

INSTITUTE OF MEDICAL SCIENCE (IMS)

Inclusive Initiatives of Excellence (IIE) Faculty Award

Overview:

Application Deadline:	Friday, March 6th by 11:59 PM
Number of Awards:	1 award annually
Presentation of Award:	Formal recognition at IMS Scientific Day (framed certificate)
Eligibility:	Active IMS Faculty Member
Results:	Scientific Day (End of April)

Purpose:

As part of the Institute of Medical Science (IMS)'s mandate to support initiatives related to Equity, Diversity, Indigeneity, Inclusion, Accessibility (EDIIA), IMS will provide one award annually for faculty members. The purpose of this award is to recognize and celebrate outstanding contributions relating to EDIIA by IMS faculty, including leadership, service, teaching, and research activities that advance EDIIA principles. The awards will be adjudicated annually by a review committee.

Eligibility:

The nominee must be an active IMS faculty member in any of the following categories: Associate (Restricted or Non-Restricted), Full Member, or Member Emeritus.

Definition:

The definition of EDIIA for this award is based on the Temerty Faculty of Medicine's Commitment to Equity, Diversity and Inclusion (<https://temertymedicine.utoronto.ca/equity-diversity-and-inclusion-temerty-faculty-medicine>):

- **Creating and Sustaining Inclusive Environments:** creating, supporting and maintaining a learning and working environment that is free from discrimination, harassment, intimidation, bullying and disrespectful behaviour where all individuals—regardless of background, identity, or status—are empowered to succeed.
- **Promoting Diversity in Representation:** Demonstrating a commitment to recruiting, retaining, and supporting learners, staff, and faculty who reflect the rich diversity of Canadian society, with attention to groups historically underrepresented in medicine.
- **Innovative Program and Curriculum Development:** Leading initiatives that prepare graduates to serve diverse communities, integrating culturally responsive and socially accountable content into teaching, mentorship, and service.

Application Process:

Required Documents:	Details:
1. Personal Statement	Discussing the candidate's contributions to EDIIA, including the scope, reach, and impact of these contributions within IMS and, where applicable, across departments, institutions, or communities (maximum 500 words)
2. Condensed Curriculum Vitae (CV)	CV that highlights the contributions of the candidate to EDIIA (maximum 5 pages)
3. One Letter of Support from a Faculty Member	A faculty member has worked closely with the candidate discussing the candidate's contributions to EDIIA (maximum 500 words)
4. One Letter of Support from a Student	A student that has worked closely with the candidate discussing the candidate's contributions to EDIIA (maximum 500 words)

Applications must be submitted through the online nomination form by **Friday, March 6th**.

>>[CLICK HERE TO ACCESS ONLINE FORM](#)

Review Criteria:

The committee will consider each candidate's contributions to EDIIA within IMS and its affiliated research institutions. Examples of considerations are listed below. Contributions may be made in one or more of these areas, and it is not expected that candidates have made contributions across all areas. Eligible contributions may include EDIIA-related research, teaching, mentorship, leadership, and service.

- **Does the candidate actively lead EDIIA efforts within their academic community?**
 - Examples include leading EDIIA committees, organizing EDIIA events, and creating policies/procedures that promote EDIIA within their research group, IMS, and beyond
- **Has the candidate fostered a more inclusive and supportive environment in their academic community?**
 - Examples include developing or participating in initiatives that create safe spaces for open discussions about EDIIA or providing support for underrepresented groups (e.g., mentorship programs)

- **Has the candidate’s work led to demonstrable improvements in opportunities or outcomes for underrepresented groups?**
 - Examples include recruitment or retention of diverse talent and introducing policies that foster inclusivity in hiring or educational opportunities
- **Has the candidate developed new and creative ways to address EDIIA?**
 - Examples include developing new tools, programs, or methodologies that address gaps in EDIIA, such as creation of digital platforms, inclusive teaching curriculum, or innovative research approaches that focus on underrepresented groups
- **Has the candidate made significant contributions to raising awareness and educating others about EDIIA issues?**
 - Examples including organizing educational sessions or public events on EDIIA and producing/disseminating research publications/presentations, news articles, or other media focused on EDIIA
- **Has the candidate demonstrated a long-term commitment to EDIIA?**
 - Examples include involvement in EDIIA initiatives over several years, with sustained efforts and progress
- **Does the candidate work collaboratively across different departments, communities, or groups to promote EDIIA?**
 - Examples include joint projects or initiatives between academic units, partnerships with external organizations, or collaborations between diverse teams to address EDIIA issues

Disclosure:

The review criteria are intentionally broad as IMS recognizes that there are many ways for faculty members to contribute to EDIIA efforts. Importantly, the review criteria are not exhaustive – rather, they serve as examples. If a candidate has made important contributions to EDIIA that are not captured in the review criteria, they will be carefully considered. The committee will review each candidate holistically.

Contacts & Resources:

For questions, please contact Caroline Ruivo at sf.medscience@utoronto.ca