[Faculty Mini-Grants Program](#) to Combat Structural Racism to Promote a More Inclusive UC Campus

Grant Mission Statement
The Merced Division of the Academic Senate is committed to upholding the [UC Merced Commitment to Diversity](#). For centuries, this society and its institutions, including the University of California (UC), practiced systematic and institutionalized discrimination against women and people of color. The institution in which we work has been deeply shaped by this long historical legacy of patriarchy and white supremacy. While we acknowledge the hard-won progress in these areas, neither overt discrimination nor implicit bias have been eliminated in the larger society or the UC. Overcoming that legacy and its contemporary manifestations requires faculty to continue the work identifying, reimagining, dismantling, and revising policies and practices to be more just, equitable, and inclusive. Only when these principles become infused into every aspect of our campus—faculty hiring and retention, pedagogy, research and scholarship, mentoring, and service —can we advance. The Merced Division affirms its vigilance in its work to prioritize to promote diversity, equity, inclusion, and justice at the University of California, Merced.

Understanding the role of faculty to uphold this commitment, the Academic Senate is accepting mini-grant proposals focused on identifying, reimagining, dismantling, and revising structurally racist policies and practices to promote a more inclusive campus and academy.

Definitions:
- **Racism** is powerful collection of bigoted ideas and attitudes, as well as policies and practices that lead to racial inequity.
- **Racial inequality**[*] is when different racial groups do not share the same level of power in a society.
- **Policy**[†] means written and unwritten laws, rules, procedures, processes, regulations, and guidelines that govern people.

Some potential activities covered by the mini-grants program include:

- Faculty recruitment and retention initiatives
- Professional development: Attend and/or develop an idea for a campus conference/workgroup
- Anti-racist curriculum development for departments or individual faculty (e.g., syllabus construction, pedagogical innovation or intervention)
- Examination and/or development of new approaches to policies and structures in classrooms and (research) labs
- Community building among faculty and graduate and/or undergraduate students through reading groups, research symposia, speaker series, etc.
- Mentorship development: Be a mentor/mentee
- Research and scholarly work (including art exhibits and performance arts)
- Adoption of pilot studies from another institution
- Community engagement and/or outreach projects
- Governance: Examine and/or develop new approaches to policies and structures within departments, graduate groups, schools, and/or the Academic Senate

Eligibility: All UC Merced faculty (including non-Senate faculty)

A proposal should be submitted by **a single, Senate or non-Senate, faculty lead**. The proposal may be an individual project or represent a collaborative team. Staff, students and other researchers are eligible collaborators. There is no limit on how many proposals can be submitted from any school/department/graduate

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[*] Kendi, I. (2019). *How to be an antiracist*. Bodley Head.
[†] *Ibid.*

group, nor any restriction on how many individuals can be included in a single proposal. Individuals may be on multiple proposals.

Amount: Grant amounts can be up to $5,000 each and the total number of grants awarded will depend on the amount requested by the final proposals selected. Funding is one-time only.

Timeline:
- Proposal submission by 5pm, Friday, May 20, 2022, sent to **senateminigrants@ucmerced.edu**
- Awardees will be announced the week of June 6th, which will initiate funds dispersement.
- Projects should be completed by March 1, 2023
- Public report out will be expected by April 17, 2023

Proposal requirements:
- The faculty lead is considered the point of contact and must be reachable during the application and award processes.
- Application form with the project description and other information listed below.
- Complete budget spreadsheet outlining proposed project costs and any other sources of funding or sponsorship, if applicable, proposed activity.

Application form: Narrative is limited to 750 words total

The application form asks for submitter's information and the following:

- **Project Title.** A short phrase aluding to the overall scope of the project, its activities and impacts
- **Project description:** Proposals will describe the specific problem being addressed and its importance in **combating structural racism to promote a more inclusive campus and academy.** The description should allow reviewers to determine if the project is likely to be completed within the timeline of the grant.
    - If desired, proposers may describe and include supporting data from documented climate surveys, findings, statistics, etc. as an appendix, which does not count against the word limit.
- **Impact:** Proposals will describe the key deliverables expected, including difference(s) the project hopes to make on the issues addressed, the audience(s) it will serve, and the anticipated number of people it will affect.
    - If desired, proposers may include supporting impact data from documented climate surveys, findings or statistics as an appendix.
- **Leadership/Collaborators Capacity:** Proposals will detail the capacity and qualifications of the lead faculty. If this is a collaborative effort, the capacitry, qualifications, and contributions of team members are also listed.
- **Integration:** As relevant, proposals will identify how the project will be integrated into the activities of teaching, research and/or service.

Budget Justification: The Budget form is complete, detailed, data driven and provides specific information about why each item is requested.

Reporting & Dissemination: Awardees will submit a brief final report summarizing mini-grant activity and benefits or impact derived. The reports will be published on the Senate Website. Awardees' activities or findings

will be disseminated via symposium, showcase or a Senate meeting, in coordination with the faculty leads and other interested parties.

Proposal Review: Proposals will be reviewed by members of the Antiracism Working Group, recruiting additional reviewers from EDI and other Senate Committees as needed.

Rubric:

Criteria	Evidence	High Rating	Medium Rating	Low Rating
Alignment with minigrant mission	Application form: Project description	9	6	1
Potential for impact, sustainability, and/or replication	Application form: Impact	6	3	1
Likelihood of accomplishing project: Timeline	Application form: Project description	3	2	1
Likelihood of accomplishing project: Expertise	Appliation form: Leadership/ Collaborators	3	2	1
Likelihood of accomplishing project: Budget	Budget spreadsheet	3	2	1

The Academic Senate mini-grant initiative is made possible with the support of the Office of the Chancellor.