



KWANTLEN
POLYTECHNIC
UNIVERSITY

Award Information

Justice, Equity, Diversity, and Inclusion (JEDI) Awards

Award Description

The KPU Justice, Equity, Diversity and Inclusion (JEDI) Awards celebrate members of the KPU community who demonstrate outstanding commitment, innovation, and leadership in working towards intersectional social justice, dismantling systemic barriers, and building a culture of equity, diversity and inclusion at and around KPU. Presented annually, the JEDI Awards will recognize the achievements and promote the efforts of KPU employees and students dedicated to ensuring the full participation of historically excluded and systemically oppressed groups in the life of the university and society more broadly.

Eligibility

- All current KPU employees and students (as of nomination date)
- Individuals and/or groups (groups are defined as two or more people; may be in different types of positions)
- While formal units, work teams, and individual nominees with social justice and EDI-related responsibilities are eligible, their relevant contributions must be exceptionally noteworthy to be considered
- Prior awardees are not eligible for an award in the same position (i.e. employee/student) or category (individual/group) or for substantially the same work in the three (3) years following the first award

Structure

- Up to five (5) awards will typically be given out each year
- No restriction on the distribution of awards, but the selection committee will endeavor to recognize a significant range of KPU community members, types of achievements, and areas of impact

Selection Criteria

The selection of recipients will consider the following:

- Impact in identifying and dismantling barriers to, and enabling the full participation of, historically excluded and systemically oppressed groups in the university community and beyond
- Achievement of material improvements in access by, support for, and the experience of KPU students, employees, and community members who are racialized, Indigenous, 2SLGBTQIA+, gender diverse, persons with disabilities, and/or women, including intersectional identities.
- Impact in advancing KPU's EDI, anti-racism, and social justice-related objectives as outlined in the following links:
 - [Vision 2026](#)
 - [HR 15 Diversity and Inclusiveness Policy](#) and [Procedures](#)
 - [Task Force on Anti-Racism Final Report and Recommendations](#)
 - [Accessibility Plan](#)
 - [xé?elt - KPU Pathway to Systemic Transformation](#)
 - Further relevant commitment documents as noted on KPU's EDI webpage ([link here](#)) e.g. [Dimensions Charter](#), [Scarborough Charter](#)
- Sustainability and long-term transformative impact of actions and achievements
- Demonstration of an in-depth, intersectional understanding of how addressing systemic inequity, discrimination and exclusion achieves social and cultural change
- Relevant actions may take a variety of forms, e.g.
 - Creation and/or sharing of knowledge, including (but not limited to) the development and delivery of curriculum, pedagogical approaches, experiential learning opportunities, and other forms of research and scholarship
 - Advocacy, support, and service work with individuals and/or groups of people, at KPU and/or in community
 - Development, enhancement, and/or enactment of programs, processes, practices and/or policies
 - Organization of awareness, informational, and/or activist campaigns and events

Nominations

- Nominations are welcome from current KPU students and employees, except for members of the Selection Committee
- Self-nominations will not be considered
- Nominee must accept nomination/ consent to consideration and associated processes. Nominators should contact proposed nominees in advance to ensure they are willing to have their name put forward.

Nomination Package

- Max. 750-word statement by nominator outlining nominee's relevant activities and achievements
- Up to three (3) letters of support (max. 500 words each), ideally from a diverse range of KPU community members and reflecting the range of the nominee's impact
- Max. 100-word summary (for potential publicity/posting purposes)
- Supporting documents should connect actions and achievements to award criteria and relevant documents; if a group is nominated, each group member's role/contributions should be highlighted

Selection Committee

- 4-5 members, appointed by the President, approved by the President's Diversity and Equity Committee (PDEC)
- Director of Diversity or VP, Equity and Inclusive Communities to chair
- Minimum one faculty member, one staff member, one administrator, one student
- Diverse representation, including at least 3 individuals from various equity-denied groups (racialized/ persons of colour, Indigenous peoples, 2SLGBTQIA+/ gender diverse people, persons with disabilities, women)
- Maximum 2 year terms
- Committee to advise VP, Equity and Inclusive Communities and President, who notifies recipients

Timelines

- Nominations for 2024 open **December 10, 2023** (International Human Rights Day)
- Nominations for 2024 close **February 20, 2024** (World Social Justice Day)
- Recipients announced and celebrated at KPU Day

Recognition

- Awards presented KPU Day
- Certificate of recognition
- Invitation for recipients to speak about their work at a PDEC meeting
- Profile in a living digital archive accessible via the PDEC or OEIC webpage