

Diversity, Equity, and Inclusion Mini-Grant

Background:

The Office of Faculty Affairs is committed to promoting diversity, equity, and inclusion and advancing a culture of belonging where members of the University of Miami community feel valued and have the opportunity to add value. We invite faculty to apply to the 2023 Diversity, Equity, and Inclusion Mini-Grant Award to further the mission of the University; to transform lives through education, research, innovation, and service.

Mini-Grant Goals:

The goals of this Award are to encourage and support sustainable initiatives that promote a diverse, equitable, and inclusive community at UM. This may include, but is not limited to work that:

- Promotes antiracism
- Supports initiatives and programs that aid in the retention of diverse faculty, staff, and students.
- Improves efforts in the recruitment of diverse faculty, staff, and students.
- Improves the University's work and academic environments.
- Promotes inclusive pedagogy, research, and scholarship.

Timeline:

Grants will be awarded in the spring semester. The application deadline is February 17th. Applicants will be notified of decisions by March 1st.

Grant Amount:

The DEI Mini-Grants serve as seed grants for professional development and act to move forward an initiative or program that enhances the University's DEI goals. Individual proposals may request a maximum of \$5,000.

Eligibility Criteria:

- Must be University Faculty
- The initiative or program must address and make an impact on the DEI development of the University (or part of the campus such as a School, College, or Department).
- The initiative or program must show its ability to be sustainable and have an impact that will endure.
- Each faculty member may submit only 1 grant application per cycle.
- Interprofessional collaborations are highly encouraged.
- Project must be completed by May 31st.

Application:

Proposals must include the following components (3 pages maximum, Times New Roman 12, single space):

- Applicant(s) name(s)

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- Title – Title of proposed project or program.
- Aims and Objectives – Aligned with DEI Mini-Grant goals.
- Rationale – Research and best practices related to the request can be included here. This should not be a full literature review.
- Brief Bio – Include any previous experiences/funding/skills that tie to the funding request.
- Budget – Provide a brief explanation for how the funding will be used to advance the DEI work proposed in this project. Include an itemized budget not to exceed \$5,000 and provide justification for the proposed budget request.
 - Expenses allowed:
 - Research supplies
 - Items that enhance instruction
 - Guest speaker honorarium and travel
 - Project materials
 - Technology expenses, software, video production
 - Hosting workshops
 - Expenses not allowed:
 - Faculty overload
 - Course buyouts
 - Administrative support
 - Equipment, hardware (computers, phones etc.)
 - Retrospective funding
- Project Implementation Timeline – Describe the plan for implementation of the project/program.
- Evaluation – Describe the plan for evaluating the project/program outcomes, and success. Include the metrics of success as well as demonstrable progress toward delivery of the program/grant work.

Final Report:

A final report will be due to the Office of Faculty Affairs within 60 days after the conclusion of the project. The following information must be included in the report:

- Project/Program Objectives – List specific objectives/outcomes in the grant application.
- Project Evaluation – Include project metrics. Describe how the goals were met.
- Impact – Assess the impact of your work.
- Sustainability – Describe how the program will continue or endure, including any challenges that need to be addressed.
- Include any publications or presentations linked to this funding.

Award Committee:

The Office of Faculty Affairs will identify a committee who will review and recommend award recipients. The review of each application will be based on the evaluation criteria with specific attention to its comprehensiveness, rational for the funding, feasibility of completing the

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project within the timeframe proposed, sustainability of the project, qualifications of the applicant(s), and ability of the project to meet the specified goals of the award.

To be considered for this grant, please submit your application via InfoReady: <https://miami.infoready4.com/#competitionDetail/1893777>

Questions? For questions about this funding opportunity, please contact Nichole Crenshaw at n.crenshaw@miami.edu.