DIVERSITY INITIATIVES
GUIDELINES 2016

The University of Scranton values diversity as a critical and integral 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 inter-cultural engagement as well as expand opportunities for multicultural experiences for our community. The Office of Equity and Diversity oversees, supports and sponsors the development and growth of diversity awareness education programs that incorporate the three main principles of the University’s strategic plan: Engaged, Integrated and Global. Applicants are encouraged to consider these principles when drafting proposals. The strategic plan may be found here: The Scranton Plan.

For purposes of Diversity Initiatives funding, DIVERSITY is a focus on the unique characteristics, state or quality of being different or varied within our human condition. An increased awareness of and familiarity with our individuality enhances our ability to include, accept and connect with others different from ourselves. Diversity is the range of human differences, including but not limited to race, ethnicity, gender, sexual orientation, gender identity, gender expression, age, social class, physical ability or attributes, religion, national origin.

Access: The Diversity Initiatives Fund is available to any campus group, department or individual seeking 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). Student Clubs are required to have approval of the club moderator and the Coordinator of Student Clubs and Organizations before applying for a grant.

Collaborations: Projects that are a result of collaborations across groups, departments, divisions, and/or community agencies are preferred.

Limitations:

- Only projects that are free and open to the university community will be funded.
- No off-campus travel initiatives will be funded.
- Changes, Substitutions and Extensions: Any changes or substitutions of speakers, lecturers, project title or scope or giveaways listed in the application MUST be submitted to and approved by the Board before
implementation. **Substitutions may result in forfeiture or reduction in diversity initiatives funding.** Unapproved substitutions that proceed without Board approval may result may result in denial of future applications. Project dates may be changed within the scope of the funding period without approval of the Board. Extensions may be granted with approval.

- **Monies from the Diversity Initiatives Grant may not be comingled with other accounts.** Funds should be used for expenses listed on the application.

**Goals:** All Diversity Initiatives Grant applicants are expected to target one or more of the goals outlined below.

<table>
<thead>
<tr>
<th>GOALS AND OBJECTIVES A</th>
<th>Recruitment and Retention through <em>Cura Personalis</em>. Build a campus environment that welcomes and supports diverse individuals in the spirit of <em>Cura Personalis</em>- caring for the whole person.</th>
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<td>GOALS AND OBJECTIVES B</td>
<td><strong>Campus Climate</strong> Emphasizes an understanding of cultural sensitivity and global ways of communication for the purpose of creating a welcoming environment for all individuals and encouraging awareness interdependence.</td>
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<td>GOALS AND OBJECTIVES C</td>
<td><strong>Magis through diversity and inclusion</strong> Engage participants in diverse pedagogy and multiculturalism dialog that enhances educational experience, encourages the formation of complex and diverse viewpoints (<code>cognitive openness</code>), and increases awareness of the connections between seemingly incompatible things.</td>
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<td>GOALS AND OBJECTIVES D</td>
<td><strong>Institutional transformation through community outreach</strong> Activities that invite the collaboration and active participation of community partners and agencies. Impact/relevance/benefit of these partnerships must be demonstrated.</td>
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<td>GOALS AND OBJECTIVES E</td>
<td><strong>Engaged and Integrated</strong> Incorporates an interactive learning experience for students and employees with specific takeaways that will create a lasting impact and encourage discussion beyond the duration and completion of the project.</td>
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Rubric used by the Diversity Initiatives Review Board: All project proposals will be evaluated and scored based upon the following criteria. Applicants will be given a score up to a total of 100 points.

1) Project Title, Contact Information and Clarity of Information: 10 Points
2) Relevance to Primary Diversity Goals and Objectives (see above): Up to 10 Points for each Objective A-E, for a potential total of 50 Points.
3) Project Design and Implementation (including theoretical framework, creativity, timeline, needs assessment, expected outcome and campus diversity impact evaluation): 10 points
4) Inclusion of a reasonable Budget and realistic estimations of costs: 10 Points
5) Identification of Target Audience (may be narrow or broad) and Marketing Strategy (including the use of Diversity Initiative branding in marketing materials) to promote the project and yield attendance. 10 Points
6) Evidence of Collaboration across groups, department/divisions and off campus community entities/organizations/agencies. List specific collaborators and have them sign-off on application. 10 Points

Statement of Non-discrimination: The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment.

By clicking here for the initiative application, you acknowledge that you have read and understand the guidelines contained herein.