**Diversity & Inclusion Innovation Fund - Request for Proposals (RFP)**

**About**

Diversity and Inclusion Innovation Fund (DIIF) is a fund established to support faculty, staff, monastic and student community members in the development of a project that will advance diversity and inclusion throughout our campus community. *Diversity* means to include individual and group/social differences. The Saint Anselm community is inclusive of individuals who reflect a broad range of social identities including, but not limited to, the following: Socioeconomic Class, Race, Ethnicity, Gender, Sexual Orientation, Disability, Religion, Politics, National Origin, and First Generation. *Inclusion* is the active, intentional, and ongoing engagement with diversity.

**Purpose**

To support Saint Anselm College community-based initiatives that enhance diversity and inclusion throughout our campus community. The DIIF is a targeted, institutional investment designed to encourage cross-campus collaborations to improve diversity and inclusion for long-term community growth in harmony with our Catholic and Benedictine values.

**At A Glance**

• Eligibility: all faculty, staff, monastic, and students are eligible to receive funds.

• Application deadlines: Rolling. Applications are reviewed monthly throughout the academic year.

• Duration: one semester or one academic year

• Typical grants will range from $500 to $2,500.

**Administration and Selection**

The funds are administered through the Office for Diversity and Inclusion. The DIIF review committee is appointed by the Chief Diversity Officer, chaired by a member of the President’s Committee on Diversity and Inclusivity (PCDI) and includes faculty, staff, monastic, and student community members. The Diversity Innovation Fund is awarded through a competitive grant application process. Not all projects are funded.

**Project Focus Areas**

The DIIF places a high priority on projects and initiatives designed to assist our college community realize its mission as a Catholic, Benedictine, liberal arts institution with projects that work toward sustaining an intentionally inclusive environment. Successful proposals include elements that engage multiple campus constituencies and also involve collaboration between or among groups within the campus community.

The selection committee invites proposals for funding in the following areas:

* **Dialogue and civil discourse for social equity** - Projects that promote dialogue and civil discourse about topics directly related to equity and social justice.
* **Integration of local/global diversity –** Projects that support the integration of underrepresented and historically marginalized groups.
* **Faculty or staff research and teaching re: diversity -** Projects that enhance teaching and scholarship including diversity-related curricular projects as well as support for diversity-related research.

**NOTE:** Proposals requesting funding to cover student tuition, faculty stipends, and/or unspecified cash or equivalent such as generic gift cards (e.g. Amazon, Target, Walmart, etc.) will not be considered by the selection committee. Student stipends are acceptable.

The selection committee will evaluate each project proposal on the following **criteria**:

* Innovation/creativity
  + *Is the project innovative and creative? Does it bring something to our campus community that has never been seen/done before?*
* Feasibility
  + *Can this project be completed in the time required and with the funding requested? Are there contingencies should the project receive partial funding?*
* Level of collaboration
  + Does the project’s organization involve several campus departments/organizations? Does the project contain elements that will engage multiple campus constituencies?
* Fostering a campus culture of belonging
  + Does the project’s goals align with the purpose of the DIIF?

**Submission guidelines:**

Applications will be accepted on the 15th of every month (starting on September 15) or until funds run out. First come, first served. This “rolling” application process will allow prospective innovators to consider diversity project proposals throughout the year without the restriction of a hard deadline. Funds must be utilized within the fiscal year, so it does take some planning on your part.

The last deadline to apply for a DIIF mini-grant is March 15 at noon, which allows project coordinators time to implement their ideas with the awarded funds. **Note**: All student-initiated proposals need contact information and sign-off by an academic department or administrative office for funding disbursement.

Successful submissions will contain:

* A completed DIIF Application Cover Sheet
* A detailed description of the project including, but not limited to:
  + A complete description of the project including scope, timeline, and purpose.
  + A complete budget for the project, including any additional funding sources. Please also include an estimate of how funds from the DIIF grant will be used.
  + A description of how the proposal meets the **4-criteria** for funding project.
  + A detailed description of how the success of the project will be assessed.

Submit proposals with the application cover sheet via email to Diversity & Inclusion Innovation Fund @ [diif@anselm.edu](mailto:diif@anselm.edu).

Questions regarding submission details may be directed to Paro Pope at [ppope@anselm.edu](mailto:ppope@anselm.edu).

Questions regarding project consultation may be directed to Dr. Ande Diaz at [adiaz@anselm.edu](mailto:adiaz@anselm.edu) .