support beyond job functions, etc.)*
- *Evidence of communication, interactions, and networking with diverse communities beyond typical job responsibilities (e.g., working beyond departmental, college, or other traditional organizational boundaries).*
- *Examples of commitments outside of academic and work-related activities (e.g., advocacy, community, issue, and awareness building).*
- *Activities that stretch the imagination of disciplinary approaches to improving the human condition.*
- *Demonstrated commitment to fostering a welcoming environment.*
- *Assisted Pamplin/VT in responding to its commitment to diversity, equity, inclusion, and belonging.*

Examples that meet Student criteria:

Examples that meet criteria for Undergraduate Students, Graduate Students, and Student Organizations

- *Demonstrated leadership and commitment to diversity, equity, inclusion, and belonging through academic excellence, service, volunteerism and/or research.*
- *Increasing visibility of diverse people, cultures, and/or perspectives*
- *Demonstrated commitment to fostering a welcoming environment*
- *Assisted Pamplin/VT in responding to its commitment to diversity, equity, inclusion, and belonging.*
- *Represent diverse student voices through active involvement and support of Pamplin/VT events, lectures, or activities that promote cultural understanding, inclusion, acceptance of individuals and group differences*
- *Encourage and promote student research and/or experiences related to issues of diversity, equity, inclusion, and belonging.*

Eligibility and Nomination Requirements

- Nominations for awards may come from self, faculty, staff, students, alumni, and community members.
- Individual faculty, staff, and undergraduate students (or groups thereof) are eligible.
- Please fill out the attached nomination form that comes with the email and email to Jing Huang: (jjhuang@vt.edu).
- The deadline for nominations **is 5:00 PM - March 31st, 2023.**

Application Guidelines

The application package must include the following:

- Completed application. There are **two separate nomination forms**: one for "faculty and staff", and the other for "student".
- *Optional*: One letter of support (not to exceed 2 pages) – examples include letters, emails, notes of support that speaks to a person's embodiment of award criteria.
- *Optional*: Any additional documentation as needed to support the nomination. This could include but is not limited to thank you letters, CV or resume, news articles, certificates, presentations or speaking engagements.

Application Review and Selection

The Pamplin Community Committee of DEIB will review all applications and discuss candidates during committee meeting. Award winners for faculty, staff, undergraduate, and graduate students will be suggested to the Dean for final approval.