2021 College of Agriculture Unsung Diversity Hero Guidelines

Purpose of the Award: An Unsung Diversity Hero (UDH) makes substantive, yet unrecognized, contributions to diversity efforts within the College that impact the Purdue/Greater Lafayette community. UDHs excel in their efforts, yet receive little or no official recognition. These awards are designed to rectify that oversight and highlight diversity endeavors being supported by our faculty, staff, students, teams or groups.

Eligibility: There are three Unsung Diversity Hero award categories:

1. **Faculty**: Faculty with appointments in the College of Agriculture
2. **Staff and Graduate Students**: Exempt and non-exempt staff in the College of Agriculture and graduate students matriculating in the College of Agriculture. Purdue Extension employees based in the College of Health and Human Sciences are also eligible as members of a team that includes employees of the College of Agriculture.
3. **Teams/Groups**: Teams/Groups must consist of a combination at least three Purdue faculty, staff (including off-campus Extension professionals), or students (graduate and/or undergraduate). A majority of the members of the team/group should be from the College of Agriculture. Funds for this category can be applied to an account associated with the team/group with which they are affiliated (e.g. BOSO account, Ed Fund, etc.).

All nominee’s contributions towards the award should have demonstrable short, medium and long-term impacts in more than one of the mission areas of teaching, research, and/or Extension. Suitable nominees must engage in meaningful diversity activities beyond their professional responsibilities without receiving compensation (pay).

Nomination: The questionnaire attached to this announcement must be completed to the best of the nominator’s ability so that all nominations can be standardized. A letter of recommendation (maximum 2 pages), which validates the questionnaire responses, is required.

Review Committee: The review committee will consist of three voting members and a non-voting official from the Diversity Action Team in Agriculture (DATA). If a member of the committee is nominated for the award or directly contributes to the nomination of someone else, that member will step down and be replaced by a substitute member identified by the remaining review committee members.

Presentation: Award winners from each category will receive their award ($1,500 per category) at the College of Agriculture Honors Ceremony in May 2021.

Deadline: Please send nominations to Melissa Funk (mjfunk@purdue.edu) with the Office of Multicultural Programs. All nominations must be received electronically by 5 p.m. EST February 12, 2021. Late nominations will not be accepted. If you have any questions, please contact Amanda Dickson (dicksonadicksonapurdue.edu).
UNSUNG Diversity Hero Award Nomination Form

Unsung diversity heroes (UDH) make substantive yet unrecognized contributions to diversity efforts within the college, department, and Purdue/Lafayette communities. UDHs excel in their efforts yet receive little or no official recognition. This award is designed to rectify that oversight and highlight diversity endeavors being supported by our faculty, staff, students, or groups.

Nominee name and affiliation with Purdue: ____________________________________________

Nominee category:
☐ Faculty  ☐ Staff  ☐ Student  ☐ Team/Group

Individual Years at Purdue or Length of Team/Group Existence:
☐ 0 – 5  ☐ 5 – 10  ☐ 10 – 15  ☐ 15+

This(ese) Unsung Diversity Hero candidate(s):

Actively pursues opportunities to strengthen understanding of diversity and inclusion
☐ ☐ ☐ ☐

Demonstrates impact as a direct result of diversity-related activities
☐ ☐ ☐ ☐

Conducts work related to the education, experiences or contributions of diverse persons
☐ ☐ ☐ ☐

Directly contributes to Purdue's diversity efforts
☐ ☐ ☐ ☐

Develops innovative methods for increasing and retaining diversity
☐ ☐ ☐ ☐

Engages in meaningful diversity activities beyond one’s professional responsibilities*
☐ ☐ ☐ ☐

Engages in meaningful diversity activities without receiving compensation (pay)*
☐ ☐ ☐ ☐

Engages in multi-year efforts to improve diversity at Purdue
☐ ☐ ☐ ☐

Exhibits leadership in advancing diversity
☐ ☐ ☐ ☐

Intentionally creates opportunities for and ensures equitable access to leadership responsibilities
☐ ☐ ☐ ☐

Obtained funding to support diversity initiatives
☐ ☐ ☐ ☐

Initiates sustainable efforts to support diversity initiatives
☐ ☐ ☐ ☐

Invests resources to support diversity efforts
☐ ☐ ☐ ☐

Leads, advises and/or volunteers in a diversity-related or minority-serving group/organization effort
☐ ☐ ☐ ☐

Makes significant efforts to create an environment free from bias and discrimination
☐ ☐ ☐ ☐

Serves as an advocate for diverse students and/or stakeholders
☐ ☐ ☐ ☐

Serves on diversity-related departmental / college / university committees
☐ ☐ ☐ ☐

Sponsors, delivers or supports diversity and inclusion programs, initiatives, or projects
☐ ☐ ☐ ☐

Works collaboratively to create/ implement diversity initiatives
☐ ☐ ☐ ☐

Works collaboratively to raise awareness of diversity concerns
☐ ☐ ☐ ☐

Works to recruit and retain under-represented minority students
☐ ☐ ☐ ☐

Works to recruit and serve under-represented minority stakeholders
☐ ☐ ☐ ☐

*Required for eligibility purposes

Directions: Please check any boxes that apply and provide evidence in the support letter. Please note that number of boxes checked is not factored into scoring applications.