

SICB Leadership Award

Instructions for Applicants

When submitting your application for this award, please provide a detailed and thoughtful narrative (and optional supplementary material) that illustrates your leadership in and dedication to DEIJ, **noting the page limits outlined in the call for applications**. We encourage you to use the guidance provided below to develop your narrative in the context of the criteria used by the reviewers. Each section offers an opportunity to demonstrate your dedication, leadership, and the real-world effects of your DEIJ work.

Primary Score-Driving Criteria

I. History and Commitment to DEIJ Work, Broadly. Provide a detailed account of your philosophy, history or commitment to and leadership in DEIJ-related activities. This may include workplace initiatives, community service, education, advocacy, or other efforts. Address the following in your narrative:

1. Personal Commitment

Articulate how DEIJ values shape your actions and mindset. Demonstrate how your personal beliefs align with, motivate, and support your work in DEIJ.

2. Depth of Engagement

Explain the level of involvement you've had—were you a participant, an organizer, a leader? Describe how deeply you were engaged in DEIJ efforts, touching on the specific roles you have played in them and how regularly and over what time period you were engaged. Highlight any leadership roles you've taken to promote DEIJ. Have you inspired others, led change, or advocated for inclusive practices?

3. Breadth of Engagement

If applicable, share the variety of your DEIJ-related contributions. Have your efforts extended across different sectors (e.g., workplace, education, community)?

II. Description and Scope of Specific DEIJ Activity or Activities. This section should highlight one or more activities you've undertaken in detail. Clearly describe the activity, what it aimed to achieve, and how it functioned in practice as well as its impact. Strong applications include explicit examples that show how the activity advanced DEIJ. Your narrative should provide insight into the purpose, scope, and structure of your efforts and address the following:

1. Clear Description of Activity or Activities and Goals

Describe what activity/activities you have engaged in to promote DEIJ. Describe the

intended outcomes of your DEIJ efforts. Were your goals specific and measurable? How were they designed to address barriers to equity and inclusion?

2. Target Audience

Identify who the activity was designed to support. Special attention should be given to efforts focused towards historically underrepresented or marginalized communities, along with specific strategies used to engage them.

3. Frequency and Longevity

Share how often the activity/activities occurred and how long they have been running. Please state if they are ongoing. Sustainability and ongoing engagement will be prioritized over one-time efforts.

4. Demonstrated Impact and Outcomes

Provide information on how the outcomes of your efforts are determined and evidence of these outcomes for the target audience. You may wish to include data, stories, feedback, or other forms of evidence where possible.

Unscored Elements to Include in your Narrative.

This information will be useful for the judges to contextualize the impact and scope of your DEIJ activities but will not be used in the overall scoring of your application.

1. Location and Context

Explain where or in what context the activity takes place and why that setting or context is meaningful.

2. Resources Committed

Indicate the level of time, effort, funding, and other resources you have dedicated and how it has supported this work. If the effort has garnered additional support or resources (e.g., grants, coordination of volunteer teams), please provide this information.