

Rutgers University – School of Social Work

Rubric for Evaluating Proposals for Exemplary IIDEA Research Recognition Award

In order to carry out the Rutgers School of Social Work strategic plan and demonstrate outstanding commitment to diversity, equity, and inclusion, the SSW’s Research Advisory (RA) Committee and Inclusion, Intersectionality, Diversity, Equity, & Advancement (IIDEA) Committee worked synergistically to inaugurate the first School-wide Research Recognition Awards in the area of IIDEA. Following is the rubric that will be used by the RA and IIDEA Committees to evaluate nominations for the Exemplary IIDEA Research Recognition Award.

Categories	Outstanding, Ongoing Commitment 3	Good Commitment 2	Emerging Commitment 1
IIDEA Knowledge	<p>Demonstrates ongoing scholarly contribution to knowledge and outstanding commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</p> <p>Demonstrates good understanding of the challenges faced by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p>Demonstrates great investment in advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices that perpetuates dominant structures and the status quo.</p> <p>Demonstrates outstanding contributions to theory development that changes the way we think about the topic.</p>	<p>Demonstrates some scholarly contribution to knowledge and commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</p> <p>Demonstrates some understanding of the challenges faced by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p>Demonstrates some investment in advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices that perpetuates dominant structures and the status quo.</p>	<p>Demonstrates limited scholarly contribution to knowledge and commitment to the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level.</p> <p>Demonstrates limited understanding of the challenges faced by oppressed individuals, and the need to identify and eliminate barriers for those who are marginalized.</p> <p>Demonstrates limited investment in advancing IIDEA perspectives, practices, or policies as well as breaking biases/prejudices that</p>

		Demonstrates good contributions to theory development that changes the way we think about the topic.	perpetuates dominant structures and the status quo. Demonstrates potential to make contributions to theory development that changes the way we think about the topic.
Methodology	Includes strong evidence of community participation in their research. Exceptional evidence of developing or applying new or advanced methods that are appropriate for research that challenges the status quo.	Includes some evidence of community participation in their research. Good evidence of developing or applying new or advanced methods that are appropriate for research that challenges the status quo.	Includes limited evidence of community participation in their research. Limited evidence of developing or applying new or advanced methods that are appropriate for research that challenges the status quo.
IIDEA Research Track Record	Demonstrates ongoing and consistent history, which spans multiple years , of publishing work, presenting at national or international conferences, securing grants, and giving workshops/talks, throughout their career that leads to eliminating discrimination and ensuring the health and well-being of all persons. Demonstrates exceptional promise for continued research investment in IIDEA perspectives.	Demonstrates recent history of publishing work, presenting at national or international conferences, securing grants, and giving workshops/talks, throughout their career that leads to eliminating discrimination and ensuring the health and well-being of all persons. Demonstrates some promise for continued research investment in IIDEA perspectives.	Demonstrates minimal history of publishing work, attending conference proceedings, securing grants, and giving workshops/talks, throughout their career that leads to eliminate discrimination and ensure the health and well-being of all persons. Demonstrates limited promise for continued research investment in IIDEA perspectives.
IIDEA Research Leadership	Actively and continuously promotes research that empowers persons from diverse communities. Demonstrates outstanding, ongoing independent scholarship.	Promotes research that empowers persons from diverse communities. Demonstrates some independent scholarship.	Supports research that empowers persons from diverse communities. Demonstrates limited independent scholarship.

IIDEA Committee Glossary of Terms:

Inclusion refers to the act of creating environments in which individuals and groups feel welcomed, respected, supported, and valued by eliminating practices and behaviors that marginalize. An inclusive climate embraces differences and offers respect in words and actions so that all people can fully participate in the University's opportunities.

Intersectionality is the interconnected nature of social categorizations such as race/ethnicity, gender, class, sexual orientation, and ability status as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage at the micro, mezzo, and macro level. (adapted from the *Oxford Language Dictionary*)

Diversity refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race/ethnicity, gender and gender identity, age, religion, language, disability status, sexual orientation, socioeconomic status, geographic region, and more.

Equity refers to actively working to identify and eliminate barriers that have prevented full participation across differences in culture and circumstance, specifically redressing the exclusion of historically underrepresented and underserved groups in higher education. Attention to equity involves ensuring access, opportunity, and advancement for all students, faculty, and staff at every stage of their education and career.

Advancement is committing to adopt practices that secure the political, educational, social, and economic equality of rights to eliminate discrimination and ensure the health and well-being of all persons. (adapted from NAACP Mission)