



TEXAS A&M UNIVERSITY

Division of
Student Affairs

Diversity & Inclusion Programming Grant

Revised

August 2022

Authored by: DSA Diversity Committee

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.

Texas A&M's definition of diversity has three distinct, but interrelated parts—

Competencies: Diversity is the active, intentional, and ongoing engagement with differences in people, curriculum, co-curriculum, and communities in ways that enhance one's awareness, content knowledge, cognitive sophistication, and understanding of the complex ways that individuals interact with each other and within systems and institutions.

Compositional/structural diversity: Tracking and sharing widely the numbers of people from identities including race, ethnicity, culture, national origin, sexual orientation, gender identity, age, religion, language, disabilities/abilities, neurodiversity, socioeconomic status, marital, domestic, parental status, military service, first generation college student, and more.

Sociological diversity: Understanding and assessing how identities intersect and inform life outcomes (e.g., education, health, professional, personal, etc.) and the ways in which we interact with each other at work, in the classroom, in our personal lives, and in society.

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.

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 health and safety 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.

October 15, 2022, is the deadline for October, November, and January 2023.

December 15, 2022, is the deadline for February, March, and April 2023.

[Complete and submit the Diversity & Inclusion Programming Grant \(DIP\) Funding Request Form.](#) If you have questions, please email [Tonya Driver](#).