

Diversity Award Nomination Guidelines 2023

[Harvard Medical School Diversity Statement](#)

Diversity Award Categories and Eligibility Criteria:

- **Lifetime Achievement Diversity Award** - HMS and HSDM faculty members with a rank of instructor through professor. Lifetime Achievement award is intended for individuals with a long history of accomplishments in the field of diversity, inclusion and belonging who have had a significant impact on an organization(s) and large number of individuals.
- **Harold Amos Faculty Diversity Award** - HMS and HSDM faculty members with a rank of instructor through professor.
- **Sharon P. Clayborne Staff Diversity Award** - HMS/HSDM full-time or part-time staff (receives an HMS paycheck) from all areas including administrative, professional, support, service, and trades.
- **Program Diversity Award** - Eligible units may include the level of departments, divisions, offices, programs, centers at HMS, HSDM and HMS-affiliated institutions.

Award Guidelines:

- Sample areas that may be considered for recognition for individuals/programs who have made a difference in:
 - developing models that have been implemented
 - achieving outcomes
 - i. employment
 - ii. recruitment
 - iii. retention
 - iv. advancement/promotion
- Self-nominations are allowed.
- Recognition should be given to programs and/or individuals who have increased or added to diversity within their unit, encouraged inclusion and/or set a tone for future efforts that would support diversity.
- Recognition of individuals/groups should go beyond documentation of their having increased numbers of diverse individuals with which the nominee or group works and should reflect the policies, practices, procedures, etc. that they implemented to create and/or sustain change.
- Recognition should be given for establishing models of inclusion, changing the culture or creating environments that lead to positive outcomes in terms of increased diversity among faculty, trainees, staff, students and individuals in administrative and/or executive leadership positions.