

Biology Diversity, Equity and Inclusion Grant

The Diversity, Equity and Inclusion Grants are made possible through funds given to the department to further our efforts in matters of diversity, equity and inclusion. The grants are designed to support members and affiliates of the Biology Department in their pursuit of activities related to promoting or enhancing diversity, equity and inclusion. These can include academic or professional development, training or enrichment opportunities, or developing/supporting infrastructure. The proposed activity should provide unique opportunities not normally available within the department, that are outside of the degree program or training requirements, and/or for which funding support is not commonly available.

Approximately \$15,000 will be awarded over the 2018-2019 academic year. We envisage funding activities with relatively small budgets as well as those with larger budgets up to a cap of \$3000 per activity.

The primary criterion for selection is the potential of the activity to improve departmental climate and/or advance the department's development specifically in the realms of diversity, equity and inclusion. Award amounts will vary as a function of that potential and with respect to financial need.

To maximize the benefit of these grants, funded applicants will be asked to report back on their activities, summarizing what was done and assessing impacts as related to departmental climate, diversity, equity, and inclusion.

Examples of potentially fundable activities include but are not limited to:

- Attending training, seminars, conferences, or pre-conferences related to issues of diversity, equity, and inclusion
- Training in unique techniques or research methodologies designed to increase diversity of research practices
- Developing infrastructure to enhance community building

Application Materials:

Applications are open to all UO faculty, students, and staff. Any given individual can submit or be affiliated with any number of proposals. Questions about the application process can be directed to Nadia Singh (nsingh@uoregon.edu).

Applications are due **November 15, 2018**. Please email the application materials to Nadia Singh (nsingh@uoregon.edu) with the subject line "DEI Proposal." A complete application consists of:

- 1) A cover page listing all of the names, positions, and affiliations of all individuals associated with the proposal
- 2) A (merged) PDF of the following materials:

Statement of Proposed Activity (not to exceed 2000 characters): Explain how the proposed activity might contribute to the Biology Department's diversity/equity/inclusivity goals, and, if applicable, your own development with respect to diversity and inclusivity. What specific activities would be involved?

Budget and Justification: A detailed budget for the proposed activities.

Financial Need: A brief statement addressing your financial need in whatever terms you feel are most informative. Include information related to availability of other funding for this type of activity.

Selection Process:

Applications will be reviewed by Biology Committee on Diversity, Equity and Inclusion. The members of this committee are: Nadia Singh (chair), Mark Carrier, Santiago Jaramillo, Emily Sales, and Annie Zemper. Proposals will be evaluated blind (**without** the accompanying cover letter). The primary evaluation criterion is the degree to which the proposed activity contributes to promoting or enhancing diversity, equity and/or inclusion in the Biology Department.

Applicants will be notified of the selection outcomes by January 1, 2019.