**DIVERSITY INITIATIVES (2010-2015)**

**GUIDELINES**

**Diversity:** For purposes of Diversity Initiatives funding, diversity is defined as differences in gender, in religion, racial, ethnic, linguistic and cultural backgrounds; in sexual orientation, and in ability or disability.

**Strategic and tactical Planning:** The University of Scranton values diversity as a critical part of its mission. It is the intention of the University Administration and Board of Trustees to promote initiatives that energize the commitment to diversity, provide opportunity for international and inter-cultural engagement as well as expand opportunities for multicultural experiences for our community. This is embedded within the 2010-2015 Strategic Plan for the University of Scranton and captured in *Cura Personalis* (care for the whole person), *Magis* (the pursuit of excellence) and *Rei Solicitude* (Stewardship).

**Access:** The **Diversity Initiatives Fund** is available to any campus group, department or individual that seeks to promote a greater understanding of diversity through inclusive pedagogies, educational opportunities, multicultural activities and community outreach programs. **Student applicants are required to have an employee sponsor (staff or faculty).**

**Collaborations:** Projects that are a result of collaborations across groups, departments/divisions and off campus community preferred.

**Limitations:** Only projects that are **free and open** to the university community will be funded. No off-campus travel initiatives will be funded.

All Diversity Initiatives Fund applicants are expected to target one or more of the goals outlined below.

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<tr>
<th>GOALS AND OBJECTIVES A</th>
<th>Recruitment and Retention through <em>Cura Personalis.</em></th>
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<td>1. Engage in collaborative partnerships with the external community to increase diversity dialogue and educational opportunities for local students.</td>
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<td>2. Build a campus environment that welcomes and supports diverse individuals in the spirit of <em>Cura Personalis.</em></td>
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<th>GOALS AND OBJECTIVES B</th>
<th>Campus Climate</th>
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<td>1. Expand diversity training programs for all staff and students to contribute toward sensitivity and competencies.</td>
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<td>2. Highlight cultural nuances in positive ways to expand the understanding of global ways of communication and</td>
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GOALS AND OBJECTIVES C

**Magis through diversity and inclusion**
1. Share scholarly work in the form of contact diversity and classroom diversity to encourage students’ development of complex viewpoints and multiple perspectives.
2. Engage participants in diverse pedagogy and multiculturalism dialog that enhances educational policies and encourages the formation of complex and diverse viewpoints (‘cognitive openness’).

GOALS AND OBJECTIVES D

**Institutional transformation through Outreach (off campus)**
1. Activities that invite the collaboration and active participation of community partners and agencies.

GOALS AND OBJECTIVES E

**Stewardship and Sustainability - Rei Solicitude**
1. Demonstrate the care for the resources for long term impact

**Evaluation**: All project proposals will be evaluated based on the following criteria:

1) Availability, Completion and Clarity of Information
2) Relevance to Primary Diversity Goals and Objectives (see above)
3) Project Design and Implementation (including theoretical framework, needs assessment, expected outcome and campus diversity impact evaluation)
4) Inclusion of a reasonable Budget and realistic estimations of costs
5) Evidence of care for resources, collaboration across groups, department/divisions and off campus community

By clicking [here](#) for the initiative application, you acknowledge that you have read and understand the guidelines contained herein.