

## Deans' Team Award for Inclusion Excellence Call and Nomination Instructions

The purpose of the **Deans' Team Award for Inclusion Excellence** is to acknowledge outstanding, high-performing, multidisciplinary team efforts and approaches that contribute to advancing inclusion excellence. The multidisciplinary and/or interdisciplinary team model should embody and exemplify a sustainable, collaborative and inclusive approach that aligns our collegial community with our mission of discovering and sharing knowledge to advance health. In the spirit of inclusion excellence, the nominee's efforts must clearly contribute to UC Davis Health being a destination of choice to all those we serve. In addition, the team must meet at a minimum 85% of the 12 elements from the Inclusion Excellence Framework<sup>1</sup>.

### Team Nomination Criteria

- **Education** – provides equitable access to outstanding learning opportunities for personal and professional growth that integrates equity, diversity and inclusion
  - Team utilizes creative, inclusive, multidisciplinary teaching styles to provide a dynamic and integrated curriculum to train the next generation of culturally and linguistically competent health care providers and researchers
  - Team encourages life-long learning through interactive, interdisciplinary, culturally competent, evidenced-based interactions and problem-solving
  - Team integrates technologies to enhance educational programs and expand teaching setting
  - Team integrates community engagement and service to enhance educational programs and expand teaching setting
  - Team utilizes innovative teaching methods that emphasize the value of diversity and inclusion
  - Team work is evident in collaborative, cross-cultural teaching styles and team value is transmitted to students
  
- **Research** – makes high-impact discoveries that focus on reducing/eliminating health inequities for the communities we serve
  - Multidisciplinary team guides innovative research program(s) in addressing health inequities
  - Team exemplifies a diverse team that emphasizes multidisciplinary, collaborative team-based approach and includes peer mentoring opportunities
  - Research unit exemplifies an inclusive workplace environment in which all team members are viewed and respected as whole persons with multiple identities, and are free to behave truthfully.
  - Research team seeks out innovative, interdisciplinary approaches that utilize collaborative-based team models (including community-based participatory research model) to study issues.
  
- **Clinical Care** – provides high-quality, patient-oriented, culturally-responsive care services
  - Multidisciplinary or interdisciplinary team offers consistent, cultural and linguistic competent, compassionate care to all patients
  - Inter-disciplinary team efforts optimize clinical services through leveraging academic environment and research resources
  - Team collaboratively identifies and delivers patient-oriented services that respond to the compelling societal needs of our underserved communities
  - Team exemplifies collaborative, innovative multidisciplinary or interdisciplinary approach to complex clinical care issues
  - Volunteer in the care of our indigent population groups either directly, or by serving as a volunteers/preceptors in one of the student-run clinics
  - Innovative patient care delivery or health education program(s) that address the needs of our underserved communities (either within or outside of UC Davis Health)
  - Servant Leadership (e.g. serves committees of local agencies/organizations that serve our racial/ethnic communities and other vulnerable population groups)
  
- **Community Engagement** – enhances the quality of life of our local and regional diverse communities

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<sup>1</sup> The Netter Principles: A Framework for Building Organizational Inclusion, 2000, The Workplace Diversity Network

- Multidisciplinary and/or interdisciplinary team participates in diverse community organizations and volunteerism within our local community, especially those population groups that are underserved and marginalized
- Team enhances and expands relations with diverse community partners by encouraging involvement and support of health system programs and being present for community as a UC Davis Health team
- Interdisciplinary team promotes community health through advocacy and impact on healthcare inequities and public policy
- Innovative teamwork and partnership mark the community outreach efforts of the team and the community shares the success of the work effort and is a collaboratively partner of the team (in the local diverse communities that have the most need)
- Servant leadership demonstrated

## **Eligibility**

Each team must include at least one UC Davis School of Medicine or Betty Irene Moore School of Nursing Academic Federation or Academic Senate faculty member. Up to two awards will be given for Excellence, one in each of the following areas: Education/Teaching, Research, Clinical Care and Community Engagement. Anyone can submit a nomination.

## **Nomination Procedures and Guidelines**

A nomination consists of a brief form that describes the team's outstanding performance activities. Nomination instructions and form can be accessed on the following web site:

<http://www.ucdmc.ucdavis.edu/facultydev/Awards/deansteamaward-inclusion.html>

**Nomination deadline is Friday, December 14, 2018.**