Board of Trustees Diversity Initiatives

Priorities

Diversity Initiative proposals, for projects that can be completing during the current academic year through September 28, 2012, are being solicited on one or more of the following interrelated priorities.

- Collaborative, interdisciplinary and/or interdepartmental endeavors that engage two or more departments, programs, groups, etc.;
- Actions that are aligned to the EWU mission, the Strategic Plan, and the EWU Board of Trustees’ Diversity Initiative Plan;
- Initiatives that seek to encourage a long-term commitment to dramatic, integrative, positive and lasting change (as opposed to a “quick-fix”);
- The extension, enhancement, or application of our understanding of EWU-based underrepresented campus constituencies (includes research on ethnicity, race, diverse language groups, sexual orientations, mental or physical abilities, and first-generation college students); and/or
- Innovative, unique, and previously untried approaches to realizing Eastern’s potential as a diverse institution.

Research involving multiple sites and multiple methods (e.g., qualitative and quantitative approaches) is encouraged.

Categories and Funding

Curriculum Transformation: This category seeks proposals designed specifically to address innovative ways of infusing diversity into the curriculum. The infusion of diversity into the curriculum enhances education by broadening course offerings, texts, and classroom examples and improves communication and understanding among individuals of different backgrounds. It involves incorporation across the curriculum of new research on race, ethnicity, gender, class, sexuality, and other dimensions of human identity, as well as teaching practices that create an inclusive learning environment for all students. Up to $15,000 is available to support proposals in this category.

Student Recruitment and Retention: This category is for proposals designed to recruit and retain a diverse student body. Recruitment efforts must be a comprehensive process with a long-term, institution-wide commitment to diversity and student success. Proposals in this category should be targeted toward designing comprehensive retention programs. Such programs traditionally include such components as financial assistance, mentoring, tutoring and academic support, counseling, etc. Proposals should include demonstrated and measurable outcomes for proposed retention strategies. Up to $10,000 is available to support proposals in this category.

Campus Climate: This category seeks proposals to make Eastern’s campus more inclusive and welcoming of different voices and perspectives. A diverse campus welcomes, celebrates, and
promotes respect for the entire community and provides everyone with the opportunity and encouragement to explore and discover the richness of the human experience. It also engages in dialogue and values communication among people of different backgrounds and experiences.

Proposals in this category should be made in collaboration with at least one of the minority programs and/or support groups such as Chicano Studies, Africana Studies, American Indian Studies, Women’s Studies, Disability Support Services, and the PRIDE Center. Proposals also should address long-term impacts in terms of contributing to a more inclusive campus that promotes diversity. Up to $5,000 is available to support proposals in this category.

**Community Outreach:** This category is designed for proposals that seek to build partnerships with the community, a campus ethic for civic engagement, and a diversity change that transcends traditional town boundaries. Proposals in this category may include reaching out or building bridges. The motto of building bridges applies to every part of Cheney/Spokane engagement and civic responsibilities. Bridge-building programs may be constructed between students (i.e., from EWU students to students in Cheney/Spokane) or among students, faculty and staff and members of the Cheney/Spokane communities. Proposals in this category should be submitted in conjunction with one of the Cheney/Spokane groups with whom project leads are endeavoring to build bridges. Proposals also should address the long-term impact of programs on communities and/or relations with EWU. Up to $5,000 is available to support proposals in this category.

**Application Procedures:** applications are due by April, 18, 2011 at 5:00 p.m.

- Proposal Formats: applicants must adhere to the appropriate proposal formats. Applications that fall outside the listed format specifications, that are incomplete, or that are received after the deadline cannot be considered.
- Proposal Development: Student applicants are strongly encouraged to contact the EWU Grants Office in Showalter 210 (359-6567) to obtain assistance in developing their proposals and/or grant budgets.
- Proposal Submittal Procedures: All applications must be submitted in **two** formats:
  
  1) Electronic, via e-mail, using a single Word attachment that includes all parts of the completed application. Please send completed applications to the Board of Trustees Diversity Initiative Review Committee at lharty@ewu.edu (Please indicate "Diversity Initiative Application" in the e-mail subject heading); **AND**

  2) Hard copy, either mailed or hand-delivered to the Office of Academic Affairs, Showalter Hall 220.

Receipt of applications will be acknowledged via e-mail to primary project leads.

**Project Adjudication**

Proposals will be adjudicated by a Diversity Initiative Review Committee, comprised of selected members of the EWU Community. The Review Committee reserves the right to request that a proposal be edited, based on committee feedback, and then re-submitted.
In addition to its internal review of proposals, the committee may elect to send proposals to up to three external reviewers with relevant expertise for their assessment. This committee retains final authority over all decisions. The committee will make every effort to provide feedback to unsuccessful applicants about the reasons they were not funded. Because of the limited funds available, all applications worthy of funding might not receive funding approval.

Notification of Results

Awards will be announced via e-mail to primary project leads.

Required Reports

Final Report: By October 15, 2012, primary project leads must submit a report (3-5 pages) summarizing the project's achievements and outcomes.
Faculty and Staff Proposal Format:

The required format for faculty and staff proposals is listed below. **All sections must be included.**

1. **Cover page**
   - Title of project.
   - **Category** (Curriculum Transformation, Student Recruitment & Retention, Community Engagement, and Campus Climate).
   - Name and affiliation of primary project lead (the person responsible for overseeing the proposal’s budget, implementation and reporting).
   - Names and affiliations of all project partners/co-participants.
   - E-mail, phone, fax, and mailing address for participants (Decisions of the grant selection committee will be e-mailed to the person designated as the primary project lead on each application).

2. **Project summary** (1 page, 200-250 words)
   Summaries of successful proposals will be made public on EWU’s Diversity Initiative web site as well as through other media.

3. **Detailed proposal**
   (4 pages maximum, single-spaced, 12-pt font, using the following section headings):
   - A **Statement of the Issue or Problem** to be addressed and anticipated outcomes in relationship to the Diversity Initiative’s current priorities: citations of appropriate literature or others’ works are appropriate to establish each project’s significance.
   - **Project Objectives** must be clearly defined and described in terms of each project’s impact on the diversity environment at Eastern.
   - **Research Methodology or Project Design** should include a detailed description of methods to accomplish each project’s objectives.
   - An **Explanation of the Role and Expertise** of all participants is required.
   - A **Dissemination Plan** must be clearly outlined (i.e., through public presentations, classroom discussions, workshops, journals, news releases, other forms of promotion or publication).
   - A **Timetable** is required.

4. **Detailed budget and brief rationale for all items** (2 pages maximum):
   - **Itemized Expenses** (personnel, transportation, communication, supplies and other expenses, dissemination, costs associated with a guest speaker, etc.) and a rationale for budget items are required. Please note that, with the exception of stipends for curriculum development, stipends for primary project leads are not allowed. Stipends for student research assistants are permissible, using the university’s student wage schedule. In addition, expenses for catering and food items cannot be funded (exception: a two+ hour working meal with a detailed agenda and a Washington State
accepted rationale for the need for a meal during the meeting). Please be as specific as possible, and indicate all costs in US dollars.

- An Explanation of Other Funding applied for or received should be included, if applicable, for the proposed project or for a larger/related activity. Project leads should explain how Diversity Initiative funding would make a unique contribution to the successful completion of projects. (Note: applicants are encouraged to seek or obtain additional funds to complete projects.)

5. Name and e-mail address of one EWU reference person, who is not a project participant, and who can comment on the primary project lead's work and suitability to conduct the project in a timely manner, are required.

6. A condensed, current CV or résumé for each applicant/grant participant (2 pages maximum each): CVs should be contained within the master document; please do not send separate attachment files.
Student Application Proposal Format:

The required format for student proposals is listed below. **All sections must be included.**

Title of Project:

Name of Project Lead:

Student led projects are strongly encouraged to have an affiliation with a department, club or campus or student-run organization. Does this project have an affiliation to help support and administer the project? **Yes**  **No**

Name of affiliated department, club or organization (as appropriate):

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<th>Campus Contact Information</th>
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Names and Affiliations of Project Partners/Co-Participants (as appropriate):

Type of Grant (check all that apply):

- [ ] Curriculum Transformation (ex. Projects that develop material(s) that can be used in university courses.)
- [ ] Student Recruitment & Retention (ex. Projects that would encourage a more diverse student body at EWU and/or address barriers in recruiting and retaining students.)
- [ ] Campus Climate (ex. Projects that would make Eastern’s campus climate more inclusive and welcoming of different perspectives.)
- [ ] Community Engagement (ex. Projects that would involve various members of the local or regional community.)

Which of the Following Priorities Does the Project Meet? (Check all that apply.)

- [ ] Project is collaborative, interdisciplinary, and/or interdepartmental.
- [ ] Project helps to further EWU’s mission and the EWU Board of Trustees’ Diversity Initiative Plan.
- [ ] Project will have long-term impact and positive and lasting change.
- [ ] Project improves understanding of the diverse groups represented on EWU’s campus.
Project uses innovative and unique approaches to helping EWU become a diverse institution.

1. Provide a summary of your project. This should be a brief but descriptive 1-2 paragraph statement that identifies what type of diversity initiative your project is and that explains your project, including who will benefit from it. Summaries of successful proposals will be made public on EWU’s Diversity Initiative web site as well as through other media.

2. State the issue or problem your project will address. This should be a brief but descriptive 1-2 paragraph statement that explains why this is an important issue or problem by providing a short summary of evidence based on experience, testimonials, and/or background research.

3. List the desired results for your project as it would affect diversity at EWU. Explain what will change or improve because of your project or how the project participants will benefit. Each result should be specific and measurable (i.e., there should be a way to determine if you achieved the result or not. Here is an example: After attending Hate Free Millennium workshops, 15 participants will develop individual action plans on steps they can take to free their communities from hate. Another example: Two hundred members of the EWU community will attend a lecture by Jane Elliott and thus be exposed to the dynamics of discrimination.)

4. Does your project involve a diversity professional or expert from outside the university? Yes __________ No ___________

If yes, attach after the budget pages a brief resume or biographic sketch of any professionals or experts involved in your project. (Diversity speakers/presenters are available through various speakers’ bureaus. The Office of the Dean of Students [359-7919] maintains this information.)

5. Based on the Diversity Grant guidelines, provide a preliminary budget. (Note: With the exception of serving as a research assistant on the curriculum grants submitted by faculty, student wages are not allowed under this program.)

GOODS AND SERVICES (list expendable supplies, printing, copying costs, etc.)

Total G&S ______________

TRAVEL (list destinations, air fare, mileage, per diem, etc.)

Total Travel ______________

CONTRACTUAL (list contracts with consultants, speakers, experts from off campus. Include in the contract amounts any travel costs as appropriate).
Total Contractual  

OTHER COSTS (please list)

Total Other  

Total Amount Requested under the Diversity Initiative Program  $___________

If applicable, include a statement about any other funding applied for or received for the same project.