



DEIA Initiative Request for Proposals

November 9th, 2020

Dear Geosciences Department (inclusive of GEO & AOS students, postdocs, teaching and lab staff),

The Diversity committee is accepting proposals for funds that support innovative initiatives to enhance diversity, equity, inclusion, and access within our Department and beyond. Non-faculty applicants may request funding for a broad range of activities, such as (but not limited to) organizing outreach events, seeding collaborations with minority-serving institutions, and developing antiracism programs, infrastructure, coursework and training in the Department. Funding requests for travel expenses of collaborators at under resourced institutions will also be considered.

Guidelines

Please include in your application (3-page maximum pdf):

- Description of proposed initiative including title, timeline, activity, and participants.
- Description of how this initiative will contribute to diversity.
- We want to make sure that the initiatives we fund are maximally inclusive and accessible. If you are proposing organizing an event or hiring someone (e.g. an undergraduate intern) please describe how you will ensure an inclusive event or job search. This can include considerations on advertising practices, active recruitment, support during the event and what review criteria you will use to evaluate applicants.
- Budget and Budget Breakdown: Please include a discussion of what the optimal and what the minimum amount of funding necessary for your objective would be. With a \$20,000 budget we aim to fund 5-20 awards annually (additional 1-page maximum pdf).
- After the completion of the funded initiative a short (1-page maximum pdf) description of your experience will be required, and with your permission posted on our website as an example for future applications.
- Notes
 - Funds cannot be used to host speakers that are being invited for one of the department seminar series that has its own budget, though it can be used to invite speakers to undergraduate and graduate student organized seminars and prospective collaborators from under resourced or minority serving institutions.
 - Due to recent hiring restrictions we cannot guarantee that the Provost's office will approve the use of these funds for hiring. Currently only internships for current Princeton undergrads (as a learning experience that is for the benefit of the recipient rather than a task that benefits the department) do not need approval.
 - Funded proposals will work with Mary Rose on organization and reimbursement

To submit your application: email a single PDF with above components to Mary Rose. This year's proposals are due on **January 22nd** and **April 23rd**. Proposals will be reviewed at the Diversity Committee meeting following the due date by the non-faculty committee members. The faculty committee members will not vote on funding decisions but may still see your proposal.