

“Moving Maryland Forward” Grants Request for Proposals — Spring 2016

The Office of Diversity & Inclusion (ODI) at the University of Maryland invites applications for the “Moving Maryland Forward” Grants of **up to \$15,000 per awardee**. We seek to encourage and support **new pilot projects** (approximately 6 – 8) that address the goals of the University of Maryland’s Strategic Plan for Diversity, [*Transforming Maryland: Expectations for Excellence in Diversity and Inclusion*](#). These goals are as follows:

Goal A.2. The university will increase opportunities for leadership training, mentoring, professional growth, and advancement of diverse faculty and staff in all divisions.

Goal B.1. The university will ensure a welcoming and inclusive learning community, workplace, and campus environment.

Goal B.2. The university will develop and implement innovative, cross-cutting programs to improve and enhance the campus climate for diverse students, faculty, staff, and visitors.

Goal C.1. The university will continue to recruit, promote, and work to retain a diverse faculty and staff.

Goal C.2. The university will recruit, retain, and graduate a diverse student body.

Goal D.1. The university will ensure that undergraduate students acquire the knowledge, experience, and cultural competencies necessary to succeed in a multicultural, globally interconnected world.

Goal D.2. Departments and programs will equip graduate students with diversity-related expertise.

Goal D.3. The university will increase faculty capacity to educate students about diversity issues and to develop inclusive learning environments.

Goal F.1. The university will promote academic and co-curricular activities that facilitate positive interactions among students, faculty, staff, and alumni.

Goal F.2. The university will increase the number of partnerships and the quality of engagement with the diverse external community.

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We encourage applications for projects that address *any* of the goals listed. *Special consideration* will be given to those projects that address one or more of the following:

- Academic achievement gap of African-American and/or Latino males.
- Recruitment and retention of African-American and Latina/o tenure or tenure-track *faculty*.
- Campus climate and work experience of *non-exempt staff*.
- Recruitment, retention and completion of *Graduate Students* who are People of Color, LGBT, women, or lower socioeconomic class, and those with disabilities.

Additionally, we are interested in projects with the potential for ongoing or sustained impact and will be favored over one-time, speaker-focused events. Units/organizations are strongly encouraged to consider collaborative projects that involve partnership with other campus units and/or with communities that we serve.

Who is Eligible to Apply?

- Any UMD campus “unit” (an office, department, college or school, division, standing committee, or a registered student organization).
- Any group of students, staff, and/or faculty as long as they have a university account *that can receive state funds* or the support of a recognized unit for the proper administration of funds. Note: Student organization accounts are not eligible. Thus, student organizations must collaborate with a campus unit.
- Projects that were previously submitted, but not funded, are eligible for a resubmission.
- Projects that were previously funded are *not* eligible for resubmission. Note: Projects that were funded in the past can apply for a grant **IF** the project is not simply a repeat of what was done before. Instead, it should be a justifiable, bona fide “part 2” or “next level” of the previously funded project. The selection committee will scrutinize these requests closely for evidence of it being a new project.

What can the funding be used for?

Funding is intended for specific program-based costs. Funds can be used for budget items such as consultant fees and/or student assistance, supplies and equipment, travel costs, publication costs and other direct costs associated with the undertaking of the project. All projects are expected to submit a detailed budget. A template will be provided to assist applicants in the budgeting process. Budget requests primarily focused on food or space rental are discouraged.

Timeline

- ODI website (<http://diversity.umd.edu/>) is open for submission of applications: Monday, February 16, 2016
- Proposal Due (firm): 5:00 pm, Tuesday, March 22, 2016
- Notification of successful project awards: Friday, April 29, 2016
- Availability of funds for successful project awards: July 1, 2016
- Reports on funded projects due: May 31, 2017

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Submission Process

The application deadline is **5:00 pm, Tuesday, March 22, 2016**. The project proposal may be accessed online at the ODI website: www.diversity.umd.edu. Submissions for the proposal can be submitted on the same website starting on Monday, February 16, 2016. Late submissions will not be considered.

Questions or inquiries about the proposal process can be submitted as follows:

- Substantive questions can be directed to Luke Jensen, Ph.D., Director of LGBT Equity Center and Chair of Moving Maryland Forward Grants, at ljensen@umd.edu or 301.405.8721.
- Questions related to the online submission process or other administrative issues can be directed to Timea Webster, Executive Administrative Assistant, Office of Diversity & Inclusion, at twebste1@umd.edu or 301-405-6810.

We especially encourage work units and student groups that may not have sponsored diversity-related projects in the past to consider applying. If you need help with the application process, please contact us.

Application

A complete application of no more than 3000 words must include:

1. Proposal applicant(s), including email, phone, and mailing address
2. Affiliated or sponsoring organization(s)
3. *Project Title* – A title that accurately describes the project.
4. *Goal of the Diversity Strategic Plan* – Identify which of the goals from the Diversity Strategic Plan (listed above on the first page) are being addressed by the proposal; e.g., Goal B2 or D3. **Note: proposals that do not identify one of these goals will not be considered.**
5. *Project Synopsis* – Provide a very brief synopsis of the project for purposes of advertising. (No more than 50 words).
6. *Project Objectives* – State specific goals to be achieved and potential for future impact. (No more than 500 words).
7. *Project Rationale* – Describe the background, history, or context that makes this project compelling and timely. What impact do you hope to have? (No more than 1000 words).
8. *Implementation* – Describe the plan for implementation of the project. Be specific: What units and organizations are involved? Who will do what? If specialized skills are required, indicate who will provide the specialized skills. (If the specific person has not yet been selected, indicate the process for vetting this person.) What is the timeline? *How will the project be evaluated?* (No more than 1000 words).
9. *Line-item Budget* – Template will be provided with the request for proposal.
10. *Budget Rationale* – Include a justification for the proposed budget request. (No more than 450 words).

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Application Review Process

Proposals will be reviewed by a committee of faculty, staff and students. The core criteria for evaluation are:

- Degree to which the project represents a *new* initiative
- Degree to which the project addresses one or more of the goals listed above
- Potential impact (consideration of breadth and depth)
- Feasibility
- Ability to evaluate the project’s impact both quantitatively and qualitatively
- Potential sustainability/transferability

In addition, collaborative projects with other campus units/organizations or community partners will be given special attention. Awards will be made to a broad array of units, departments, and staff/student organizations.