

**DIVERSITY INITIATIVES GRANT
GUIDELINES 2021-2022**

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

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 grant award.

GOALS AND OBJECTIVES A

Recruitment and Retention through *Cura Personalis*.
Build a campus environment that welcomes and supports diverse individuals in the spirit of *Cura Personalis- caring for the whole person*.

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

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- 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.

In the event there are a number of proposals with tie scores, the review board may award up to 5 points for proposals that include a diverse speaker, collaborator, or presenter.

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 adm4(n)iversity community,