

The Premier's Leadership Award for Diversity and Inclusion is presented to individuals, teams, or departments of the PEI public service who have demonstrated leadership in the promotion and management of diversity and make a difference in the provincial public service in creating a corporate workplace culture that is fair, supportive, and inclusive. The Premier's Leadership Award for Diversity and Inclusion is a way to recognize and celebrate employees and organizations that embrace diversity and inclusion in the workplace, encourage respect, eliminate barriers and help create welcoming and inclusive workplaces and communities.

## **DIVERSITY**

Diversity is the range of visible and invisible qualities, experiences and social and cultural identities that shape who we are, how we think, how we engage with and are perceived by the world. These can be dimensions such as age, skin colour, gender, national origin, ethnicity or people with different abilities, 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, socioeconomic background, religious/spiritual beliefs, or political ideologies and many more. They can also include differences such as personality, style, capabilities, thoughts, and 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 contribution towards organizational and societal goals.

## **CRITERIA AND NOMINATIONS**

The PEI Public Service Commission invites the nomination of individuals, teams, or departments for the Annual Premier's Leadership Award for Diversity and Inclusion. 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 a work environment that is welcoming, 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. This information could include the following:

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

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

## **DIVERSITY PLANNING AS A SUBSET OF BROADER HUMAN RESOURCE PLANNING**

Helps develop strategies to build a diverse and skilled workforce that reflects the diversity of our employees and the wider community, therefore, leading to continuous improvement in service delivery.

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

Identifies and implements education/training opportunities in the areas of diversity, inclusion and cultural competency such as cultural education, sensitivity training, human rights, multicultural education, intercultural competence, etc. Demonstrates commitment to learn and to acquire knowledge and increased awareness of diversity and inclusion in the workplace and in the community.

## **DIVERSITY PROMOTIONAL ACTIVITIES**

- Collaboration of more than one organization to combine resources to support diversity and inclusion activities (i.e. cultural awareness/sensitivity training/human rights training).
- Positive action taken to improve inclusion and accessibility for all employees and/or members of the public.
- Demonstration of 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 and job shadowing opportunities.
- A program/initiative that contributes to the enhancement of the fairness, accessibility, accommodation in the workplace for a particular client group, etc.

## **GENERAL RULES AND REGULATIONS**

- Closing date for nominations is August 3, 2020, with the award presentation taking place in September during Public Service Week.
- The award is open to employees, government departments and agencies.
- Nominations are accepted with the expressed consent of the nominee.
- 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 PEI Diversity and Inclusion Advisory Committee
- CEO of the PEI Public Service Commission
- Director of Staffing, Classification and Organizational Development, PEI Public Service Commission
- Diversity Consultant, PEI Public Service Commission

**CLOSING DATE IS AUGUST 3, 2020**

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

**Thilak Tennekone** Email: [ttennekone@gov.pe.ca](mailto:ttennekone@gov.pe.ca)

Diversity Consultant, PEI Public Service Commission, PO Box 2000, Charlottetown, PE C1A 7N8



# PREMIER'S LEADERSHIP AWARD FOR DIVERSITY AND INCLUSION IN THE PUBLIC SERVICE 2020



Public Service Commission

(CLOSING DATE IS AUGUST 3, 2020)

I would like to nominate \_\_\_\_\_  
(Name of individual or group)

## NOMINEE INFORMATION (If the nominee is a group, please include the contact name.)

<b>Employing Organization:</b>	
<b>Position Title:</b>	
<b>Mailing Address:</b>	
<b>Phone Number:</b>	<b>Fax Number:</b>

## NOMINATOR INFORMATION

<b>Name:</b>
<b>Organization:</b>
<b>Relationship with Nominee:</b>
<b>Phone Number:</b>

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

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

<b>Submitted by:</b>	
_____	_____
<b>Signature</b>	<b>Date</b>