

## DIVERSITY, EQUITY, AND INCLUSION (DEI) AWARD

The Association of Leadership Educators believes that leadership can be learned and practiced by anyone. Therefore, ALE should be a place for leadership learners and educators, regardless of race, ethnicity, national origin, religious belief, sexual orientation, age, class, ability status, political ideology, socio-economic status, marital status, veteran status, gender, and gender expression. We believe that a diverse membership is best represented by a diverse board of directors, that diverse practitioners and scholars can be found in a variety of settings, and that the work of diversity, equity, and inclusion intersects with the work of leadership education.

### **Overview:**

The Diversity, Equity, and Inclusion (DEI) Award honors individuals and programs using a comprehensive lens of diversity, equity, and inclusion to inform their approach to leadership education. The award will be issued to an individual (practitioner, independent scholar, student, staff, or faculty) and a group (department, unit, program, organization, or institution).

**Eligibility:** Nominees must be ALE members in good standing for at least two years at the time of nomination. Please verify this before submitting the nomination.

- Nominees must have achieved 5 years of professional service in their respective field.
- Letters of recommendation:
  - If self-nominating, one should include at least two (2) no more than three (3) letters of recommendation. At least one letter should be from an ALE member.
  - If nominating another person, include at least two (2) no more than three (3) letters of recommendation. At least one should be from an ALE member.

**Application Packet** (*10 pages maximum; double spaced*):

- Cover page: Contact information for applicant(s) (name, address, email, and phone); name of the program and/or organizational or institutional affiliation
- Overview of DEI philosophy in leadership education (as a practitioner, independent scholar, student, staff, or faculty)
- Context and background of program or practice
- If applying as a program: describe the target population or audience of the program, stated outcomes, and provide qualitative or quantitative data that substantiates micro and macro level impact
- If applying as an individual: describe the target population or audience of your work, guiding principles/outcomes, and provide qualitative or quantitative data that substantiates micro and macro level impact
- References and/or additional artifacts (pictures, participant handouts, curriculum, activities, etc.)
- Up to 3 letters of support.

Letters of support should address the following:

- Nature of the relationship to applicant
- Reflection on applicant/nominee's sustained commitment and effort in advancing their awareness, knowledge, and skills related to diversity, equity, and inclusion
- Reflection on applicant/nominee's contributions that advance diversity, equity, and inclusion in leadership education. This may be in the form of teaching, service, research,

- recruitment and retention efforts, program development (curricular and co-curricular), community programs, and other forms of demonstration
- Other relevant information

**Selection:** Two recipients (one individual and one program) will be selected.

**Presentation:** The individual award will consist of a \$500 honorarium, a recognition item (determined by the committee), and recognition at the annual conference. The program award will consist of a recognition item (determined by the committee) and recognition at the annual conference.

**All applications due by 11:59 pm (PDT) Monday, April 3rd, 2023**

Submit the application including all documents listed above as one PDF file through using this online [Awards Submission Form](#).

**Questions about this award should be directed to:**

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ALE Directors of Awards & Recognition