

**Request for Proposals at Columbia University
Office of the Vice Provost for Faculty Advancement**

Addressing Racism: A Call to Action for Columbia Faculty

Description

The Office of the Provost is issuing a request for proposals to provide seed grant funding for full-time faculty members and/or academic units within the Columbia community that seek to engage with issues of structural racism. Higher education institutions have an imperative to address such racism that persists within, and outside, of academia. The goal of this initiative is to provide resources to enable collaborative dialogue, action and insight for systemic change towards racial equity. Projects should broaden or deepen understanding of racial inequities that may impact the Columbia community.

We anticipate that awards will be funded up to \$5,000. Projects that are complex, such as interdisciplinary collaborations, can be funded up to \$10,000.

In addition, the Institute for Religion, Culture and Public Life will support 1-2 projects that focus in some significant way on the intersection of race and racism, and issues connected to religion, belief and/or secularism.

Guidelines

Proposals should enable collaborative dialogue, action and insight for systemic change towards racial equity. Examples include, but are not limited to:

- ❖ Events (panel, lecture, workshop, etc.) featuring internal or guest presenters
- ❖ Creation of archival materials (oral histories, anthologies, collaborative art, etc.) that provide evidence for historical and anthropological understandings
- ❖ Engagement with a consultant who has demonstrated experience in and commitment to racial justice and fostering a culture of equity
- ❖ Creative programming (digital content, art installation, musical/ dramatic performance, etc.) made available to Columbia community members
- ❖ Events or programs that relate issues of racial justice to research and innovation within STEM fields or clinical practice
- ❖ Programs that address racial equity within recruitment and hiring practices

- ❖ Programs that examine admission policies and practices and re-center criteria around issues of access and equity
- ❖ Creation of curriculum or learning resources designed to deepen the understanding of racial inequality and white privilege
- ❖ Service projects that respond to disparities caused by race-based inequities
- ❖ Programs or events that address any connections between religion, spirituality and racial justice
- ❖ Curriculum mapping project to assess curriculum components, such as intended program learning outcomes, syllabi content and instructional activities, within the framework of racial justice.

Selection Criteria

A sub-committee of the [Provost's Advisory Council for the Enhancement of Faculty Diversity](#) will review the applications. Proposals will be evaluated based on the following criteria:

- ❖ Proposal includes clearly-defined goals, objectives, scope, and evaluation criteria
- ❖ Project has the potential to broaden or deepen understanding of issues of racial justice and equity that impact the Columbia community
- ❖ Project is scalable and/or replicable
- ❖ Project has the potential to attract a range of university constituents, including those who have demonstrated limited engagement with issues of racial justice in the past

Application Requirements

- ❖ Applying Academic Unit(s)/ Faculty Member Details
- ❖ Proposal Details
- ❖ Budget Projection and Narrative

Submission

Please submit applications via the [online submission form](#) by **September 17, 2020**. If you have any logistical questions, please email facultyadvancement@columbia.edu with a copy to Kristen Barnes (kb2916@columbia.edu).

Timeline

June 2020: Call for proposals

September 17, 2020: Deadline for submission of proposals

October 1, 2020: Award notifications

Contacts

Dennis A. Mitchell, DDS, MPH
Vice Provost for Faculty Advancement
dmitchell@columbia.edu

Shana Lassiter, EdD
Assistant Provost for Faculty Diversity and Inclusion
slassiter@columbia.edu

Kristen Barnes, MA
Assistant Director for Faculty Diversity and Inclusion
kb2916@columbia.edu