

CELEBRATE DIVERSITY

“ What sets worlds in motion is the interplay of differences, their attractions and repulsions. Life is plurality, death is uniformity. By suppressing differences and peculiarities, by eliminating different civilizations and cultures, progress weakens life and favors death. ”

Octavio Paz
Mexican poet, writer and diplomat: 1914–1998

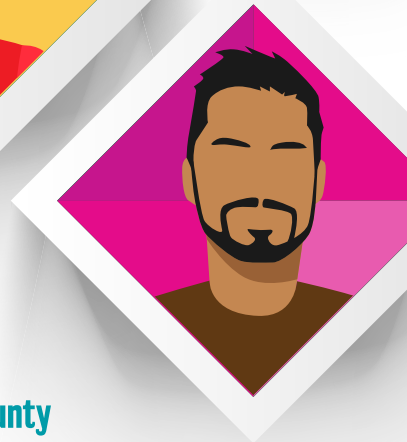
“ We live in a universe marked by diversity as the law of its being and our being. We are made to exist in a life that should be marked by cooperation, interdependence, sharing, caring, compassion and complementarity. We should celebrate our diversity; we should exult in our differences as making not for separation and alienation and hostility but for their glorious opposites. The law of our being is to live in solidarity, friendship, helpfulness, unselfishness, interdependence and complementarity as sisters and brothers in one family — the human family... Anything else, as we have experienced, is disaster. ”

Desmond Tutu
South African theologian, Anti-apartheid and human rights activist
1931–



VCCCD | HUMAN RESOURCES

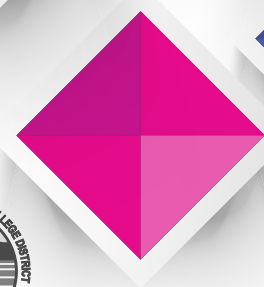
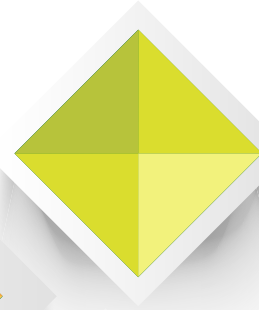
CELEBRATE DIVERSITY



Ventura County Community College District
761 E. Daily Drive, Suite 200 • Camarillo, CA 93010

Faculty/Staff DIVERSITY MINI-GRANT Program

Ventura County Community College District
Celebrating Diversity



What is it?

This program provides financial assistance for new, innovative projects, workshops, and activities that strengthen excellence in diversity and inclusion.

Applications may be submitted by any current faculty or staff member: Awards can be as much as \$1000.

The Vice Chancellor of Human Resources leads the VCCCD EEO Advisory Committee. The committee will review applications and make recommendations during Fall and Spring semesters. The committee will make its recommendations to the Vice Chancellor of Human Resources for final approval. Members of the committee are ineligible to apply for the grants.

Applicants are encouraged to submit applications well in advance of the proposed starting date.

For more information/application see:

www.vcccd.edu/departments/human-resources/diversity-dashboard/eo-advisory-committee/vcccd-facultystaff-diversity

Program Details

Applications will be reviewed on the criteria that follow. It is the applicant's responsibility to write a convincing application with supporting arguments and evidence. Please use the scoring rubric (available online) as a guide.

1. The proposed event or project should have a **strong conceptual framework** that can be identified as strengthening VCCCD's long-term commitment to diversity and inclusion. The event or project should be consistent with the mission and core values of the VCCCD as expressed in the District or College Strategic Plan.
2. The proposed project or event team should **include at least three individuals**, including team leader, as evidence of the project or event's broad applicability.
3. The proposed event or project should be **clearly defined** with easily identified starting and ending points and specific activities.
4. The proposed event or project should have **specific goals**, and measurable outcomes.
5. The proposed event or project should have a **plan for assessing** learning.
6. The proposed event or project should have a **broad impact** upon the college community or target a historically under-represented or under-served group at the college. Grant applicants are encouraged to seek broad visibility for the event or project.
7. The proposed event or project must be **open to all** students, faculty, and staff at VCCCD and cannot be limited to in-class presentations.
8. A **final report is required** and it will appear on the EEO Advisory Committee website. That report is due no later than three months after the funded activity. Failure to submit a final report will disqualify applicants from receiving future Faculty and Staff Diversity Mini-Grants.

Process

Review of applications will continue contingent on available funds. At the committee's discretion, applicants may be asked to participate in a brief interview to better explain their proposals.

Successful applicants are expected to acknowledge the EEO Advisory Committee's support on all promotional material and to mention that the event/project was funded by a Faculty/Staff Diversity Mini-Grant.

Mini-grants can be used for many purposes, including but not limited to the following:

- ◆ Guest speakers on a diversity topic.
- ◆ Special program(s) intended to increase respect for diversity and individual differences.
- ◆ Equipment or other material items used to support under-represented or under-served groups.
- ◆ Projects to enhance and support the recruitment, retention, and development of a diverse full-time faculty and staff.
- ◆ Events that expand the inclusion of issues related to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

