



Georgia Tech

Office of the Provost

## Diversity, Equity, and Inclusion Council

### Request for Proposals 2023

The Office of the Provost (OOP) Diversity, Equity, and Inclusion Council seeks proposals up to \$10,000 for projects and initiatives from any administrative unit of the OOP that advance the Institute's [Strategic Plan for Diversity, Equity, and Inclusion](#) ("the Plan") and are aligned with the Council's charge and focus areas (described below). The Plan outlines three goals and 22 associated strategies; successful proposals will demonstrate alignment with at least one goal and associated strategy detailed in the Plan.

*Timeline:* Proposals will be accepted on a rolling basis in 2023: April 30<sup>th</sup>, July 30<sup>th</sup>, and September 30<sup>th</sup>. With limited exceptions, funds should be spent in FY24 (Jul 1, 2023- Jun 30, 2024)<sup>1</sup>.

*Funding:* Funding can be used in a variety of ways, e.g.: workshop materials, speaker/trainer fees, funding for student assistants, curriculum materials, events, etc. Proposals may include expenses eligible for purchase with state funds and/or non-state funds (e.g. GTF funds). Your budget proposal must include line-item detail of the expenses planned in your proposal. When you are ready to submit your proposal, you will have the opportunity to ask questions and clarify approved uses of funding during your meeting with a councilmember (see "Eligibility" below).

*Eligibility:* Any faculty or staff member in the OOP may submit a proposal. The Council recommends that individuals or groups submitting a proposal first schedule a meeting with a member of one of the Council's Work Groups to review their proposal and assess its alignment with the Plan. Referring to the Focus Areas described below, please choose a Focus Area that best reflects the theme or emphasis of your proposal and request a meeting with a member of that Focus Area Work Group.

For example, authors of a proposal for a symposium on belonging and campus culture may request a meeting with Build Community or Train for an Inclusive Culture, depending on the emphasis of their proposed event. This meeting is an opportunity to solicit feedback on and strengthen the proposal; authors may be urged to submit it right away or wait and revise for the next deadline. Once submitted, the proposal will be reviewed by the members of that Work Group; they will recommend a decision to the Chairs of the Council.

*Format and Requirements:* Please submit proposals as a single pdf [via Qualtrics](#). Each proposal should contain a/an:

- 2-3 sentence abstract
- 1-page overview of the initiative, project or process which addresses alignment with the Council's charge or focus areas (see below), and the [DEI Strategic Plan](#)
- timeline for the project or initiative described
- budget (please include cost-share if possible)
- list of collaborators (if applicable)
- indication of support from the unit head/VP (if applicable)

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<sup>1</sup> Proposals received by April 30<sup>th</sup> may request either FY23 or FY24 funds. Any requests for FY23 funding must demonstrate how funds can be encumbered or spent by June 30, 2023.

### Council Charge:

- Lead and collaborate with the GT community on issues of Diversity, Equity, and Inclusion in order to create a climate of belonging for every person affiliated with the Provost's Office.
- Identify and work on GT DEI Blueprint strategies in units of the Provost's Office, address DEI issues with annual goals to achieve specific DEI outcomes and raise awareness of these issues and strategies throughout units.
- Act in an advisory capacity to the Provost, Dr. Steve McLaughlin. Outcomes will be documented and reported annually to Dr. McLaughlin, his leadership team, and across the Provost's Office.

### 2022-2023 OOP DEI Council Focus Areas:

#### 1) *Effectively Communicate the Mission of the OOP DEI Council*

The goal of this group is to effectively communicate the purpose, goals, and work of the DEI council to the broader Office of the Provost community. The group has worked to draft a communication sent by the Provost's Office to introduce the council and invite students, staff, and faculty to join us virtually for one of several DEI Council-hosted Office Hours to share thoughts and ideas, ask questions about the work of the council, and find ways to get involved in the future.

Work Group Members: Amy Henry: amy.henry@gatech.edu; Allie Crain: allie.crain@europa.gatech.edu; Justin Cornelius: justin.cornelius30@gatech.edu.

#### 2) *Act on Gathered Data/Gather and Analyze Information*

This group will collaborate with and learn from existing DEI Councils across the Georgia Tech campus. Its members are working with Institute Diversity, Equity, and Inclusion to survey and interview past and present DEI Councils about their initiatives and outcomes, which will help the OOP DEI Council in goal-setting for future work. The group will share these results with the wider Georgia Tech community.

Work Group Members: Karena Nguyen: karena.nguyen@gatech.edu; Aditya Desai: adityadesai@gatech.edu; Shamecia Powers: shamecia@gatech.edu

#### 3) *Train for an Inclusive Culture*

The purpose of the *Train for an Inclusive Culture* group is to promote inclusive hiring practices of staff members throughout the Office of the Provost by reviewing current policies and practices, developing a set of best practices, and developing a training for search committee members.

Work Group Members: Iteeah Pounds: ipounds3@gatech.edu; Dawn Baunach: dbaunach3@gatech.edu

#### 4) *Collaborate Intentionally*

This group is working on the creation of a voluntary job shadow program for employees within the Provost and Vice Provost units. The Council has two goals for such a program: that participants will gain a broader awareness of possible career progression paths at Georgia Tech; and that the job shadow program will foster collaboration across members of different campus units, which can help to break down silos, build relationships, and increase overall inclusion and engagement.

Work Group Members: Na'Charlesia Floyd: nfloyd32@gatech.edu; Brandi Foley-Rodgers: brandi.foley-rodgers@provost.gatech.edu; Jason Matt: jason.matt@gatech.edu

5) *Build Community*

This group's aim is building community by bringing people together through various arts-focused opportunities and events. The members seek to create inclusive spaces for faculty, staff, and students within the Provost's Office to collaborate on meaningful DEI-related topics.

Work Group Members: Lacy Hodges: lacy.hodges@gatech.edu and Adom Stroh: adam.stroh@gatech.edu

6) *Empower Bold and Sustained Change-Making*

This group is focused on creating and managing a process for funding projects and initiatives – across all units in the OOP –focused on enhancing equity, diversity, and inclusion. The release of the 2023 RFP will solicit projects to be executed during FY24.

Work Group Members: Steven Girardot: steven.girardot@gatech.edu; Ruthie Yow: ruth.yow@gatech.edu

7) *Inclusive Practices Through Discourse*

The purpose of the *Inclusive Practice through Discourse* group is to promote discourse about difficult conversations such as power imbalances in the academic setting. The group does this by sharing “Pedagogy of Belonging,” an essay series by a GT graduate student, and then hosting a "brave space" dialogue to offer practice for having uncomfortable conversations in the academic setting.

Work Group Members: Carolina Ramos Ocasio: cocasio6@gatech.edu; Julian Rose: julianakilrose@gatech.edu; Sarah Kegley: skegley3@gatech.edu