Background
Student Affairs departments are encouraged to demonstrate a commitment to diversity and education through collaborative programming, workshops, education, and leadership efforts. With this in mind, the Division of Student Affairs (DSA) Diversity Committee was formed to assist with accomplishing the goals outlined in the Texas A&M Diversity Plan and the DSA Strategic Plan.

The DSA Diversity Committee is charged with promoting and enhancing the Division of Student Affairs’ commitment to diversity & inclusion and the University’s Diversity Plan. The committee reviews relevant data to inform department and Division-level diversity policies, practices, and processes, as well as identifies and shares Division best practices. The committee works to ensure that evidence of Division’s diversity efforts are aligned with the University’s Diversity Plan and assessed and reported in a comprehensive manner.

Definitions
Diversity:
- The inclusion, welcome, and support of individuals from all groups possessing the various characteristics of persons in our community. These characteristics can include, but are not limited to: age, background, citizenship, disability, education, ethnicity, family status, gender, gender identity/expression, geographical location, language, military experience, political views, race, religion, sexual orientation, socioeconomic status, and work experience.

ACE – Accountability, Climate, and Equity (as outlined by the Texas A&M Diversity Plan & Office for Diversity):
- Accountability: to assess and evaluate progress, and share the results broadly, ensuring that academic and administrative units are held accountable, and rewarded, for advancing the diversity and inclusion goals of the institution.
- Climate: to embrace, value, and integrate diversity and inclusion in the pursuit of academic and institutional excellence. The Aggie Core Values of Respect, Excellence, Leadership, Loyalty, Integrity, and Selfless Service are anchors to guide us as we strive to make Texas A&M University a welcoming place to all. Campus climate is directly associated with academic and professional success: When individuals feel safe, a sense of belonging, and valued they are successful and engaged in the institution.
- Equity: to have a strong, demonstrable presence of diversity in our students, faculty, and staff, including specific demonstrations of recruiting and retention success for racial, ethnic, and gender groups. We must identify and address evidence-supported patterns of inequity on campus by analyzing retention, compensation, award and reward trends, performance measures, and advancement in the University.
 Definitions are from the TAMU 2009 Diversity Plan

Campus Climate and Inclusion Funding
University colleges and units are eligible to receive funding for their progress made toward advancing campus climate and following the goals of the Division of Student Affairs created the Diversity & Inclusion Programming Grant (DIP) to provide funding and assist departments with achieving goals B, C, and E of the 2015 Strategic Plan. DIP funding is not intended to be used for entire organizational initiatives; it is instead intended to support the sustaining of a healthy campus climate.

Requirements and Considerations
The following expectations and conditions should be considered upon application:

1. Except in rare situations, the amount awarded will not exceed $10,000.
2. Funded departments/student organizations collectively will not receive more than $10,000 per academic year.
3. Only completed applications along with supporting documents will be reviewed. Applications should be submitted by the posted deadline.
4. Departments should not shift existing expenses onto these funds, and are expected to provide some funding for their programs.
5. Departments should not finance personnel costs using these funds.
6. Funding will not be awarded for giveaway expenses (i.e. gift cards, gift certificates, stipends, door prizes, etc.) or for any items of potential sale.
7. The DSA logo should be used for marketing purposes when awarded an DIP grant (i.e. advertisements, brochures, publications, event programs, etc.) and/or during events. Contact Audrey Bratton, DSA graphic designer, to acquire the proper logo.
8. Within three weeks of an event, the funded recipient is to submit a brief summary of the event/activity explaining their outcomes, as well as how campus climate and inclusion were positively impacted. If the summary is not submitted within the expected time frame, current and/or future funding will be jeopardized.
9. Funding will be allocated on a rolling basis until resources are exhausted, and will be administered and applied directly from the OVPSA.
10. Other sources of funding may be considered in determining amounts awarded through DIP.
**Review Criteria**

At a minimum, funding proposals must meet the following criteria:

1. Applications submitted by an administrative unit/department/committee contain a director’s approval.

2. Application is *received* prior to the established deadline.

3. Application is complete and includes sufficient detail regarding:
   - A clearly articulated link between the event/activity and campus climate and inclusion initiatives;
   - The intended learning outcomes are stated and reasonable given the nature of the event;
   - There is a clear and appropriate assessment and/or evaluation strategy to determine whether or not the intended learning outcomes were met;
   - A written summary which details how their efforts will and/or has enhanced the Division of Student Affairs and reflects DIP initiatives and goals;
   - A complete and itemized budget for the event or activity has been included.

Applications not funded will be accompanied by a justification for the decision. Applications returned for resubmission will specify what needed details are necessary for further consideration.

**Submission Deadlines**

The DIP application is a rolling document, however, you must submit the application on or before the stated deadlines.

- **September 13, 2019**, is the deadline for late September and October 2019.
- **November 1, 2019**, is the deadline for November and December 2019 and January 2020.
- **December 6, 2019**, is the deadline for February, March, and April 2020.

*Fill out and submit the Diversity & Inclusion Programming Grant (DIP) Funding Request Form.* If you have questions, please email *Dr. Tonya Driver.*