

Overview

In keeping with Columbia Engineering's commitments to fostering Diversity, Equity, and Inclusion (DEI) across the engineering community, and the goals and objectives as outlined in the [Commission Report](#), the Office of Diversity, Equity, and Inclusion is pleased to announce the creation of the Diversity, Equity, and Inclusion Mini-Grant.

In the Summer of 2021, Columbia Engineering released a Diversity, Equity, and Inclusion [Commission Report](#), which worked to identify challenges and opportunities in [DEI](#). Commission members identified priority impact areas to advance the School's DEI goals in research, education, and community impact. They are strengthening the pipeline for student and faculty recruitment, prioritizing a welcoming culture and climate, particularly for women, Underrepresented Minorities ([URM's](#)), and those from diverse cultures, as well as integrating DEI into research, teaching, and innovation.

These impact areas anchor our DEI strategy in three pillars through which DEI goals are recognized:

- Talent (Recruitment, Retention, Mentoring, Advancement)
- Environment and Culture (Awareness, Visibility, Community/Engagement, Integration)
- Accountability and Recognition (Recognition, Incentivization, Assessment, Accountability)

This initiative looks to provide seed funding (up to \$1,000) to the Columbia Engineering community to help support and enhance DEI efforts throughout the School. This mechanism is intended to support grassroots diversity, equity, and inclusion initiatives across the School in alignment with the Commission's Goals. Proposed initiatives should broaden or deepen understanding of the current trends in DEI activities within the department and School and prioritize creating avenues for equitable participation from all groups in STEM.

Eligibility: This grant is open to all in the Columbia Engineering community. This is inclusive of all students, postdocs, staff, and faculty. We strongly encourage efforts that are interdisciplinary, multi-departmental, engage with multiple stakeholders, or involve collaborations with students, faculty, and staff. Students must be in good academic standing for consideration.

Grants will be awarded on a rolling basis during the academic year, with decisions being made two to three weeks after receipt of submission.

Application

Fill out the application, with all supporting materials here: bit.ly/SEASMiniGrant

If you have issues accessing the form, please email seasdiversity@columbia.edu for support. DO NOT submit your proposal via email in lieu of filling out the application.

Criteria for Evaluation

Proposals must clearly amplify DEI initiatives, projects, or programs in alignment with DEI Action Plan Goals as outlined in the [Commission Report](#). These include:

Goal 1: Proactively Recruit URG Students and Faculty to Columbia Engineering

Goal 2: Create and Adopt Best Practices in Retention, Mentoring, and Advancement of Faculty, Students, and Staff

Goal 3: Raise Visibility, Enhance Community Engagement, and Build Awareness that DEI is Central to School Mission

Goal 4: Integrate DEI Considerations in Engineering Research, Education, and Innovation

Goal 5: Recognize and Incentive DEI Efforts at Columbia Engineering

Goal 6: Continuously Assess Progress at All Levels in Accountability and Achieving DEI Mission

Emphasis will be given to requests that demonstrate long-term sustainable learning and impact on our community and support retention, development, and success of students, staff, and faculty in relation to our DEI plan. An assessment plan is required.

Though not an exhaustive list, DEI mini-grant submissions may include the following:

- Events and programming that engage community members in equity work
- Project-based resources for efforts to support equity across teaching, mentorship, and training (e.g., toolkit materials or printing)
- Honoraria or travel for speakers from historically underrepresented groups
- Faculty or staff training focused on a particular area of DEI
- Launching a new co-curricular program or series
- Campus-based conferences or symposiums
- Engaging alums in efforts to support inclusion

Funding Eligibility

- This is a cost-sharing and collaborative initiative. Though funding through the mini-grant can be provided in any amount, up to \$1,000, we expect grant recipients to secure additional funding of at least half of the amount awarded by the grant (1:0.5 funding ratio). These funds can come from departments, student organizations, or other already-established means of funding. Ex. If the proposal requires \$1,000, at least \$500 in additional external funding must be confirmed.
- Applications greater than \$1,000 may be considered if they are well-justified and demonstrate the potential to impact the Engineering community broadly.
- Funding must be spent by the end of the fiscal year (June 30th). It cannot be rolled over.

As a grant recipient:

- A final report of project outcomes will be required within two weeks of initiative completion. This report should be submitted to the Office of DEI.
- You may be invited to share your initiative results with the campus community through our marketing and communications channels or during events amplifying DEI activities across the institution.
- You may be asked to participate in assessments by Engineering DEI related to the grant. These assessments help support the strategic goal of continuously



assessing progress and ensuring accountability at all levels toward achieving DEI goals.

Ineligible Requests

Funding for the following is deemed to be ineligible for consideration:

- Requests made outside of members of the Columbia Engineering community
- Proposals with an unclear focus on improving diversity, equity, and inclusion
- Personal compensation or compensation for associated project members (non-inclusive of speaking honorariums)
- Funding is not intended exclusively for food or refreshments; only a small portion may be used for that purpose.
- Applications for travel expenses related to conferences

Questions?

Please contact the Engineering DEI team at seasdiversity@columbia.edu