College of Natural Sciences Climate Grant for Diversity, Equity, and Inclusion

Call for Proposals

Program Overview: The purpose of this grant program is to provide resources to the departments and non-departmental units in the College of Natural Sciences that will be used to design, implement, and evaluate diversity, equity, and inclusion initiatives that address the educational and work climate of the departments or college during Spring 2021.

Diversity, Equity, and Inclusion Statement of Commitment from the College Executive Council (CEC) (from the September 2020 CNS Diversity, Equity, and Inclusion newsletter)

As the leadership team of the College of Natural Sciences, we know that science is shaped by the people who study it, and therefore, we are committed to building an equitable community and inclusive culture that encourages, supports, and celebrates diversity. We pledge to uphold the University’s five Principles of Community: inclusion, integrity, respect, service, and social justice. We are committed to identifying and removing barriers to provide equitable access to research, learning, and engagement. We will consciously promote acceptance and demonstrate respect, actively listen, and learn, center equity in the development of new programs and initiatives and celebrate differences among all the people in our community.

The College of Natural Sciences diversity, equity and inclusion long term commitment is to respect, understand, and include diverse backgrounds by:

- Encouraging mutual support and recognition among employees and students at all levels
- Increasing mentoring, recruitment, and retention of women students and faculty
- Increasing the success and retention of students from underrepresented groups
- Fostering the academic, personal, and professional growth of all members of the college community

Eligibility: Members from each of the eight academic departments (Biochemistry and Molecular Biology, Biology, Chemistry, Computer Science, Mathematics, Physics, Psychology, and Statistics) are eligible to submit proposals. Other non-department units, such as Education and Outreach Center, CNS (Amplify) Learning Community, and Little Shop of Physics, are also eligible to submit. Collaborative proposals involving two or more departmental units are encouraged. Proposals may be submitted by faculty, staff, postdoctoral associates, as well as graduate students, and undergraduate students with faculty support. There is no limit to the number of applications from each college unit group.

Funding Amounts: Applicants may apply for funding ranging from $1,000 to $8,000. Proposals beyond the range will be considered. The total funding available from the College of Natural Sciences is $40,000.
Examples of Potential Activities: Funding can be used to develop and support programs that create high impact practices or initiatives addressing the college’s mission and CEC’s commitment to promote a diverse, equitable, and inclusive educational and working environment. Examples include, but are not limited to:

- use of social media/virtual spaces to address diversity, equity, and climate issues
- innovative pedagogical training to help with curriculum development and implementation
- first year seminars and experiences
- capstone courses and projects
- common intellectual experiences
- collaborative assignments and projects
- service learning, community-based learning
- undergraduate research and/or internships
- learning communities
- mentoring groups
- development of mentoring strategies and training
- workshop, lecture, and dialogue series
- programs relating to climate and diversity
- recruitment and support for student clubs and organizations
- building faculty/staff conversational capacity about diversity, equity, inclusion and social justice

Application Materials: Proposals are limited to 1 page (excluding budget) and should include the following components:

- **Aims and Objectives** to enhance diversity, equity, and inclusion. Does this project have the potential to be a high impact practice on the climate for diversity, equity, and inclusion to make meaningful progress in the culture and structure for the College of Natural Sciences? What are the aims and objectives of this project?
- **Evidence of Prior Success** at Colorado State University or other institutions
- **Methods and Strategies:** What methods will be used to implement the project and what is the rationale for using them? What are the strategies and methods to ensure that project aims, and objectives are achieved?
- **Impact:** Why is this project important to carry out? What needs will be met? What is the impact of the expected outcomes in making meaningful improvement?
- **Feasibility:** What are the challenges you expect to encounter in implementing and reaching desired outcomes, and how will you address them?
- **Evaluation Plan with Measurable Goals, Objectives, and Outcomes:** How will the success of the project be evaluated with meaningful metrics to measure the results of the initiative and potential for duplication of initiative within the college? Both qualitative and quantitative measures can be used. Funded projects will send an account of the initiative with evaluation to the committee. Sustainability is an important criterion in evaluating the proposed activities.
- **Collaboration:** If the proposed activity involves collaboration with other college groups, that should be described in the proposal.
- **Budget Justification:** Explain use of how and when funds will be spent.
All requests must be copied to the department head, non-department unit supervisor or faculty supporting the undergraduate(s) or graduate student(s). Evidence of support from departmental diversity committees can be included as well.

Application Process

All proposals received by February 5, 2021 by 5 pm MST will be given full consideration. Proposals may be considered at other times pending fund availability. Please submit and direct all inquiries about these proposals to the College of Natural Sciences Dean’s Advisory Committee for Diversity, Equity, and Inclusion to Arlene Nededog (Arlene.Nededog@colostate.edu), Director of Inclusion, Dean’s Office, College of Natural Sciences.

Application timeline:

Announcement for call for proposals: Monday, January 25, 2021

Call for proposals due: Friday, February 5, 2021

Assessment Criteria

The proposals will be evaluated by the College of Natural Sciences Dean’s Advisory Committee for Diversity, Equity and Inclusion using the following criteria (100 pts):

- **Potential to Enhance Climate, Diversity, Equity & Inclusion** – Do the aims and objectives of this project have the potential of a high impact practice on the climate for diversity, equity, and inclusion to change the culture and structure for the College of Natural Sciences? How valuable is this approach for change? How does this project align with CEC commitment and the CNS and CSU diversity, equity, and inclusion goals? (30 pts)
- **Impact** – Will this project have short-term or long-term impact on climate with regards to diversity, equity, and inclusion in the College of Natural Sciences? Which target groups will it be serving? (20 pts)
- **Feasibility** – Is this project realistic in its goals? Is it possible to achieve the proposed outcomes during Spring 2021 and with the requested resources? (20 pts)
- **Collaboration** – To what extent does this project benefit multiple constituencies in the College of Natural Sciences? (e.g., faculty plus staff; staff plus students, etc.) Is this project partnering/benefiting from the strengths of other units on campus? (10 pts)
- **Sustainability** – Will this project have sustainable impact on the college climate for diversity, equity, and inclusion beyond the term of the grant? (20 pts)