

PAEDIATRIC TRAINEE EQUITY, DIVERSITY & INCLUSION AWARD

TERMS OF REFERENCE AND CONDITIONS

SUMMARY

The Paediatric Trainee Equity, Diversity & Inclusion Award aims to recognize the Hospital for Sick Children (SickKids) trainees at all levels of training for their commitment to their work on and promotion of equity, diversity, and inclusion (EDI) principles within SickKids and the Department of Paediatrics and in the greater community.

ELIGIBILITY

Any trainee, including resident, subspecialty resident or fellow, clinical fellow, or research fellow, within the Department of Paediatrics at the University of Toronto, who has demonstrated work in addressing EDI issues and promoting EDI principles is eligible for nomination. Trainee teams are also eligible.

NOMINATION GUIDELINES

The nominator can be any University of Toronto Temerty Faculty of Medicine faculty, student, or member of administrative staff or Department of Paediatrics staff or trainee. Individuals are also strongly encouraged to self-nominate.

AWARD CRITERIA

This award will celebrate trainees who have advanced equity, diversity, and inclusion within SickKids Department of Paediatrics and/or the greater community. The nominee will have demonstrated the following contributions which include (but are not limited to):

- Advocacy, activities, initiatives, programs, and/or research consistent with principles of equity, diversity, and inclusion. E.g., medical education/curriculum development, advocacy work/volunteer work in the community, or engaging in EDI discourse (in media, art, workshops etc.)

- Championship and role-modelling of behaviours and actions reflecting principles of equity, diversity, and inclusion as well as a commitment to anti- oppressive and anti-racist practices
- Enhancement of the learning environment to ensure equity, inclusion, and accessibility
- Building relationships and networks around EDI both within and outside SickKids to advance EDI initiatives for Indigenous, Black, racialized, and other underrepresented communities in the health sector.

SELECTION PROCESS

Review and selection will be undertaken by a diverse committee, including one resident and one fellow from the resident EDI committee, the Paediatrics Residency Training Program Program Director, an EDI leader from SickKids or the Department of Paediatrics, and one or two community members (e.g. patient/parent at SickKids).

Nominees or nominators are not able to serve on the selection committee. The learner representatives will be selected by the resident EDI committee centred around principles of minimizing bias. If all members of the resident EDI committee have been nominated, the committee should identify other learners who are not nominated who might be appropriate.

COMMITTEE

Resident Co-chairs: Nahid Iseyas, Nazeefah Laher, and Aaron Rosenfeld

Faculty Member: Kevin Weingarten

Trainee Members: Aseel Alshimari, Sanam Afreen, Nahid Iseyas, Aaron Rosenfeld, Nazeefah Laher, Francis Lao, Anna Chen, Kimberly Young, Elham Beshir

DOCUMENTS

For Individual/Group Nominations

- A letter from the primary nominator(s) describing how the nominee embodies the criteria of this award.

- One (1) letter of support. Supporting nominations can be provided by (but not limited to): Program Director, Staff Physicians, Medical students, Residents, Fellows, Allied Health Care Workers, Research Staff, program administrators, Community Leaders, and/or members of the community.
- Nomination Letter (completed by the nominee)

For Self-Nominations

- Nomination Letter (completed by the self-nominee)
- One (1) letter of support. Supporting nominations can be provided by (but not limited to): Program Director, Staff Physicians, Medical students, Residents, Fellows, Allied Health Care Workers, Research Staff, program administrators, Community Leaders, and/or members of the community.