Sponsored Funding Opportunities for Efforts in Equity, Diversity, Inclusion and Access

Office of Research Awareness Series
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Agenda

- Why and how "Sponsored Funding Opportunities for Efforts in Equity, Diversity, Inclusion and Access" is a topic

- Sampling of funding opportunities

- Sampling of funders that are requiring this kind of language and attention to activities

WHY and How …

- WHY and how are people talking about this in the realm of sponsored research?

  – In response to societal events and outcries, grant makers responding with discussion and opportunities;

  – Universities increasingly offering related information and training;

  – SU's Office of Research, Corporate and Foundation Relations, and other research development leadership are working together to build institutional resources in this area.
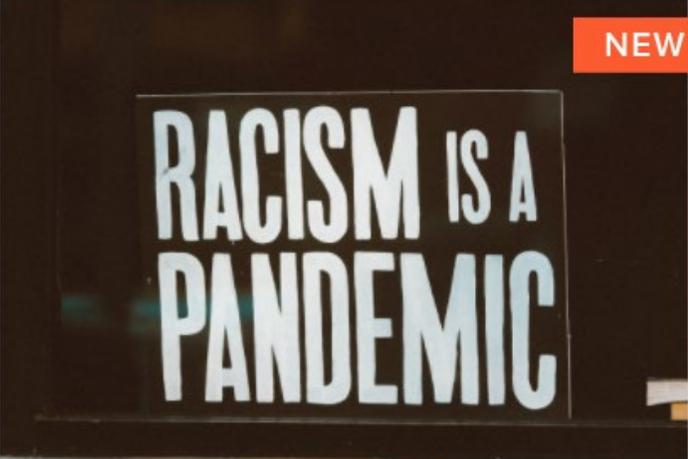
NEW

RACISM IS A PANDEMIC

On Demand

Exploring Ways to be Antiracist: Strategies for Grantmakers

Join Submittable with special guests Lydia Boss and Luther Hughes from Artist Trust in a conversation about creating and implementing strategies for enhancing equitable practices in grantmaking.

Watch Webinar →

Why and **HOW (cont.)** …

- HOW are people talking about this in the realm of sponsored research?

  - Through conversations;

  - Through statements;

  - Through new positions;

  - Through gathered resources.

Conversations (recent)

- "Grants for Advancing Racial Equity" hosted by the Chronicle of Philanthropy on February 11, 2021

- "Exploring Ways to be Antiracist: Strategies for Grantmakers" hosted by Artist Trust on March 18, 2021.

- "Sharing Power and Curbing Racial Inequities: How Grant Makers Can Commit to Real Change a Year After Covid" Chronicle of Philanthropy, 3/30/21

- NIH's Scientific Workforce Diversity blog "Barriers to Inclusion of Individuals with Disabilities in the Scientific Workforce"

FORDFOUNDATION   WORK ▾

IN THE HEADLINES — 1 April 2021

Sharing Power and Curbing Racial Inequities: How Grant Makers Can Commit to Real Change a Year After Covid

Funders helped nonprofits respond to the COVID-19 pandemic in unprecedented ways. Now is the time to build on those efforts—and address systemic racism.

Statements (federal example)
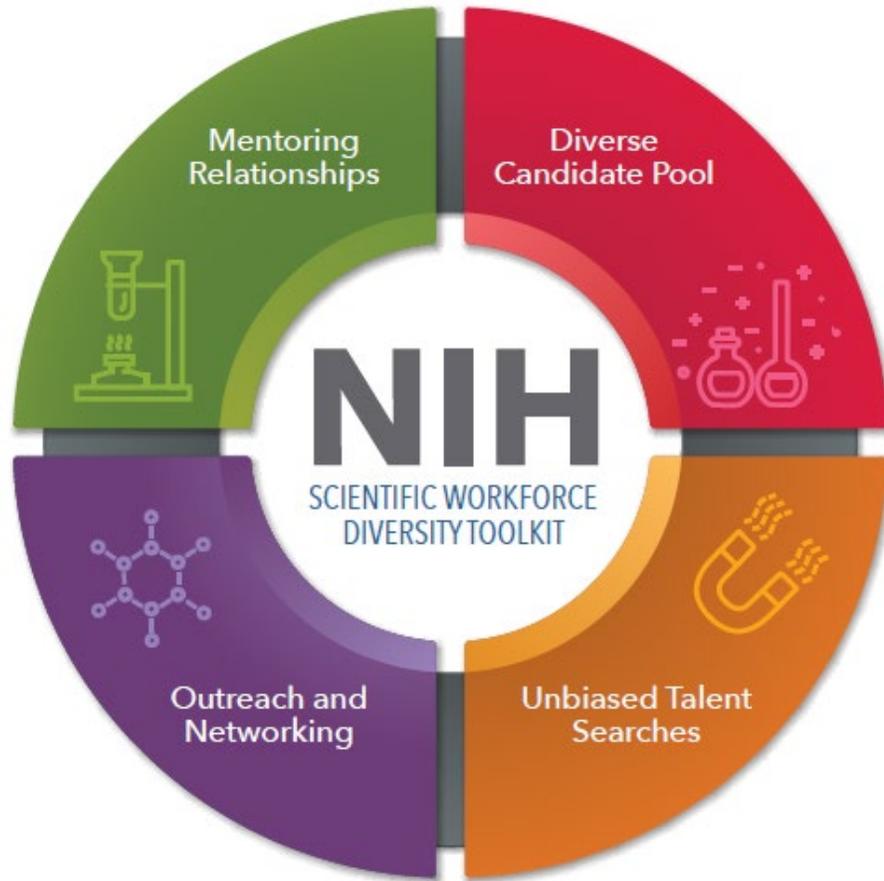
- [NIH Notice of Interest in Diversity](#) – first issued in January 2015, revised in 2018 and 2019.

- [Diversity.nih.gov](#), led by the Scientific Workforce Diversity (SWD) Office, to:
  - Diversify the national scientific workforce.
  - Expand recruitment and retention.
  - Educate the NIH community: diversity newsletter, blog, educational resources (implicit bias education, SWD recruitment tool).

- NIH Diversity emphasis for panels – [new training](#) will be coming in August 2021 for all reviewers.

- NIH Director Francis Collins' recent [statement against structural racism](#)

Statements (foundation and other nonprofit examples)

- 350 foundations and individuals issued The Cure to Viral Racism is Within Our Hands, a joint statement calling for diversification of the national scientific workforce, and for funders to:
  - Include efforts that address viral racism as part of rapid response fund guidelines;
  - Insert equity into outreach efforts and funding decisions.

- Robert Wood Johnson Foundation report Hate-Motivated Behavior, calls for "interdisciplinary, multilevel research to better understand the causes of such behavior and to test prevention strategies and interventions."

- Nathan Cummings Foundation clarified their values and vision statement for "a future where all people, in body and spirit, breathe freely, care for each other and flourish in just, regenerative, and loving communities."

- ACLS Statement Condemning Anti-Asian Violence.

ACLS Statement Condemning Anti-Asian Violence

03/18/2021

ACLS STATEMENT CONDEMNING ANTI-ASIAN VIOLENCE

ACLS is angry and saddened by the recent increase in incidents of violence against Asians and people of Asian descent in the United States and around the world.

We find ourselves in a moment where, for good reason, we and many other Americans have been and continue to be focused intently on anti-Black racism. But we are reminded by the horrific events in Georgia this week and increased acts of violence over this past year linked to the COVID-19 pandemic, of the deep prejudices affecting Asians in this country. These and other attacks against the Asian-American community represent the latest chapter in our history of xenophobia, which tends to flare during times of crisis.

Positions

- Rockefeller Foundation, who issued its first diversity report in 2012, established an ambassador group to promote diversity within the foundation, and began appointing positions with diversity responsibilities.

- Hewlett Foundation names 1st director of Chief of Equity and Culture

- Both top 50- foundations making programmatic shifts!

- Even small-scale local examples:

    - "Request for Qualifications: Consultants/Firms Specializing in Diversity, Equity and Inclusion" Health Foundation for Western and Central New York, *posted March 31, 2021.*

DIVERSITY & INCLUSION

Rockefeller Foundation 2012 Report

OUR MISSION:

John D Rockefeller, Sr. established The Rockefeller Foundation in 1913 to promote the well-being of humanity around the world.

Rockefeller Foundation
Innovation for the Next 100 Years

What and Where…

What and where are the "opportunities" for EDIA activities in sponsored research?

Gathered Resources

- Some funders are curating their relevant work and opportunities:

  - National Institute of Health: https://www.nih.gov/ending-structural-racism/news-notices

- Higher ed institutions are tracking funding opps, many through dedicated offices:

What (EDIA in Research) - Foundations

- William T. Grant Foundation Research Grants on Reducing Inequality program

  – High-quality field-initiated studies from a range of disciplines relevant to policies and practices that affect the lives of young people between the ages of 5 and 25 in the United States.

- Spencer Foundation Racial Equity Special Research Grants

  – Education research projects that contribute to understanding and ameliorating racial inequality in education.

- Robert Wood Johnson Foundation Pioneering Ideas: Exploring the Future to Build

  – To discover what changes will profoundly impact health equity in our society in 5 to 15 years, and what can be done today to create a better, more equitable tomorrow.

What (EDIA in Research) - Federal

- Federal funders have focused on EDIA topical studies too:

  - NIH Transformative Research to Address Health Disparities and Advance Health Equity ([RFA-RM-21-021](RFA-RM-21-021))

    - "Unusually" innovative research projects for major impact on developing, disseminating, or implementing interventions/strategies to prevent, reduce, eliminate health disparities and inequities.

  - NCCIH Understanding and Addressing the Impact of Structural Racism and Discrimination on Minority Health and Health Disparities ([RFA-MD-21-004](RFA-MD-21-004))

    - Will support observational and intervention research on impact of structural racism and discrimination on minority health and health disparities.

- But next opportunities support **large scale institutional change or inclusion in higher education**.

EDIA for Institutional Change – Syracuse University Examples

- Over the past few decades, significant opportunities to promote large-scale institutional change have evolved around some elements of equity and diversity.

- Often address how to recruit, mentor, and build a more equitable community – from undergrad recruitment through faculty levels.

- SU has strongly participated in many of these:

  - ADVANCE Grant

  - LSAMP Grant

  - SUSTAIN

Syracuse University
Louis Stokes Alliance for Minority Participation

Louis Stokes Alliance for Minority Participation (LSAMP) at Syracuse University
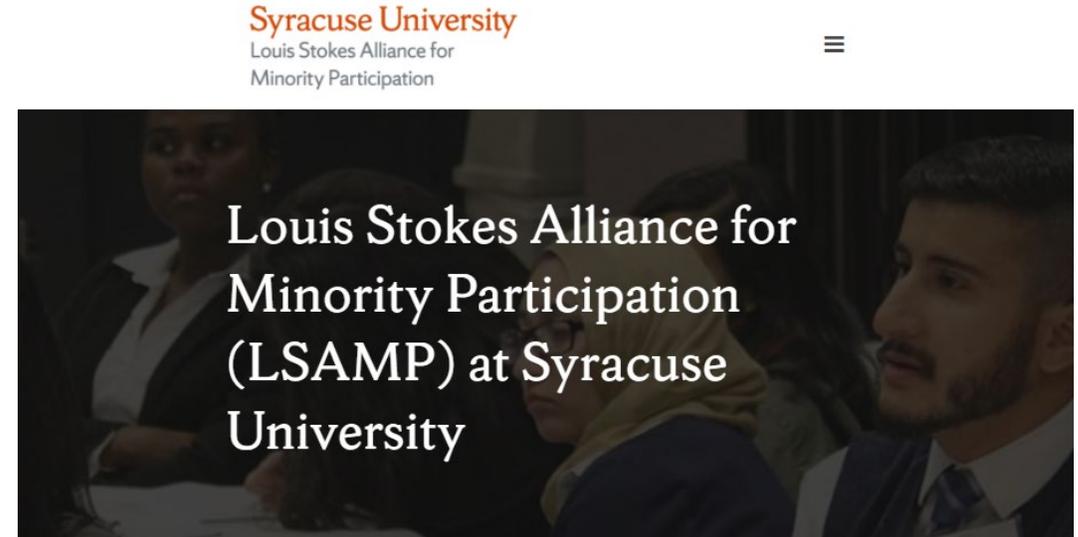
The Syracuse University Louis Stokes Alliance for Minority Participation (LSAMP) is dedicated to increasing the number of underrepresented (African American/Black, Hispanic/Latino, Native American, Native Hawaiian or Other Pacific Islander) students graduating with baccalaureate degrees in the fields of science, technology, engineering and mathematics (STEM).

# Syracuse University Example – HHMI Inclusive Excellence

Howard Hughes Medical Institute (HHMI) Inclusive Excellence grant

- Institution-wide award - $1M
  - Aimed at building institutional capacity to support students from backgrounds traditionally underrepresented in STEM fields.
  - Championed at the highest levels – Provost and Dean, accomplished and well-connected PI.

- Syracuse University Awarded Grant in 2018
  - Authentic research, such as collecting data and getting articles published.
  - Professional Development for faculty in active-learning pedagogy.
  - Establish university-wide approaches and practices to broadening the participation of STEM undergraduates of all backgrounds.

Inclusive Excellence Grantee Institutions

Carnegie Classification:
- Baccalaureate
- Master's
- Research 1
- Research 2
- Research 3
- Focus on serving students from underrepresented groups

Syracuse University Example Looking Forward – NIH FIRST

Scientific Workforce Diversity at NIH
Where we were THEN & NOW   R01 Applicants

B/AA R01 Applicants   Proportion of R01 Applicants
425   703   +65%   ~2%
2013   2020

H/L R01 Applicants
1,034   1,554   +50%   ~5%
2013   2020

White + Asian R01 Applicants
22,184   27,710   +25%   ~92%
2013   2020
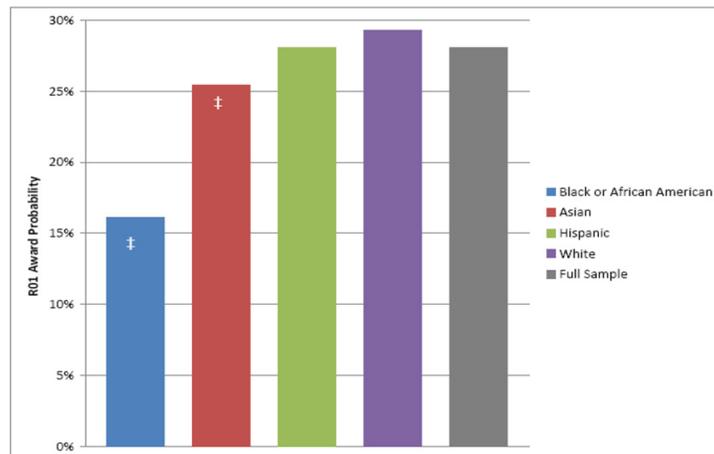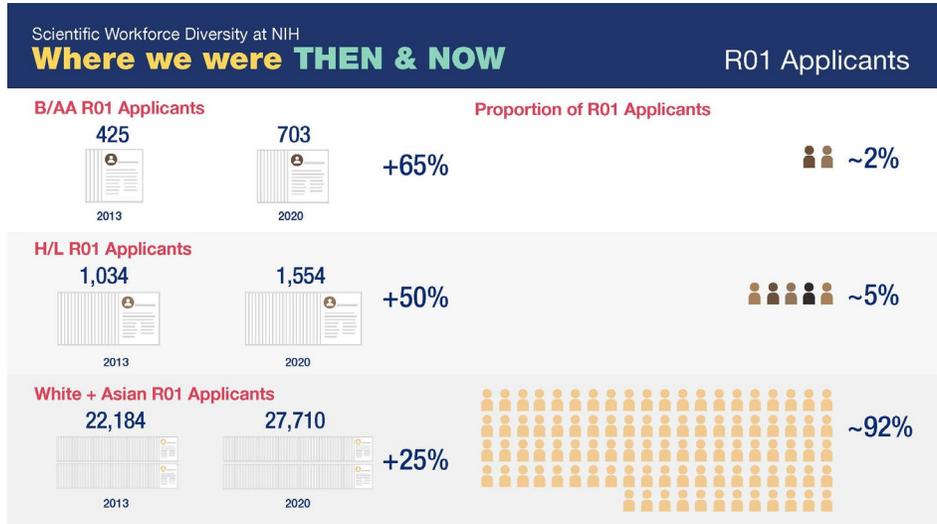
NIH Science of Diversity Presentation

NIH Common Fund's Faculty Institutional Recruitment for Sustainable Transformation (FIRST) grant

- Institutional Grant (up to $11M/5 years)

  – Recruit and hire early-career <u>faculty who have demonstrated strong commitment to promoting diversity and inclusive excellence.</u>

  – Develop or modify a strategic plan with specific goals and strategies, interventions, and to achieve significant <u>systemic and sustainable institutional culture change</u> toward inclusive excellence.

  – Establish research, career development and mentorship plans for all FIRST faculty. Describe how the program will <u>reduce isolation</u>, <u>increase community building</u>, and <u>foster career development</u> for the new faculty.

  – Requires support from Chancellor and at every level of the university.

  – **Due March 2022**

EDIA for Institutional & Social Change – Foundation Opportunities

- President's Council on Disability Inclusion in Philanthropy
  - Convened by presidents of Ford, RWJF and 17 other foundations to advance inclusion and including people with disabilities in all phases of grantmaking process

- W.K. Kellogg Foundation – Racial Equity 2030
  - $90M for ideas that will transform the world
  - Game changing, Bold, Equitable, Actionable

- Pivotal Ventures – Equality Can't Wait
  - $40M competition to expand women's power and influence
  - Transformative, Equitable, Innovative and Feasible

- Google.org – Impact Challenge for Women and Girls
  - $25M Fund to achieve equality; Impact, Innovation, Scalability, Feasibility

- MacArthur Foundation – 100 & Change
  - Just awarded $100M to Community Solutions to End Homelessness

Individual or Small Team Opportunities for EDIA Efforts

- At the individual scale, we have seen examples like:

- Nathan Cummings Foundation

  - Racial and Economic Justice Initiative

  - Fostering positive cultural shifts toward inclusion and pluralism through building wealth and reducing criminalization

- Craig Nielson Foundation

  - Seeks to improve the quality of life for those affected by and living with spinal cord injury

  - Open call Creating Opportunity & Independence supporting non-profit orgs providing programs and services

- Russell Sage Foundation

  - Strengthening methods, data, and theoretical core of the social sciences to better understand societal problems and develop responses

  - LOIs due May 4 for three areas: Decision Making & Human Behavior, Future of Work, and Social and Political Economic Inequality

Individual or Small Team – Foundation Opportunities

- Ascendium Philanthropy

  – Program Remove Structural Barriers to Success focuses on reducing or eliminating institutional and systemic barriers for underrepresented postsecondary education learners.

- Carnegie Corporation

  – Supports advancing equity in education including new designs to advance learning, pathways to postsecondary success, leadership and teaching to advance learning, and public understanding

- ECMC Foundation

  – Supports career and education success for underserved populations

- Ford Foundation and Mellon Foundation

  – Collaborating on Disability Future Fellows for creative practitioners
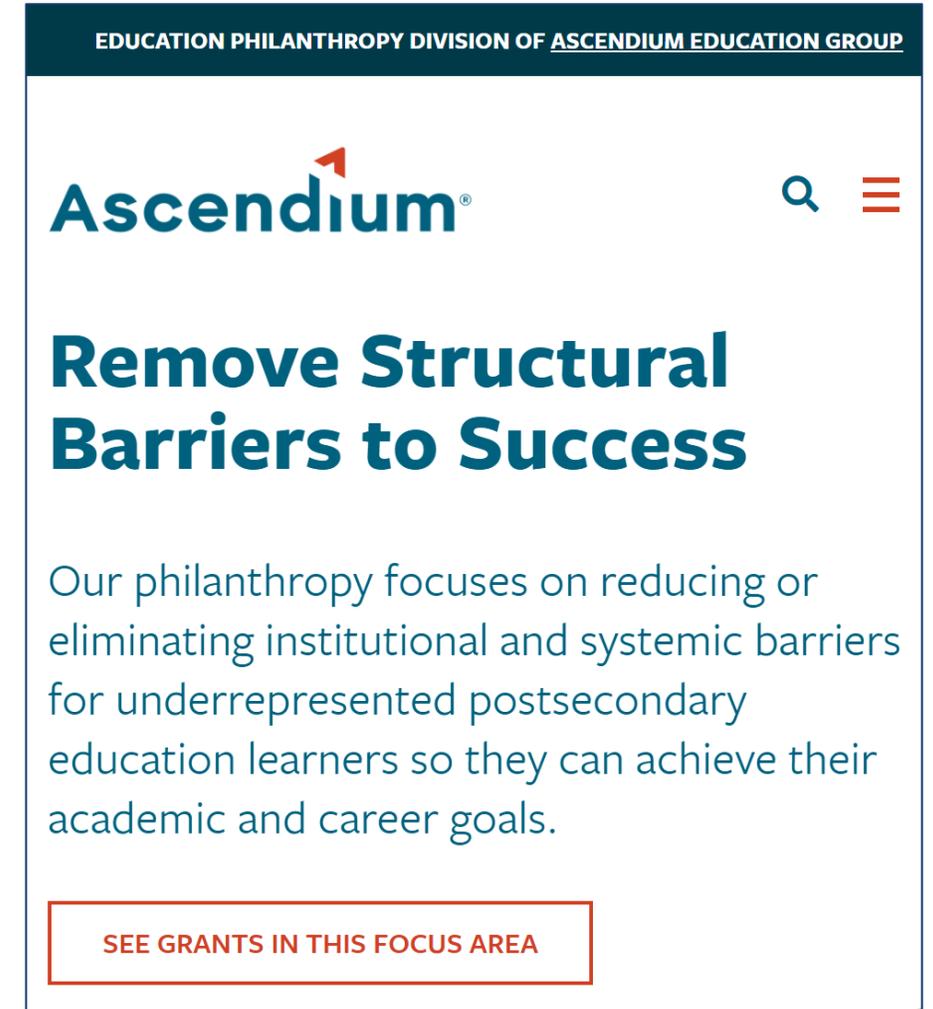
EDUCATION PHILANTHROPY DIVISION OF ASCENDIUM EDUCATION GROUP

Ascendium®

Remove Structural Barriers to Success

Our philanthropy focuses on reducing or eliminating institutional and systemic barriers for underrepresented postsecondary education learners so they can achieve their academic and career goals.

SEE GRANTS IN THIS FOCUS AREA

Foundation Example – Alfred P. Sloan Foundation

- Alfred P. Sloan Foundation

  - <u>Diversity, Equity & Inclusion in STEM Higher Education</u> Program

    - To create diverse and inclusive pathways to and through STEM graduate education and the professoriate.

  - <u>Minority PhD Program</u>

    - The Foundation currently supports eight University Centers of Exemplary Mentoring at eight institutions

  - <u>Sloan Indigenous Graduate Partnership</u>

    - Provides funds for the creation and operation of regional centers that aim to foster welcoming and supportive environments that cater to the needs of indigenous students, including support for fellowships, retention and professional development.

  - <u>Creating Equitable Pathways to STEM Graduate Education</u>

    - Grants up to $500k awarded to U.S. higher ed institutions and organizations developing equitable pathways to STEM graduate education for Black, Latinx, and Indigenous Students.

    - Pathways from MSIs to master's and doctoral degree programs in astronomy, biology, chemistry, computer science, data science, Earth sciences, economics, engineering, marine science, mathematics, physics, and statistics.

Individual or Small Team – Corporate Opportunities

- Facebook Research Awards

  - Supports research in specific areas that align their mission of building community and bringing the world closer together

- Bank of America Charitable Foundation

  - Addressing issues fundamental to economic mobility and social progress in low- and moderate-income communities.

- Sony Research Award Program

  - $150,000 USD* per year for each accepted proposal, both the Faculty Innovation Award and Focused Research Award create new opportunities for university faculties to engage in pioneering research that could drive new technologies, industries and the future.

Individual – Federal Opportunities

NIH

- [NCI Transition Career Development Award to Promote Diversity](#) (K22)

- [NINDS Faculty Development Award to Promote Diversity in Neuroscience Research](#) (K01)

- [Small Grants for New Investigators to Promote Diversity in Health-Related Research](#) (R21)

NSF

- [Geoscience Opportunities for Leadership in Diversity (GOLD)](#)

- [Broadening Participation in Engineering (BPE)](#)

- Most Post-Doc Fellowships have a focus on broadening participation

Supplement Opportunities for Existing Projects

NSF Facilitation Awards for Scientists and Engineers with Disabilities (FASED) – can be part of original submission or as supplement

- Funds may be requested to purchase special equipment, modify equipment or provide services required specifically for the work to be undertaken.

NIH Diversity Supplements – range from <$5k to >$100k

- Applied to by, and awarded to PIs who hold an active NIH Award

- Can be used to fund persons under-represented in medical research, with disabilities, and/or from disadvantaged backgrounds

- Can fund at all levels from high school students through early-career researchers.

Diversity Plans and Statements in Proposals

- Some historic, some new

- Who wants them

- What they include

- Why to include things like this if not required
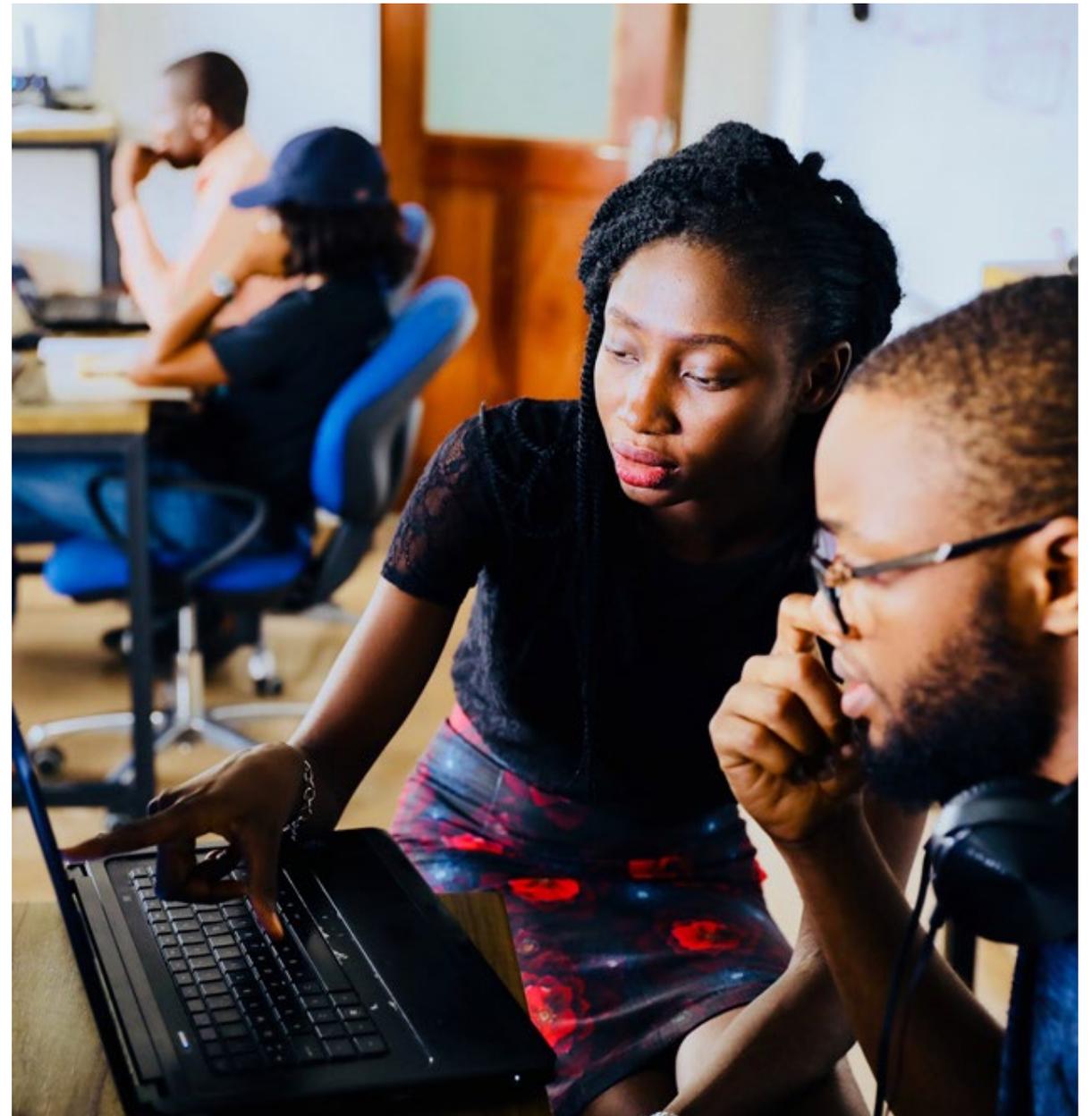
Diversity Plans in Proposals – Federal Example

- NSF Computer and Information Science and Engineering (CISE)

  - Forward-looking Directorate – 2012 "Strategic Plan for Broadening Participation" 2012, nine strategies & goals
    - Strategy 1: CISE will keep the computing community informed on issues of underrepresentation.
    - Strategy 2: CISE will promote institutional transformation that increases the participation of all underrepresented groups.
    - Strategy 3: CISE will build a national community focused on [broadening participation in computing]...

  - CISE Minority-Serving Institutions Research Expansion (CISE-MSI) to expand engagement of these institutions

  - Recently introduced CSGrad4US Graduate Fellowships program to increase number of diverse, domestic graduate students pursuing research and innovation careers in CISE fields.

  - 2018 began pilot encouraging applicants to propose meaningful plans for "Broadening Participation in Computing" (BPC) as part of their project activities

CISE Broadening Participation in Computing (BPC) Plan NSF 20-591

Solicitation Requirements (Medium proposals):

- Must have approved BPC plan by time of award, addressing following five elements:
    - 1. Context of the proposed activity;
    - 2. Intended population(s);
    - 3. Plan of activities;
    - 4. Preparation of activities;
    - 5. Plans for measurement and dissemination of outcomes.

- PIs strongly encouraged to include a 1-3 pg. BPC Plan Supplementary Document with proposal.

- **Feedback will be provided on these plans.**

Greater detail in pilot white paper:

- Meaningful plans address following five elements as identified in a community:
    - 1. Context: Describes problem plan addresses w/local or institutional data, and goals of proposed activities;
    - 2. Intended population(s): IDs demographics of participants, incl. school level(s) (ex. African-American undergrads or female high-school students);
    - 3. Strategy: Plan of activities w/specific intended outcomes (corresponds to 1 & 2) and roles for PI/co-PI;
    - 4. Preparation: Past engagement w/BPC activities and/or intended preparation/training to implement activities;
    - 5. Measurement: Describes plans for the measurement of outcomes for the proposed activities.

CISE Broadening Participation in Computing (BPC) Plan

- CISE strongly encourages meaningful actions that address the longstanding underrepresentation of various populations— including women, African Americans, Hispanics, American Indians, Alaska Natives, Native Hawaiians, Pacific Islanders, and persons with disabilities— in computing and closely-related discipline.

- PIs and co-PIs expected to participate in BPC activities in a manner *aligned with their personal contexts, interests, and talents*.

- A proposer may include a link to their unit's departmental plan, if applicable.

- More information on individual and departmental BPC plans, including metrics for BPC activities and examples, can be found at the BPC Pilot site and the NSF-funded BPCnet Resource Portal.

- Though CISE first NSF Directorate to recommend, then require a BP plan, they will not be the last…

Diversity Plans in Proposals – Foundation Requirements

- Foundations are requiring statements that tie programs to impact on underserved communities

- Internet Society RFP for Growing and Strengthening the Internet

  —"Describe the project you are proposing and how it will support the affected community?"

  - Mission and Objective

  - Intervention

  - Affected Community

  - Impact

  - Measurement and Evaluation

Diversity Statements in Proposals – SU Example Statement

Syracuse University Example Statement from Grant Proposal: Thriving Ministries

- Eli Lilly grant and annual report, require statement on the way in which the program enhancements Diversity and Inclusion and tie into the university's mission and vision

"In 2020, the Special Committee on University Climate, Diversity and Inclusion was established by the Syracuse University Board of Trustees in order to develop recommendations on programs, policies, and initiatives to foster and strengthen diversity and inclusion at Syracuse. As stated in its "Final Report and Recommendations of the Board Special Committee on University Climate, Diversity and Inclusion" (2021): The University's overall vision and mission explicitly assume that excellence and future positive trajectory require a richly diverse community of learning and opportunity. That community must be one in which students, faculty and staff of all backgrounds are assured that they belong and that they share equally in an ambitious and rigorous academic community in which they learn, create, lead, inspire, engage, debate and grow with one another to the benefit of all. At its best through its long history, Syracuse University has modeled creative and bold firsts and leadership consistent with this vision. However, at times, the University has fallen short of its values, but the community has learned and grown from those experiences as well. The University can continue to lead now, and will do so by listening to all voices, including by respecting free speech, even when the messages are challenging and require the community to hear difficult things. The Fellowship for Emerging Leaders in Ministry is a clear and profound expression of Syracuse University's overall commitment to diversity and inclusion. Not only do Fellowship participants provide gender and racial diversity within the overall fabric of the Syracuse University community, but also cultural and theological diversity. With Christian ministry leaders from a range of backgrounds, the Fellowship for Emerging Leaders in Ministry provides a network of faith leaders that transcends longstanding theological and denominational lines. In doing so, the Fellowship makes a direct contribution to Syracuse University's mission-driven commitment to diversity and inclusion."

Diversity Statements in Proposals – SU Example Statement (cont.)

Syracuse University Example Statement from Grant Proposal: New Bosses/ New Voices:

- Google Impact Awards, QUESTION: How will your project impact marginalized communities?

  "With our NBNV curriculum project we are initially targeting HBCUs, minority-serving institutions (MSIs) and community colleges with highly diverse student populations. We see this as a strategy for roll-out of the program, where we get the maximum number of women and marginalized communities, by every measure: race, ethnicity, social class, non-traditional students, etc. With our 44NewVoices.org project, we already are highlighting undiscovered people from under-served and marginalized communities, and have identified a high percentage of women in this group (2020 list is already published. 2021 list is forthcoming). With support from Google.org funding, we plan to amplify the impact of women, underserved populations and marginalized communities with more publicity, attention, and support tools. Then, we plan to fortify their efforts as ventures to expand and grow their business through consistent support, mentorship and networking. With both these projects, we then want to quantify what's working and what's not and modify and adjust to better serve these populations and create economic and societal impact. "

Other Considerations for Integrating EDIA Efforts in Proposals

- When an opportunity is not explicitly EDIA-related, but can be:
  - NSF REU/NIH R25 and other supplements that are not focused on diversity in the requests, but you can use them as vehicles to enhance diversity in your projects
    - In turn, requests to enhance diversity will make for more competitive supplement applications.
  - Tie activities to any EDIA mission-related focus of funders
    - Ex. CFR, in speaking with leaders in Foundations, these are the kind of things foundation are really focusing on: Emphasis on strong institutional plans, top-down strategies tied toward retention, bias and hate on campus, recruiting underrepresented students on campus
- When a request for proposals does not require a diversity statement or a plan
  - Including diversity statements as part of application
  - Including plans for broadening participation as part of application
  - But in absence of a broadening participation plan, these types of activities and project design CAN provide broader impacts (see sessions 2 and 3)

Stay tuned for the next session... *Methods and Resources for Integrating EDIA in Project and Proposal Planning (TBA)*

Thank you

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