

REQUEST FOR PROPOSALS



UNIVERSITY OF DAYTON INCLUSION AND DIVERSITY INITIATIVES GRANTS APPLICATION

PURPOSE

The President of the University of Dayton has challenged administrators, faculty, staff, and students to identify, promote and support best practices in inclusion and diversity initiatives. The purpose of this request for proposals is to encourage the development of best practices on campus and selected local, regional, national and international communities by soliciting proposals from faculty, staff and student groups for the funding of inclusion and diversity initiatives. **IMPORTANT NOTE: Grants will be awarded to serve as "start up" funds and are not to be used for ongoing programs.**

CRITERIA

Inclusion and Diversity Initiatives Grants are designed to promote the strategic goals identified in the University's Strategic Plan, and further efforts to advance diversity and inclusion within the UD community. Grant proposals must promote one or more of the goals of the University's key outcomes for inclusion and diversity:

- Create and sustain a lasting internal system with internal capacity to assess, analyze, set goals, strategies and continually renew the University's commitment to inclusion and diversity;
- Develop a strategic focus on inclusion and diversity by engaging top level administrators of the university to form divisional Leadership Teams as well as serving as members of the Institutional Steering Team;
- Build a business case for inclusion, diversity and inter/multiculturalism at the University of Dayton;
- Assure complete and authentic leadership support for inclusion, diversity and inter/multiculturalism at UD; and
- Effect change throughout all systems within the University through full integration and engagement, assessment, benchmarking, strategy deployment, accountability and alignment with overall University mission and goals.1

In evaluating the current round of proposals, priority will be given to those that (1) support on-campus initiatives that involve collaboration between one or more units, departments, academic areas

or groups, (2) are likely to result in on-going programs or activities, (3) have potential for additional financial support from other internal or external sources, (4) create or sustain partnerships with other individuals or groups, and (5) demonstrate accountability, leadership and institutionalization of such initiatives.

The grants will support projects such as, but not limited to, campus programs, outreach programs, exhibits, hosting discussion groups, research and analysis projects, training and development, intra and inter-university projects with neighboring colleges and universities, cross-cultural dialogues, publications and campus community events. Support for travel programs for small groups is not eligible for funding through this program.

A clear, detailed description of the proposed project is necessary, along with specific, well- defined and measurable goals. In addition, project activities should be clearly related to these goals.

Proposals should be in the general range of \$ 100.00 to \$ 2,000.00. Project activities must be completed by June 1, 2010. A report detailing the outcome of the implemented project is due 30 days after completion. The report should contain the following elements:

GENERAL OVERVIEW – Identify the general outcomes of the inclusion and diversity initiatives including strengths, weaknesses, opportunities and threats encountered during the implementation of the project or activities.

ASSESSMENT OF OUTCOMES RELATED TO INCLUSION AND – Identify how the outcomes have enhanced the University of Dayton’s inclusion and diversity strategies and will promote best practices on campus.

FINAL BUDGET AND LISTING OF FINANCIAL CONTRIBUTORS TO THE PROJECT/ACTIVITIES – List all individuals and units/departments contributing to project, and report on your final summary budget. If appropriate, include recommendations for future funding and potential resources.

SUSTAINABILITY AND ACCOUNTABILITY – Provide recommendations on how this project will be sustained in the future and how the University should hold areas accountable for measurable improvement

_____ Enhancing Campus Climate

_____ Communication

_____ Assessment

_____ Leadership Development

Section II Executive Summary of Project (Please limit to about 500 words.)

Section III Proposal (No more than six pages, double-spaced.)

Please complete each item in this section in as much detail as your present state of planning permits:

1. Type of project. (Please specify whether your project involves campus programs, outreach programs, exhibits, hosting discussion groups, research and analysis efforts, cross-cultural dialogues, publications and campus community events.)
2. Expected outcomes and their relationship to the diversity strategy, or strategies, checked above 8b). How will your project contribute to identifying and promoting best inclusion and diversity practices on campus?
3. Project activities and participants or beneficiaries.
4. How will you measure the success of your project?
5. What is the total cost of this project? Indicate the amount and source(s) of other support for this project. Please provide a budget summary for this project.
6. Additional information. Please indicate if you have secured future funding for the current or related initiatives. Also provide endorsement(s) if the current project involves a partnership or if a future partnership is likely.

Completed proposals must be submitted to the Office of the President c/o Lynnette M. Heard, Executive Director - lynnette.heard@udayton.edu. Recipients will be notified within 10 days of the President's decision on the proposal.

Thank you for your commitment to and support of assuring that our campus reaches our inclusion and diversity goals.

1 Inclusion and Diversity at the University of Dayton (2004).