Columbia | Arts & Sciences
Committee on Equity and Diversity

A&S | Diversity Matters
Equity and Diversity Activities Grants Program
Request for Proposals

The A&S Equity and Diversity Activities Program encourages and supports initiatives that highlight the benefits and value of diversity to academic excellence and that help create and sustain an inclusive, anti racist community. Faculty members, departments, centers and institutes are encouraged to apply for funding to cover costs associated with special events, speakers, workshops or programs that help advance A&S efforts toward a more diverse, equitable and inclusive climate. Programs that are open to more than one unit within A&S are encouraged as are programs open to multiple groups including faculty, graduate students, undergraduate students and/or staff members.

Examples of prior programs can be found here.

Applications will be accepted for:
- Special events featuring a guest speaker or panel discussion
- Professional development workshops or programs related to increasing and sustaining diversity, equity and inclusion
- Initiatives to improve inclusion and diversity in foundational or gateway courses
- Collaborative Reading Groups on topics related to diversity, equity and inclusion with a duration of 1 -2 semesters
- Intergroup Dialogue programs addressing issues of identity, bias, inclusion and community building that span demographic and/or role (i.e. faculty, student, staff) boundaries
- Other events or programs responsive to this Request for Proposals

Funds may not be used for:

Events involving the sale of tickets, events supporting regular classes or existing speaker series or symposia, promotional items to be given away at an event and any expense not permitted by University policy.

Timing

Calls for proposals are made once each semester. Funds may be requested for events or programs to be held during the subsequent two semesters. For example, an award made in the Fall Semester round of proposals would fund events or programs occurring in the *subsequent* Spring or Fall Semesters. **For the early Spring 2024 proposal round, applications are due by Friday, February 23, 2024. Awards will be announced by mid-March. Another round of Diversity Matters grants will be announced at the end of April.**

Eligibility

Individual A&S faculty members, departments, centers and institutes may apply. Collaborations are encouraged, such as between departments, faculty members, faculty/student or faculty/staff.

A&S Equity and Diversity Activities Grants Program

Applications submitted by students or staff members must also have an A&S faculty member (tenured faculty; non-tenured, but on tenure-track faculty; or full-time lecturer in discipline) as one of the applicants. Each proposal must be supported by at least one department, institute or center and requires the approval of the chair or director. Units may apply and receive funding more than once; however, preference will be given to those that have not received funding from this program in the past.

Scope of Commitment and Budget

A&S has dedicated up to $20,000 for this program in 2023 - 2024. Total funding of approximately $10,000 will be available during each call for proposals. It is expected that awards made will be on average ~ $2,000; however larger or smaller awards will be made as appropriate for the event and as available. An effort will be made to distribute awards across divisions.

Application Details and Selection Criteria

The application requires submission of a pdf, including a narrative and budget details, and an endorsing email sent to the Director for Faculty Development and Diversity (Alma M. Granado, *ag4562@columbia.edu*) from the unit lead (e.g. Department Chair) which names the project lead and title. Full details can be found in this online google form. You need to be logged into lionmail to access this form and submit.

Applications will be reviewed by a sub-committee of the CED.

Questions that will be considered during the selection process include:

1. Are the goals and objectives clearly defined?
2. What is the potential to broaden or deepen A&S' community knowledge, understanding and appreciation for diversity and inclusion?
3. What is the potential to increase knowledge within A&S about barriers to success for different groups?
4. Are the project plan and budget realistic and clearly supported?
5. What is the scope of the event? Is this an interdisciplinary collaboration that spans more than one department? Is it an A&S-wide event? If the event is local and/or narrowly focused, might it be scalable in the future?
6. Is the event likely to attract university constituents not only who have significant interest in issues of diversity, equity and inclusion but also who have shown limited engagement with such issues in the past?
7. Is there additional support for the project as represented by, for example, matching funds provided by the department or another funding entity?

Project Completion and Evaluation Report

Awardees will be required to submit a report within 60 days of the completion of their project describing the impact of the programming. For projects that include meals/refreshments paid for with program funds, a list of attendees with name, email if available, title or program affiliation is also required.

Questions about this program may be addressed to:
Alma M. Granado, Director for Faculty Development and Diversity, ag4562@columbia.edu