Division of Student Affairs
Diversity & Inclusion Programming Grant (DIP)

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 the Division's diversity efforts are aligned with the University's Diversity
plan and assessed and reported in a comprehensive manner.

Terms

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.

Texas A&M Diversity Plan Accountability, Climate, and Equity:

- 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.

Terms are from the TAMU 2010 Diversity Plan
Diversity and Inclusion Funding
The Division created the Diversity & Inclusion Programming Grant (DIP) to provide funding and assist departments with achieving Strategic Plan goals. DSA departments are eligible to receive funding for their progress toward advancing campus climate as it relates to diversity, equity, inclusion, and access. DIP funding is not intended to be used for all organizational initiatives; it is instead intended to support the sustaining of a healthy division and staff 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.
4. Applications should be submitted by the posted deadline.
5. Departments should not shift existing expenses onto these funds, and are expected to provide some funding for their program.
6. Departments should not finance personnel costs using these funds.
7. 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.
8. The DSA logo should be used for marketing purposes when awarded a DIP grant (i.e. advertisements, brochures, publications, event programs, etc.) and/or during events. Contact Sondra White, DSA graphic designer, to acquire the proper logo.
9. Within three weeks of an event, a written summary detailing how program efforts will and/or have enhanced the Division of Student Affairs and reflects DIP initiatives and goals is required. If the summary is not submitted within the expected time frame, current and/or future funding will be jeopardized.
10. Funding will be allocated on a rolling basis until resources are exhausted, and will be administered and applied directly from the OVPSA.
11. 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:
   - link between the event/activity and campus climate and inclusion initiatives
   - learning outcomes stated clearly and reasonably given the nature of the event
   - clear and appropriate assessment and/or evaluation strategy
   - complete and itemized budget for the event or activity
   - how the proposed event adheres to risk management needs; this is particularly relevant to COVID policies, procedures, and best practices (in-person events will be considered for greater funding than virtual-only events).

Applications not funded will be accompanied by a justification for the decision. Applications returned for resubmission will specify what 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 30, 2021,** is the deadline for October, November, and January 2022.

**November 30, 2021,** is the deadline for February, March, and April 2022.

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