



# Alpha Omega Alpha Honor Medical Society Award for Excellence in Inclusion, Diversity, and Equity in Medical Education and Patient Care

## Purpose

This award recognizes medical schools (and their associated ΑΩΑ Chapter) that demonstrate exemplary leadership, innovation, and engagement in fostering an inclusive culture that transforms the ideals of inclusion, diversity, and equity into successful programs that support medical student, house staff, and faculty diversity in service to the community.

Criteria for selection may include a broad range of diversity and inclusiveness centered initiatives: efforts to support recruitment and retention of medical students, faculty, and staff from diverse backgrounds; teaching and/or research that expands and embraces an understanding of inclusiveness and overcoming unconscious and conscious bias while increasing fairness and objectivity in evaluations and grading; multicultural programming or related initiatives; community outreach and pipeline activities; programs that enhance diversity and inclusion; mentoring, coaching, and/or role modeling programs related to diversity and inclusion; socialization of students, faculty, and staff to enhance collaboration and integration; established programs/activities that advance an understanding of, and astute respect for, cultural competence; and other thoughtful programs/activities that enhance diversity and equity.

## Background

Alpha Omega Alpha Honor Medical Society is dedicated to improving care for all by recognizing high educational achievement; honoring gifted teaching; encouraging the development of leaders in academia and the community; supporting the ideals of humanism; and promoting service to others.

ΑΩΑ has a deep-rooted history of diversity and inclusion. In 1906, four years after it was established, Alpha Omega Alpha first inducted women, changing its Constitution to read, "Women are admitted on the same terms as men. In fact, race, color, creed, sex, and social standing form no barrier to membership, *the only qualifications necessary being scholarship and character.*"

ΑΩΑ is committed to improving diversity and fully supports the fact that inclusion of talented individuals from different backgrounds benefits patient care, population health, education, and scientific discovery. ΑΩΑ recognizes that this may be achieved by empowering individuals at various stages in their educational pursuit and career thereby forging a diverse, inclusive, rich environment in medicine now and into the future.

ΑΩΑ values a diverse, fair, and equitable work and learning environment for all. It supports the medical profession in its work to achieve a welcoming, diverse, inclusive environment in teaching, learning, caring for patients, and collaboration.

## Additional Criteria

- The extent to which the school's activities and programs have promoted an environment that is welcoming, supportive and nurturing of cultural, ethnic, racial, class, gender, sexual orientation, language, and other human and cultural differences.
- The extent to which the school's activities and programs have contributed to raising awareness and consciousness about diversity and inclusion.

- The extent to which the school's activities and programs have positively impacted the medical school community and the AΩA Chapter and its members.
- The scope of the school's and Chapter's activities and programs and how they reflect on values and professionalism.
- The extent to which the school's and/or Chapter's program has engaged in an expansion of the eligibility and nomination of more diverse groups of medical students, residents, and faculty to membership in AΩA.
- The extent to which the school's and/or Chapter's program supports the organization's mission, vision, and values.

### **The Award**

Up to three awards will be presented each year. Recipients will receive a \$1,000 cash award to be used to further develop schoolwide and/or Chapter programs to support the school's or Chapter's efforts toward inclusion of under-represented minority students. Recipients will be recognized at the biennial AΩA Councilors Retreat, and in AΩA communications including *The Pharos*. They will also receive a framed certificate of recognition from AΩA for the Chapter to display in the Dean's office, or another prominent area in the medical school.

### **Eligibility**

All medical schools with an AΩA Chapter. AΩA members included in the nomination packet must have active status in AΩA. Chapters that have received the award are not eligible to submit another application for three subsequent years.

### **Nominations**

Candidates and programs should be nominated based on meritorious service over and above those expected by the institution. Nominees should have demonstrated support for the ideals of the care of others and an exhibited commitment to diversity and inclusion. The AΩA Councilor at each school is responsible for the nomination process. Nominations should be submitted online in a single PDF by September 30, 2020.

### **Requirements**

Nominators (the school's Chapter Councilor) should submit the following:

- Nomination form
- Letter of support from the Dean of the medical school, commenting on the program and its effectiveness, and describing how it enhances diversity and inclusion for the school.
- Description of the program, process or outcome measures, implementation details, effectiveness, and sustainability measures.

### **Selection Committee and Process**

The selection committee will be composed of members of the AΩA Task Force on Membership and Elections. Members of the Task Force who work for a school or institution which has submitted an application for this award shall recuse themselves from the selection process.

**Deadline for submission: October 30, 2020.**

**Chapter awardees will be notified: November 30, 2020**



Alpha Omega Alpha Honor Medical Society  
Award for Excellence in  
Inclusion, Diversity, and Equity in  
Medical Education and Patient Care  
Nomination Form

Institution	
Institution Address	
AQA Councilor	
Councilor school address	
Email	
Telephone	
Dean name	
Dean address	
Email	
Telephone	