To the Tufts Community:

We are writing to let you know about some of the events and projects sponsored by the AS&E Diversity Fund for AY 2011-2012, and to request proposals for additional projects/events to take place in Spring 2012. A list of some of the projects/events funded by the Diversity Fund for AY 2011-2012 appears at the end of this letter. We have encouraged the sponsoring groups to publicize their events as far in advance as possible. Most of the funding for this year has already been allocated, but we would like to hear from you if there is a compelling need for projects or programs in Spring 2012 that has arisen since last Spring’s funding cycle. Before you submit a proposal, PLEASE READ BELOW. We have established criteria for the Diversity Fund, in order to spend our money wisely and so that Diversity Fund awards have the greatest impact for the Tufts community. Proposals that do not meet these criteria are unlikely to be funded. If you would like to submit a proposal for Spring 2012, please get in touch with Tina Schiavone (X72123 or tina.schiavone@tufts.edu), Staff Assistant to Margery Davies, Director of the AS&E Diversity Office, to request an application. The deadline for Spring 2012 applications is Friday, December 2, 2011. Decisions will be communicated by the end of the Fall semester.

The Diversity Fund is money we have allocated within the AS&E budget to devote to issues and needs relating to diversity at Tufts. Funding for projects and programming that will increase the diversity of our community is not limited to the Diversity Fund, but it is an important part of our efforts. Each year, a general call is sent out to the AS&E community for proposals. The Diversity Fund Advisory Committee, composed of faculty and staff, reviews the proposals and makes recommendations to the two of us – Joanne Berger-Sweeney, Dean of the School of Arts & Sciences and Linda M. Abriola, Dean of the School of Engineering.

Over the past years, the Diversity Fund has received many exciting proposals from a wide range of departments, programs, centers, offices and groups, many of which have been funded. It is intended that the Diversity Fund be spent in ways that will have the greatest potential for long-lasting positive effect on the Tufts community, and in ways that bring different groups together. The Diversity Fund grants awards in the following areas:

Student Life programming  
Student Recruitment and Retention  
Campus Climate Initiatives  
Curriculum Development  
Course Enhancement  
Speaker/Performance Series  
Speaker/Performance Single Events  
Conferences

We have established several criteria for evaluating proposals for funding. Please READ CAREFULLY and bear these criteria in mind in preparing your proposals:

1. **Bring groups together.** Priority will be given to proposals that have been generated by more than one group (e.g., a department or program, center or office, student organization) and that show evidence of true collaboration.
2. **Demonstrate that other sources of funding have been pursued.** Proposals should make clear (a) why the “regular budget” of the group (e.g., a departmental budget, or student organization budget) can not support the project; and (b) that other sources of funding (e.g., the TCU buffer funding mechanism for student organizations) have been pursued.

3. **Series limit.** If you are proposing a Series of events, it should contain no more than TWO EVENTS. The amount of work involved in planning, advertising, and carrying out an event is substantial. We also want to avoid event overload, where there is too much competition for audience.

4. **Honorarium limit.** As a general rule, if a speaker has a regular academic appointment, the honorarium maximum for an activity (speech, meeting with faculty group, etc.) is $500.

5. **Publicity plan.** For events, series, and conferences, proposals should include a publicity plan and estimated cost.

6. **Detailed budget.** Proposals should include a detailed budget, which indicates that the planners have done some research about the estimated cost of travel, hotel, food, publicity, etc.

If you would like to submit a proposal for Spring 2012, please get in touch with Tina Schiavone (X72123 or tina.schiavone@tufts.edu), Staff Assistant to Margery Davies, Director of the AS&E Diversity Office, to request an application. **The deadline for Spring 2012 applications is Friday, December 2, 2011.** Decisions will be communicated by the end of the Fall semester.

We look forward to hearing from you.

Linda M. Abriola
Dean, School of Engineering

Joanne Berger-Sweeney
Dean, School of Arts and Sciences
ARTS, SCIENCES & ENGINEERING DIVERSITY FUND
AY 2011-2012

PROJECT/EVENT

**Student Life**
Africana Center Orientation Retreat
Asian American Center Orientation Events
Latino/a Student Retreat: Building Community
Diversity Forum for Alumni and Students of Color
Diversity Career Networking Night for Alumni and Students
Foreign Language Instruction: Increasing Access for Students with Disabilities

SAGE First-Year Peer Mentor Program
Team Q Training Retreat
Tufts Diversity Dialogues Project
Tutors at the Centers

**Student Recruitment**
Voices of Tufts Diversity Experience (Fall 2011)

**Student Scholarships**
Career Services Summer Internship Grants
The Cuban Experience XI-XII
Leadership Alliance Summer Research Program (SREIP)

**Student Retention**
Bridge to Engineering Success at Tufts (BEST)
CSEMS Mentoring Program

**Workshops**
Graduate Students of Color Mentoring Workshop
Mentors in Violence Prevention Workshop
Strategic Planning Workshop for Black Faculty and Allies

**Course Enhancement**
Native American Guest Speaker for Class
One-with-One Program

**Conferences**
Creating Change at Tufts
Diversity of Health Careers: Discovering Different Paths
Teaching as Civic Engagement

**Series**
Chinese Program Lecture Series
Latino Heritage Month: Rock the Mic Slam Poetry Series
Richard Bell Exhibit Lectures
U.S. Intervention in the Third World

**Single Events**
The Afro-Latino/a Experience
Black History Month: Cultural Legends Ball
Breaking the Cycle of Bodily Shame: Former Miss America Contestant Speaks
Kenzaburo Oe
Melissa Harris-Perry
OneWorld Global Crafts Bazaar and Development Fair
Rinku Sen

SPONSOR

Africana Center
Asian American Center
Latino Center
Tufts Alumni Relations/Group of Six Centers
Foreign Language Departments/Committee on Specific Learning Disabilities
Women’s Center/student groups
LGBT Center
Child Development/Drama & Dance/Tisch College
Academic Resource Center/Group of Six Centers

Undergraduate Admissions
Career Services
Latino Center
Graduate School of Arts & Sciences
SOE/Center for STEM Diversity
CSEMS Program
Child Development/Education/MEGA
Women’s Center
Organization of Black Faculty
English Department
Chinese Language Program
LGBT Center
Minority Association for Pre-med Students (MAPS)
Education Department
GRALL/Office of Programs Abroad
Latino Center/ALAS/SAGE/Caribbean Club
Art Gallery
Tufts Faculty Progressive Caucus

Latino Studies/ANW/Latino Center
Africana Center
Women’s Center/Women’s Studies/many others
German, Russian, and Asian Languages/Literatures
Social Justice Leadership Initiative
OneWorld
Asian American Center/many others