



## **Robbins-Ollivier Award for Excellence in Equity**

### *Internal Criteria and Scoring Matrix*

#### **Internal applications**

Proposals must be maximum 3 pages in length (plus applicant CV), offering adequate content to each of the following elements:

#### **Project (2 pages max)**

- a description of the proposed project that shows how it is bold and potentially game-changing, answering the questions below:
  - What are the persistent systemic barriers the project is aiming to address?
  - What are the concrete and realistic practices the project is proposing to implement?
  - What is the project's plan to use the funding (brief budget proposal)
- the expected impacts/outcomes, in terms of changing the status quo and sparking change towards a more equitable institution and/or research or academic ecosystem
- who will be involved in helping implement the project (e.g., faculty, students, administrators) and what their specific roles will be
- how engagement with individuals from underrepresented groups (racialized minorities, persons with disabilities, Indigenous Peoples, women, individuals from the LGBTQ2+ communities) will be conducted to help inform the work
- how best practices in equity, including intersectionality, will be applied within the project.

#### **Leadership and commitment to equity (1 page max plus CV)**

- Evidence of leadership and commitment of the applicant(s) to making the research/academic environment and/or society more equitable  
Examples of this can include:
  - Service on administrative and recruitment committees, serving as an EDI champion
  - Commitment to training (including informal training) and mentoring of students, trainees and emerging scholars from underrepresented groups
  - Commitment to sharing EDI knowledge within the institution and/or the research ecosystem / academia or beyond the academic community (e.g., formal and informal presentations on equity-focused topics, organization of equity-focused conferences or panels, articles, op-eds, etc.)
  - Published research on equity-focused topics
  - Other examples, as applicable

#### **Assessment Structure**

Reviewers will use a five-point scale in their assessments of the proposal elements:

- 1 = poor input that does not offer the required context
- 2 = fair input but only one or two good points and not clear demonstration of required context
- 3 = satisfactory input that addresses the required context
- 4 = good input that illustrates the required context to this element
- 5 = excellent input that is highly compelling and will likely succeed



## Scoring Matrix

Project (weight worth 2/3 of the internal nomination process)	Components to address	Score
<b>Project description</b>	Does the application clearly identify the persistent systemic barriers the project is aiming to address?	
	Are the proposed practices concrete and realistic?	
	Are the proposed practices bold and game changing?	
	Is the budget clear and a reasonable use of funds?	
<b>Expected impacts/outcomes</b>	Will the proposed practice(s) have a significant impact on EDI? Is the impact measurable?	
<b>Project team</b>	Are all key team members identified and their roles described?	
<b>Engagement of equity deserving groups</b>	Does the project meaningfully engage individuals from underrepresented groups at each stage of the project?	
Leadership and commitment to EDI (weight worth 1/3 of the internal nomination process)	Components to address	Score
<b>Evidence of commitment to EDI</b>	Are tangible examples of the applicant's commitment to EDI presented in the proposal?	
	Do these examples show the applicant's commitment and service to advance EDI in their institution and/or the research ecosystem/ academia or beyond the academic community?	