



2022 AWARDS CRITERIA

The Pillars was established to honor individuals who have made meaningful contributions that broaden diversity and promote a climate of inclusion in the UMMC commUNITY and beyond. Examples of areas where contributions can occur include, but are not limited to recruiting, mentoring, scholarly activity, research discovery, health care delivery, community service, and workforce equity. For the Excellence, Beacon, Inclusion, and Esprit de Corps Awards, the activity for which the nominee is being considered must have taken place no more than two (2) years prior to the award date.

This year, activities and initiatives that were performed in the interest of treating patients, supporting essential employees, advancing research, student volunteering and learning, or addressing social determinants of health due to the COVID-19 pandemic will be given special consideration.

Awards will be given in the following categories:

Excellence Award

The Excellence Award honors a student, resident, or fellow from any school of UMMC who demonstrates an outstanding commitment to the institution's goals to promote diversity and inclusion within the institution and through service to the commUNITY. The candidate must demonstrate:

- Highest degree of professionalism;
- Effort to promote climate of diversity and inclusion among peers;
- Success as a role model for students and trainees with an emphasis on diversity and inclusion in the learning process.

Eligibility: Students must have completed one (1) year of coursework, study or training in a residency or fellowship program at UMMC.

Inclusion Award

The Inclusion Award recognizes a full-time or part-time executive/administrative, professional, secretarial & clerical, service & maintenance, skilled crafts, or technical & paraprofessionals staff member that does not hold a faculty position who has shown outstanding leadership in expanding diversity and inclusion in the workplace. The candidate must demonstrate:

- Highest degree of professionalism;
- Commitment to enhancing the climate of inclusion in the workplace by fostering a respectful work environment.

Eligibility: Staff members must be employed at UMMC for at least one full year.

Beacon Award

The Beacon Award honors any clinical or non-clinical faculty member with an academic designation or rank who demonstrates inclusive excellence in teaching, instruction, research, or clinical practice at UMMC. The candidate must demonstrate:

- Highest degree of professionalism;
- Successful mentoring of diverse faculty, non-faculty, trainees and students;
- Significant advancement in education, patient care, research or other professional activity that advances healthcare and improves health outcomes of diverse communities.

Eligibility: Faculty must be employed at UMMC for at least one full year.

Lifetime Achievement Award

The Lifetime Achievement Award acknowledges an alumni who has made a significant contribution to improving health outcomes in diverse communities in the state of Mississippi. The candidate must demonstrate:

- Highest degree of professionalism;
- Commitment to patient care and improving health outcomes of diverse communities;
- Works to enhance the climate of inclusion in order to advance careers of members of diverse groups.

Eligibility: Alumni must have earned a degree from any school of UMMC.

Esprit De Corps Award

The Esprit De Corps Award acknowledges a team, department, or office that demonstrates successful collaboration on efforts to improve outcomes of diverse communities in any of UMMC's mission areas of education, research, and health care. Candidates must demonstrate:

- Highest degree of professionalism;
- Promotion of an inclusive workplace or learning environment;
- Significant advancement in education, patient care, research or other professional activity that advances healthcare and improves health outcomes of diverse communities.

Eligibility: Open to all UMMC schools, departments, or service areas.

Inspiration Award

The Inspiration Award will acknowledge a community member or an organization that represents the spirit of diversity and inclusion to receive this award. This award will be given to a Mississippi native, a long-time Mississippi resident, or an organization that has helped advance diverse and/or underrepresented communities through servant leadership in the areas of fairness and inclusion.