Title: Uplifting Social Justice Warriors

Company/Organization: Dartmouth Health BIPOC Employee Resource Group

Type of Organization: Nonprofit

Number of Employees: >100

Category: Community

Challenge or Opportunity: When planning Black History Month, we struggled with how to celebrate. We were tired of bringing up "the past" but still wanted to honor the Social Justice warriors of the past (MLK, Malcom X, Fred Douglas etc) and work that had been done to advance marginalized communities but also figure out how to highlight work that was currently being done and also work that will lead to a more inclusive/equitable society.

Approach or Solution: We decided to create the Community Impact Social Justice Awards. We created an award and application process- we had 2 categories-Dartmouth Health Employee, Community Member and Youth (under 24). Nominees were submitted who were currently involved on social justice in our workplace AND in our communities, Our approach was to bring visibility to social justice work being done and by highlighting a youth we were also bringing visibility of work that will continue for the future.

Impact: The impact for our organization was increased visibility of Dartmouth commitment to Social Justice and also our commitment to our communities. The impact for the communities was also good as it highlighted work being done, gave visibility to organizations who didn't have it before and also caught the attention of the US Congressman from Vermont who offered a congressional commendation that we read at the ceremony and offered to write personal commendation letters for all the nominees.