

## Constituent DEI Award Nomination Rubric

Weight	Evaluation Criteria	4	3	2	1	0
40%	Show measurable accomplishments in 1) making ASEE more inclusive of members from historically marginalized groups and/or 2) addressing issues of diversity, equity & inclusion within their constituency and/or the broader engineering education community.					
Goal? Yes or No	The nomination presents well-defined performance measures.	Extremely clear performance measures	Clearly defined	Somewhat clear performance measures	Slightly clear	No performance measures defined
	The nomination performance measures are relevant for the constituency's actions.	Highly relevant	Relevant	Somewhat relevant	Slightly relevant	None or irrelevant performance measures
	The nomination clearly describes measurable accomplishments.	Extremely clear & measurable	Generally clear & measurable	Somewhat clear or measurable	Slightly clear or measurable	None described
	The constituent group used innovative approaches.	Extremely innovative approaches	Generally innovative	Somewhat innovative approaches	Slightly innovative approaches	Innovative approaches not used
	The constituent group made an impact on their specified constituency.	Extremely impactful	Moderately impactful	Somewhat impactful	Slightly impactful	No impact
	If this was a constituency goal, the constituent group made an impact beyond their specific constituency. (Not counted against a nomination if not a goal.)	Affected group(s) and positive impact well described and measured.	Affected group described and moderately impactful	Affected group may or may not be described clearly; somewhat impactful	Affected group may or may not be described clearly; slightly impactful	No impact beyond constituency described.
	40%	A description of activities completed by the constituent group including self-described metrics that address the affected community and actions.				
	Provides examples of constituency behavior related to CDEI strategic goals.	Extremely clear examples	Clear examples	Examples are somewhat clear	Examples are slightly clear	No relevant examples provided

The provided examples show how the constituency demonstrates behavior that aligns with the CDEIs strategic goals.	Behavior extremely aligned with CDEI strategic goals	Behavior aligned	Behavior somewhat aligned	Behavior slightly aligned	No examples provided or behavior not aligned
Specific examples of constituency commitment	Extremely clear examples	Clear examples	Examples are somewhat clear	Examples are slightly clear	No examples provided
Specific examples of constituency leadership	Extremely clear examples	Clear examples	Examples are somewhat clear	Examples are slightly clear	No examples provided
Specific examples of constituency behavior	Extremely clear examples	Clear examples	Examples are somewhat clear	Examples are slightly clear	No examples provided
Specific examples of constituency positive interactions.	Extremely clear examples	Clear examples	Examples are somewhat clear	Examples are slightly clear	No examples provided
ASEE has benefited from the constituency work, including specific examples, feedback, quotes, and other evidence.	Evidence shows meaningful benefit for ASEE	Evidence shows ASEE benefit	Evidence shows some ASEE benefit	Evidence shows minimal ASEE benefit	No benefit to ASEE
The nomination clearly states how the constituency demonstrates a commitment to the spirit of diversity, equity, and/or inclusion.	Commitment clearly demonstrated that includes diversity, equity and inclusion	Commitment clearly demonstrated that does not include commitment to all three.	Somewhat clear	Slightly clear	No demonstrated commitment to spirit of inclusion
20%	A strategic plan for continued improvement in the realm of diversity, equity, and inclusion.				

The constituency has a plan for continuous improvement related to their actions	Extremely clear-All aspects of the plan are detailed and clearly understood	Mostly clear-Most aspects of the plan are detailed and clearly understood	Somewhat clear	Slightly clear-most of the plan is very general or hard to understand	No continuous improvement plan provided
Plan describes success measurements.	Measurements are extremely clear	Measurements are mostly clear, though there may be a few unclear areas	Somewhat clear	Slightly clear	No plan or no success measurements provided
Improvement plan includes diversity, equity, and/or inclusion	Diversity, equity, and inclusion pieces are extremely clear	Diversity, equity, and/or inclusion pieces are mostly clear	Pieces are somewhat clear	Pieces are slightly clear	No plan or does not include diversity, equity, and/or inclusion
The initiative, practice, and/or plan described is likely to have a long-term impact.	Definitely leaves a lasting legacy	More than likely will leave a lasting legacy	Some chance of a lasting legacy	Slight chance of a lasting legacy	Will not leave a lasting legacy
The initiative/practice can be replicated across the Society.	Extremely easy to replicate	Replicable with the exception of a few obstacles that can reasonably be overcome by most Society constituents	Somewhat easy to replicate	Slightly easy to replicate	Not replicable