

DIVERSITY INITIATIVES GRANT GUIDELINES 2024-2025

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 and inclusion, 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 promote inclusivity and incorporate the foundation of the University's new strategic plan: *Our Core, Our Community, and Our Commitments*. Applicants are encouraged to consider these principles when drafting proposals. The strategic plan may be found here: [Strategic Plan 2020](#)

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 and to create an inclusive community. *Diversity* is the range of human differences, including but not limited to race, color, disability, ethnicity, gender, sexual orientation, gender identity, gender expression, age, social class, religion, national origin, ancestry, veterans status, etc.

Access: The Diversity Initiatives Fund is available to any campus group, department or individual seeking to promote a greater understanding of diversity and inclusion through inclusive pedagogies, educational opportunities, multicultural activities and community outreach programs. The grant is intended to launch new, innovative, or educational opportunities for the University community. Successful, ongoing year to year programs are also eligible for the grant (see Limitations).

Student applicants and part-time employees are required to have a full-time staff or full-time faculty sponsor. Student Clubs are required to have approval of the club moderator and the Coordinator of Student Clubs and Organizations. Individual staff members and non-full-time faculty must obtain approval from their Supervisor or Department Chair, respectively. Sponsorship or approval must be obtained prior to applying for the 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/trips initiatives will be funded.**
- Beginning in academic year 2020-2021, any project that receives a grant for two (2) consecutive years will be considered subsequent to consideration of newly submitted project each semester.
- Beginning in academic year 2020-2021, any project that is awarded a grant after three (3) consecutive years will be limited to a maximum award of \$1,000.
- **Changes, Substitutions and Extensions:** Any changes or substitutions of speakers, lecturers, project title or scope or giveaways listed in the application **MUST** be submitted in writing to the Board. This includes changes or substitutions once the grant is awarded. The Board reserves the right to approve the changes, or in the alternative, reduce the amount or revoke the grant award. Unapproved substitutions that proceed without Board approval may result in denial of future applications. Project dates may be changed within the scope of the funding period without approval of the Board. Grantees will have the remainder of the semester in which they receive an award and one full year to complete a project and use the funds. For example, a grant received in November 2020 would expire in December 2021. Extensions of project dates may be granted by the Board upon written request.
- **Monies from the Diversity Initiatives Grant may not be commingled with other accounts.** Funds should be used for expenses listed on the application unless approved by the Board.

Deadlines: Applications are reviewed on a rolling basis with a fall deadline of November 30 and a Spring deadline of April 30. The Board will review proposals on a rolling basis and notify applicants of approval/denial by within one month of submission. Applications submitted after the deadline will be reviewed the following semester. All applications must be complete when submitted to the Office of Equity and Diversity.

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

GOALS AND OBJECTIVES A	Recruitment and Retention through <i>Cura Personalis</i>. Build a campus environment that welcomes and supports diverse individuals in the spirit of <i>Cura Personalis</i> - <i>caring for the whole person</i> .
GOALS AND OBJECTIVES B	Campus Climate 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.
GOALS AND OBJECTIVES C	<i>Magis</i> through diversity and inclusion Engage participants in diverse pedagogy and multiculturalism dialog that enhances educational experience, encourages the formation of complex and diverse viewpoints ('cognitive openness'), and increases awareness of the connections between seemingly incompatible things.
GOALS AND OBJECTIVES D	Institutional transformation through community outreach Activities that invite the collaboration and active participation of community partners and agencies that impact or serve diverse constituencies. Impact/relevance/benefit of these partnerships must be demonstrated.
GOALS AND OBJECTIVES E	Engaged and Integrated 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 related to or focusing on diversity and/or inclusion.

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 of up to 10 points in each category, for a maximum of 40 points. ****See additional requirement in #2.**

The highest amount of points will be given in each category as it satisfies the following elements:

- 1) **Proposal and Funding Model:** Proposal is clearly defined, exemplifies one or more of the above-referenced goals and objectives, and contains abundant strategies to support implementation; funding model is realistic.

- 2) **Measurable Impact on Community Learning:** Proposal is likely to have a significant educational impact on a large portion of the population and seeds innovation. ****Applications must include a draft of the survey and/or assessment tool that will be used to measure the impact/response of the audience.**
- 3) **Collaboration:** Proposal includes significant collaboration across multiple disciplines, and/or with community partners, and showcases diversity as part of the educational experience.
- 4) **Project Promotion:** Proposal demonstrates clear identification of target audience and effective and/or extensive marketing strategy for recruitment of participants.

Statement of Non-discrimination: The University of Scranton is committed to providing an educational, residential and working environment that is free from harassment and discrimination. Members of the University community, applicants for employment or admissions, guests and visitors have the right to be free from harassment or discrimination based on race, color, religion, ancestry, gender, sex, pregnancy, sexual orientation, gender identity or expression, age, disability, genetic information, national origin, veteran status, or any other status protected by applicable 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 grant application](#), you acknowledge that you have read and understand the guidelines contained herein.