

## Annual Premier's Leadership Award for

# *Equity, Diversity* AND *Inclusion* in the Public Service

SHAPE THE  
*Future*



The Annual Premier's Leadership Award for Equity, Diversity and Inclusion is presented to individuals, teams or departments of the PEI Public Service who have demonstrated leadership in the promotion of equity, diversity, inclusion, and accessibility through advancement of innovative and proactive best practices that are forward focused. Nominee(s) value the positive benefits that multiculturalism, individual diversity, constructive dialogue, education, cohesion, fair and culturally competent business management practices, and psychologically safe work environments bring to an organization and our community.

This nomination is intended to recognize employees, managers, teams, and departments whose efforts have made a significant difference in the provincial Public Service, creating a corporate workplace culture that is welcoming, inclusive, respectful, safer, supportive, and engaging. This prestigious award aims to not only highlight and recognize the exceptional dedication and contribution of Public Service employees, but also demonstrated their commitment to uphold the [Public Service Values](#) and our [Equity, Diversity and Inclusion Principles](#). Nominees have taken purposeful and tangible actions to foster innovative equity, diversity, inclusion, and accessibility initiatives that have yielded positive outcome (s) in achieving inclusive, psychologically safe and bias-free work- place environments; and significantly advanced understanding of why an intersectional lens creates productive, healthy and positive workplaces and communities.

### **NOMINATION GUIDELINES**

- Closing date for nominations is May 3, 2023, with the award presentation taking place during Public Service Week.
- The award is widely open to employees, teams, departments, and government agencies in the Public Sector.
- Nominations are accepted with the expressed consent of the nominee (s).
- All decisions of the panel relating to the award will be final.

### **PANEL (SELECTION COMMITTEE)**

- The panel will be comprised of:
- One member from the Deputy Ministers' Council
- One member from the PSC Equity, Diversity and Inclusion Advisory Committee (EDIAC)
- CEO of the PEI Public Service Commission

- Director of Staffing, Classification and Organizational Development, PEI Public Service Commission
- Equity, Diversity and Inclusion Consultant, PEI Public Service Commission

**Closing date is Wednesday, May 3, 2023**

**Please complete the attached nomination form and return by mail, email or fax to:**

Thilak Tennekone, Email: [ttennekone@gov.pe.ca](mailto:ttennekone@gov.pe.ca)  
Equity, Diversity and Inclusion Consultant,  
PEI Public Service Commission PO Box 2000,  
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**For further information, please contact:**

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[www.princeedwardisland.ca/en/topic/diversity](http://www.princeedwardisland.ca/en/topic/diversity)



*Annual Premier's Leadership Award for Equity,  
Diversity, and Inclusion in the Public Service 2023*

Nomination Form

**(Closing date is May 3, 2023)**

I would like to nominate \_\_\_\_\_

(Name of individual, team/group, department or agency)

**Nominee Information** (If the nominee is a group, please include the contact name).

**Employing Department/Agency:**

**Position Title:**

**Mailing Address:**

**Phone Number:**

**Fax Number:**

**Nominator Information**

**Name:**

**Department/Agency:**

**Relationship with Nominee:**

**Phone Number:**

**Why are you nominating this individual, team/group, department or agency?** (Please use the space below to describe the reasons for this nomination i.e. leadership, planning, education, promotion, community engagement initiatives, accessibility initiatives etc. If more space is required, please attach additional pages with more details and samples of other supporting documents).

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Please ensure that the nominee is aware of this nomination and has agreed that the nomination go forward.

**Submitted by:**

**Signature:**

**Date:**

## APPENDIX A: DEFINITION FOR QUALIFICATIONS

### EQUITY

Equity is the principle of fairness that considers people's unique experiences, individual diversity, lived experiences, and ensures that they have access to appropriate resources, services, programs, and opportunities that are necessary for them to attain their full potential. Equity also aims to create a positive, inter-sectional and psychologically safer organizational culture that eliminates barriers for all individuals.

### DIVERSITY

Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think and how we engage with, and are perceived by the world. These can be along the dimensions of age, skin colour, gender, national origin, ethnicity or physical/mental ability, and also includes other dimensions such as economic status, sexual orientation, gender identity, education level, family status, thinking styles, geographic location, first language, immigration/refugee status, socio-economic background, religious/spiritual beliefs, or political ideologies and many more. They can also include differences such as personality, style, capabilities, and thoughts/perspectives.

### INCLUSION

Inclusion is an attitude and approach that embraces diversity in the workplace where all employees feel valued and have a sense of belonging within an organization that applies the principles of equity and fairness in all aspects of its policies, practices, procedures and service delivery. An inclusive environment enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.

### ACCESSIBILITY

Accessibility is the standard practice of making information, programs, services, support systems, products and physical and digital environments easily accessible, available, and barrier-free to persons with diverse abilities. Accessibility is about treating individuals with respect and dignity. It promotes social inclusion, accommodates individual identities and supports personal development and organizational successes.

### CRITERIA FOR NOMINATIONS

The PEI Public Service Commission invites the nomination of individuals, teams/groups, departments or agencies for the Annual Premier's Leadership Award for Equity, Diversity and Inclusion in the Public Service. When you complete the nomination form, please provide the selection committee with the requested information as well as a brief description outlining why your nominee should receive the award. Provide examples to the extent to which the activities have promoted and yielded positive outcome (s) such as a work environment that is welcoming, inclusive, accessible, and supportive and nurturing of cultural, ethnic, racial, gender, sexual orientation, language, and other social and cultural identities. Identify what methodology was used for enhancing fairness and acknowledge differences in the workplace. Share information on best practices implemented and successes within your departments that demonstrate commitment to advancing the [Diversity and Inclusion Policy](#) goals and principles. This information could include the following:

### **DEMONSTRATION OF LEADERSHIP IN EQUITY, DIVERSITY AND INCLUSION IN THE WORKPLACE**

Demonstrates strong and effective leadership through the implementation of policies, programs and initiatives that promote equity, diversity, inclusion, accessibility, welcoming and respectful workplaces. This includes creating workplaces that respect and value individual differences while leading programs that advance knowledge and cultivate skills in equity, diversity, inclusion, and accessibility ensuring a workplace culture that is free from any forms of discrimination. Leadership is also demonstrated by cultivating a workplace that motivates employees to engage and contribute their full potential by capitalizing on the diversity of ideas, experiences, skills and talents of individuals and teams. Leadership is practicing as a visible champion in identifying priorities, programs and support systems to foster and promote equity, diversity, inclusion, and accessibility.

### **APPLYING AN INTERSECTIONAL LENS IN BROADER HUMAN RESOURCE PLANNING**

Helps develop strategies to build a skilled, diverse, inclusive workforce and accessible workplace that reflect the intersectionality of our employees and diversity demographics in the wider community, therefore, leading to continuous improvement in service and program delivery.

### **PROMOTION THROUGH EDUCATION/TRAINING IN EQUITY, DIVERSITY, INCLUSION, ACCESSIBILITY, AND CULTURAL AWARENESS**

Identifies and implements intersectional education/training opportunities in the areas of equity, diversity, inclusion, accessibility, and cultural competency such as multicultural, cross-cultural, and intercultural awareness, accessibility, gender sensitivity, human rights, unconscious bias, and anti-racism education etc. Demonstrates commitment to learn and to acquire knowledge and increased awareness of equity, diversity and inclusion in the workplace and in the community. Builds partnership with external organizations representing diverse community groups and service providing agencies that help identifying specific learning opportunities on intersectionality, inclusion of gender diverse groups, persons with disability, and broader diversity dimensions etc.

### **EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY PROMOTIONAL ACTIVITIES**

- Collaboration of more than one organization to combine resources to support equity, diversity, inclusion and accessibility activities (i.e. cultural awareness/sensitivity training/human rights, anti-racism training, multicultural festivals/activities etc.).
- Positive action taken to improve social inclusion and accessibility for all employees and/or members of the public (i.e. enhancing accessibility to services, programs and key products that are delivered to employees and/or community, celebrating multi-cultural or multifaith events, highlighting employees significant achievements (such as citizenship, provincial, regional or national awards), and creating opportunities that showcase, acknowledge and recognize the intersectionality of our workplace and community).

- Identifying community engagement opportunities to seek community feedback on equity, diversity, inclusion and accessibility services, programs and/or policies.
- Demonstration of unparalleled creativity and innovation to meet diverse client needs.
- An employer or work unit demonstrating a workplace culture which eliminates barriers
- An employer/employee who has demonstrated leadership in attracting students from diverse groups for summer employment opportunities, internships, on-the-job training, job shadowing or through identified/designated diversity opportunities.
- A program/initiative that contributes to the enhancement of the fairness, accessibility, and accommodation in the workplace for a particular client group, employees etc.