

## AY 2020-2021 Dean's Diversity Grants

Dear Colleagues,

As one component of our broader plans in support of Black Lives Matter (see the August 25, 2020 Dean's blog post: <https://cas.uoregon.edu/category/deans-blog/>), we are pleased to call for proposals for the Dean's Diversity Grants. We committed in August to dedicating the awards this coming year to addressing systemic discrimination and injustices toward Black people on our campus. These grants will support proposals that are generated by our departments (faculty, staff, diversity committees), allowing them to implement local actions to improve climate in their units for Black faculty, staff, and students or to support other efforts related to the Black Lives Matter movement that will help make UO a welcoming, safe, and respectful place for Black people to work and learn.

Please consider specific challenges you want to address, with the goal of generating possible solutions. We are looking for projects that will have a clear impact in your department, that will be inclusive in their scope (with the potential to impact faculty, staff, and students), and that innovate beyond the usual forms of funded activities (e.g. individual speakers, symposia, consultants).

Proposal focal areas to consider:

- Unit self-education (please see our UO Division of Equity and Inclusion's [Black Lives Matter: Campus and Community Resources, Information, Messages](#))
- Hiring (TTF through the Institutional Hiring Plan, NTTf, staff, student workers)
- Unit leadership (training, pipeline, make up)
- Curriculum (reevaluation of major and minors rather than individual course proposals)
- Pedagogy (addressing attainment gaps between Black identified and other students)
- Community engagement (internships, honors projects, experiential learning, relationship building)

Application information is posted for your convenience at the Diversity, Equity, and Inclusion in CAS webpage (<https://cas.uoregon.edu/diversity/>). Please feel free to discuss the grant with your divisional dean.

The deadline for applications is **Friday, November 13**. Applications should be submitted electronically to [julesj@uoregon.edu](mailto:julesj@uoregon.edu). Funds will be available beginning January 2021 and may be used over a two-year period. The total amount available is up to \$30,000 to be distributed among all awarded proposals. We're hoping to fund five or six proposals.

We look forward to your proposals and applications.

Bruce Blonigen, Karen Ford, Hal Sadofsky, Philip Scher, Harry Wonham