Overview
The Ira A. Fulton Schools of Engineering (FSE) at Arizona State University is committed to cultivating a culture of diversity, equity and inclusion through the implementation of programs and initiatives that support a collaborative and inclusive environment. With our 2020-2022 Diversity, Equity, and Inclusion (DEI) Plan, FSE outlined a set of strategic goals, objectives, and initiatives that build on our current accomplishments and enable further advances in making the school an accessible and welcoming leader in engineering education. Our vision is to embed inclusivity as a core tenet of FSE so that all faculty, staff, academic associates, and students achieve their full potential enabled by an environment that is diverse, equitable and inclusive. We aim to achieve global leadership in engineering education, aligned with an access mission, by recognizing diversity and inclusivity as a source of strength to our collective success.

The purpose of this seed funding program is to encourage projects that further the 10 strategic objectives identified in the DEI Plan. The strategic objectives are as follows:

1. Commit to balancing the diversity of students at all levels to reflect population statistics for female and underrepresented minority groups in Arizona
2. Improve student recruitment, persistence and success of target populations
3. Increase coordination with industry to increase career-readiness of targeted populations and connect committed employers with these populations
4. Foster a culture of inclusion among graduate and undergraduate students and provide an encouraging and supportive environment for all students, faculty, and staff
5. Ensure all undergraduate students acquire the knowledge, experience, and cultural competencies necessary to succeed in a multicultural, globally connected world and contribute to the Fulton culture of inclusion
6. Balance the diversity of faculty and staff hires, at all levels, with those who are committed to thriving in a DEI environment
7. Provide training to students, faculty, and staff to improve DEI awareness
8. Establish metrics for faculty and staff evaluations that assess DEI contributions
9. Recognize and honor participation and accomplishments related to DEI
10. Establish procedures for periodic assessment of diversity and inclusivity and for adjustment of DEI initiatives

This program solicits projects that aim to foster diversity, equity and inclusion across faculty, staff, and students and further the development of one or more of the strategic objectives above. Investigators must explicitly address which objectives will be impacted by project activities and what the intended impact and outcome will be.

Project ideas include but are not limited to community space enhancements; community building activities; events; data collection and evaluation; research; or other proposed activity that directly furthers one or more of the strategic objectives listed above.

Eligibility
This program targets full-time tenure track, non-tenure track FSE faculty, and FSE staff. Project teams may include other participants, but the project lead must be from FSE.
Anticipated number of awards and funding: We anticipate making up to 10 awards with project budgets up to $1,500. Funds can be used to cover student worker hourly fees, materials, travel expenses, field research, publication costs, and other direct expenses justified by the proposed project. Salary or supplemental pay for faculty and staff is not allowable.

Proposal Requirements
Proposal submissions should not exceed 5 single-spaced pages (minimum 3 pages, 11pt Arial; 1" margins), including graphics. References do not count against the page count.

Proposals should be organized as follows:

1. Project Narrative (minimum 3 pages, maximum 5 pages)
   o Title
     ▪ Short descriptive title that outlines project scope
   o Overview
     ▪ Give a general overview of your proposed project and how it relates to diversity, equity, and inclusion
   o Objectives
     ▪ Provide a clear description of the proposed project
     ▪ Indicate which strategic objective(s) will be addressed
     ▪ Indicate how the project team will accomplish these objectives
   o Impact
     ▪ If successful, what will the impact of this project be?
     ▪ Identify how the FSE community benefits from this project.
     ▪ Provide a timeline for the project, indicating key activities and desired outcomes
   o Assessment
     ▪ Indicate how project success and impact will be assessed
     ▪ Indicate the scale of your project’s outreach (i.e. how many people will be impacted?)
     ▪ Can the outcomes of your project be repeated or adopted across FSE?
   o Team
     ▪ Provide a brief overview of planned contributions from each team member

2. Budget (Does not count towards page limit)
   o Provide a project budget, using an NSF compliant format
   o Include all costs related to payroll expenses including employee related expenses, risk management insurance assessment, and technology fee
   o Include Administrative Service Charges (ASC)

Supplemental Documents
3. References (as needed, no page limit)

4. DEI Motivation Statement (1 paragraph per PI; may be submitted as one document)
   o Provide a paragraph from each core project team member that outlines the personal motivation to undertake this project.

Other requirements
Applicants should plan for a start date of July 1, 2020. Awards may be of any duration, but no longer than 12 months (ending by June 30, 2021).

The FSE Vice Dean of Strategic Advancement may request a progress update midway through the project period. Recipients will be required to participate in a showcase event (TBD) in Fall 2021 at which awardees will provide a summary of project activities, impact, and outcomes (poster, presentation, etc.)

Review Process
A subset of members from the Diversity and Inclusion Initiative Task Force (DII@FSE) will review project applications. Reviewers will be made up of faculty and staff representatives. As needed, external reviewers may be asked for comment.

Review Criteria
Proposals will be evaluated against the following criteria:

1) Effective alignment of project with strategic objectives and goals of the FSE DEI plan.
2) Likelihood of project to lead to increased DEI across FSE and on campus
3) Volume of impact (projects with greater impact will be rated higher than those with limited scope)
4) Produces outcomes that foster an ethos of inclusivity and diversity.
5) Likelihood of team to meet proposed timeline
6) Quality of the assessment plan
7) Availability of funds from the Deans office

We anticipate announcing awardees in May 2020.

Questions
Questions may be directed to Tara Morley at Tara.Morley@asu.edu.