

2023 University Staff Awards

Inclusive Excellence Award

The Inclusive Excellence Award is awarded for outstanding contributions to inclusion, equity, diversity, belonging, and accessibility. Awardees are individuals or groups that have demonstrated strong cultural competence and embody the goals of the AU Inclusive Excellence plan.

Criteria

Demonstrated a combination of the following:

- **Cultural Awareness:** Demonstrates cultural awareness by engaging colleagues and community members in a way that recognizes and engages our differences as strengths and opportunities for learning, innovation, and growth.
- **Campus Climate:** Contributes to a campus and a workplace culture that furthers a sense of safety, belonging, and satisfaction for everyone in our community.
- **Relationship-Building:** Creates respectful, authentic, and engaged relationships between colleagues and community members, especially across differences.
- **Bias Reduction:** Implements strategies to reduce the impact of unconscious bias in hiring, promotion, programming, mentorship, or service delivery.
- **Policy and Procedures:** Advocates for new inclusive policies and procedures or revises existing policies and procedures to increase clarity, provide transparency, promote fairness, advocate for equity, and enhance accountability.
- **Hiring and Retention:** Demonstrates efforts to support the recruitment and retention of an excellent and diverse staff, faculty, administration, and/or student body.
- **Community Engagement:** Participates in the creation of innovative programs to engage historically marginalized groups of staff, faculty, students, alumni, and/or community members that advance diversity, inclusivity, and equity.
- **Learning and Development:** Supports the design and implementation of inclusive and equitable curricular and co-curricular programs or activities that demonstrate AU's values of critical inquiry, intellectual engagement, and respectful discourse across diverse perspectives.

Monetary Award

- \$750 for individual recipients, not to exceed \$5,000 for a group award.
- Monetary awards are considered taxable compensation to the recipient in accordance with the IRS code.