



**2022**

# **CEHD CHAMPIONS FOR DIVERSITY**

A RECOGNITION INITIATIVE OF THE  
CEHD DIVERSITY COMMITTEE

UNIVERSITY OF  
**LOUISVILLE**  
COLLEGE OF EDUCATION  
& HUMAN DEVELOPMENT

# PURPOSE

The purpose of the Champions for Diversity program in the College of Education and Human Development is to acknowledge and reward members of the college who consistently model a strong value of diversity, equity, and inclusion. The program is also intended to cultivate more visible leaders in diversity, equity, and inclusion work who can provide leadership and mentorship for other members of the college who need models for their development and understanding.

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# PROCESS

## **Nominations**

Nomination forms will open to the College early October. Nominations may come from students, faculty, or staff but self-nominations are not allowed. (This is to ensure that all nominees have been identified by others rather than themselves based on demonstrated commitment to diversity, equity, and inclusion.)

## **Review of Nominations**

Diversity Committee members will review all nominations and score based on rubric. No committee members who have been nominated will be allowed to score any nominations for themselves.

## **Selection of Champions**

Champions will be selected via silent majority vote (>75%) by the CEHD Diversity Committee. Committee members who have been nominated will abstain from voting on themselves. A maximum of 10 participants will be selected in the inaugural year.

# INCENTIVES

**Honorary Plaque** presented at the CEHD College-wide meeting at the end of the year

**Name plate added to a perpetual plaque** which will be permanently displayed in the Lobby of the CEHD Dean's Office

**Champions for Diversity Swag Item**

**Professional development funds** in the amount of \$200 during the co-hort year (*Funds are to be used for DE&I training, research, and/or professional development opportunities*)

# SELECTION CRITERIA

**Champions for Diversity will be selected based on the following criteria:**

## **1. Influencing Others**

Champion has used their influence for the advocacy of members of marginalized identities. This influence is not necessarily because of their titles, but through leveraging their knowledge and resources to create equity and inclusion for others in the CEHD.

## **2. Being a Role Model**

Champions for Diversity “talk the talk and walk the walk.” It is not just what champions say, it is how they act that signals whether diversity is truly important to the CEHD. Champions have demonstrated that mentoring is valued by personally mentoring someone from a marginalized identity.

## **3. Continually Learning**

To be an effective champion, it is important to understand the challenges faced by different groups in the profession and in society. Thus, Champions for Diversity regularly seek a better understanding of the experiences of members of marginalized identities in order to better advocate for others.

## **4. Cultivating Diverse Teams**

Whether staffing teams internally or externally, champions seek out diverse talent in its many forms. Diversity champions place a premium on good management, both for themselves and others. They strive to develop and retain their diverse team members, by mentoring, coaching, and providing constructive feedback and adequate resources.

## **5. Innovating and Taking Risks**

In order to make diversity a reality, creative and practical solutions must be identified and implemented. Champions believe change is possible and see opportunities where others see obstacles. For example, a champion could spearhead the creation of an affinity group or a pilot flexible work program in one department in order to assess effectiveness and build the case for broader implementation.

## **6. Holding Yourself and Others Accountable for Diversity**

Accountability is an evolutionary process beginning with systematically making the case that diversity is beneficial to the college. When individuals are not participating, diversity champions can use their personal influence to encourage others to take action. Champions identify ways to meaningfully foster diversity in their role and motivate others to do the same.

## **7. External Leadership Involvement**

On its own or in conjunction with internal activities, champions take an active role in fostering diversity in the profession. Individuals may take an active role in associations or in diversity committees in local or national organizations. Champions also forge connections with other schools, colleges, high schools, and other organizations in order to broaden the diversity pipeline.

# PROGRAMMING AND TIMELINE

**Nominations Open** - *October 10, 2021*

**Review Nominations** - *November 15, 2021 (Committee members are sent nominations and will score each nomination based on rubric)*

**Selection of Champions** - Committee will vote on 10 Champions for 2022

**Announcement of Champions** - Champions will be announced to the college at the December College-Wide Meeting

**Orientation** - (January date and time TBD)

**Champion Leadership Workshop 1** - Allyship and Advocacy (TBD)

**Champion Leadership Workshop 2** - Mentorship & Developing Leaders (TBD)

*\*Champions will Present at the Celebration of Teaching and Learning*

# Selection Committee

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**Dr. Ahmad Washington - Diversity Committee Chair**

**Dr. Stefanie Wooten-Burnett - Diversity Committee Co-Chair**

**Sherry Durham - MTRP Coordinator**

**Dr. Shelley Thomas - EMSTEd**

**Dr. Samantha Walte - SECP**

**Dr. Casey George - LEAD**

**Mike Miller- Kentucky Autism Training Center**

**Charles Raines - Student Advising**

**Ben Skutnik - HSS**

**Dr. Brigitte Burpo - Office of Diversity, Equity, & Inclusion**

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