



2012 Excellence in Diversity Awards: Together We're Better

Nominations Due: January 31, 2012

AWARD CEREMONY EVENT DATE: APRIL 11, 2012

Diversity:

Diversity at WMU encompasses inclusion, acceptance, respect, and empowerment.

This means understanding that each individual is unique and that our commonalities and differences make the contributions we have to offer all the more valuable. Diversity includes the dimensions of race, ethnicity, and national and regional origins; sex, gender identity, and sexual orientation; socioeconomic status, age, physical attributes, and abilities; as well as religious, political, cultural, and intellectual ideologies and practices. (Diversity and Multiculturalism Action Plan - DMAP)¹

Purpose:

Western Michigan University recognizes the accomplishments of faculty, staff, students, units, departments and teams that contribute to diversity and inclusion through exemplary leadership.

Areas of Achievement:

Success in leading and enhancing diversity and inclusion efforts can be demonstrated in many ways. Nominations should be based on demonstrated leadership in one or more of the following goals of the WMU Diversity and Multiculturalism Action Plan, that include activities which:

1. Develop and maintain a shared and inclusive understanding of diversity, multiculturalism, institutional bias, and affirmative action through training and education
2. Dismantle institutional bias and recognize, support, and sustain the efforts of this diversity and multiculturalism initiative
3. Create a welcoming and inclusive university environment (climate) through training, curriculum reform, and research incentives
4. Recruit, retain, and graduate a diverse student body and/or promote a diverse workforce at all levels
5. Enhance curricular, co-curricular, research, service, artistic, and study abroad activities as a means to fully engage the university community in an affirming diverse and multicultural learning environment
6. Develop and maintain consistent accountability measures in order to accurately assess progress toward institutionalizing diversity and multiculturalism

¹ The Diversity and Multiculturalism Action Plan can be viewed in its entirety here:

<http://www.wmich.edu/diversityandinclusion/documents/Approved%20DMAP%204-19-06.pdf>



Nomination Information:

The Diversity Awards Selection committee is seeking individuals, groups, and initiatives that would be defined as outstanding, exceptional, extraordinary and innovative in areas such as, but not limited to, teaching, research, programs and services. Nominations can be self-nomination or nomination by a University employee, student or community member. Nominations may be submitted by the campus community or larger community. Members of the Excellence in Diversity Awards committee are excluded from candidacy or submitting nominations. Refer to the six Areas of Achievement on the previous page to learn the focus of the committee. There are two categories of nominations (individual and group) as listed below:

Individual Awardee for:

1. Administrator or Staff Member
2. Faculty Member
3. Undergraduate Student
4. Graduate Student

Unit/Organization/Team Awardee for:

1. Student Organization
2. College/Department

Award:

The Diversity Awards Selection Committee will select ONE winner for each category in the individual area, and one winner for each category in the unit/organization/team area. A total of six awards will be presented at the 2012 Excellence in Diversity Awards Celebration in April. Their names will be added to an Excellence in Diversity awards plaque, which will be posted prominently on campus.

What to include in Nomination Packet (separate form for each nominee):

- **The nomination deadline is January 31, 2012.**
- **Nomination form**
 - In the open-ended section of the nomination form below, provide a thorough description of the work performed by the nominee and an explanation of how the work exemplifies excellent performance relative to diversity and inclusion over and beyond the nominee's job duties. Refer to the six (6) Areas of Achievement. **LIMIT OF TWO (2) PAGES.**
 - Explain how the nominee performed **above and beyond** the nominee's job duties or role.
 - Indicate which goal of the Diversity and Multicultural Action Plan (DMAP) the nominee addresses.
 - Include a list of activities that reflect **outstanding** examples of diversity initiatives performed by the nominee.
- **Supporting documents** – (optional) Any items that will assist the committee to better understand the impact of the nominee. Examples include letters of support from students, faculty, staff, and/or community members; articles; programs; etc. All supporting documents must be submitted within letter (8 ½ x 11) size. **LIMIT OF TWO (2) PAGES.** Any visuals arts, displays, portfolios must be submitted in photograph content only. Visuals can be brought to the Office of Diversity and Inclusion to be photographed if the nominator does not have access to a digital camera. The documents may be faxed, mailed, hand-delivered, or scanned and e-mailed to the physical or e-mail address listed below.

Completed nomination packets are due by January 31, 2012. Submit online or in print to:

Diversity Awards Selection Committee

c/o Lillian Manning, Office Associate Diversity and Inclusion

Hand carry: Adrian Trimpe Building **Intra-campus Mail:** Box 5372

Fax: (269) 387-6331

Office: (269) 387-6313

E-mail: Lillian.manning@wmich.edu



2012 Excellence in Diversity Awards: Together We're Better Nomination Form

Nominations Due: January 31, 2012

Nomination Categories: *Individual Nomination:* (1) Faculty Member (2) Administrator or Staff Member (3) Undergraduate Student (4) Graduate Student; *Unit/Organization/Team Nomination:* (1) Student Organization (2) College/Department

COMPLETE THE FOLLOWING SECTION FOR INDIVIDUAL NOMINATIONS:

Nominee Name: _____

Nominee University Department: _____

Nominee University Address: _____

Nominee University Phone Number: _____

Nominee University E-mail Address: _____

COMPLETE THE FOLLOWING SECTION FOR UNIT/ORGANIZATION/TEAM NOMINATIONS:

In this section, list the information for the unit/organization/team as a whole.

Nominee Unit/Organization/Team: _____

Nominee Unit/Organization/Team Purpose: _____

Nominee Unit/Organization/Team Primary Contact: _____

Nominee Unit/Organization/Team University Department: _____

Nominee Unit/Organization/Team University Address: _____

Nominee Unit/Organization/Team University Phone Number: _____

Nominee Unit/Organization/Team University E-mail Address: _____

COMPLETE THE FOLLOWING SECTION FOR ***BOTH*** INDIVIDUAL & UNIT/ORGANIZATION/TEAM NOMINATIONS:

Nominator Name: _____

Relationship to the Nominee: _____

Nominator Address: _____

Nominator Phone Number: : _____

Nominator E-mail Address: _____
