

## **TOWARD AN ANTIRACIST CAMPUS: ACTION GRANTS**

**Jointly sponsored by the UWM Office of Research and the  
UWM Division of Global Inclusion and Engagement**

**Edited transcript of live Q&A session on July 30, 2020 with Vice Chancellor Joan Price and Associate Vice Chancellor Chia Vang**

### **BACKGROUND**

This program arose from a conversation around what we can do to dismantle racism here on campus. How can faculty, researchers, teaching and administrative staff and others have a voice in resolving some of the issues that people are talking about and people are experiencing on our campus? Anti-racist work is not the job of one office or one person. What's a way for us to come together as collaborative partners to see if we could really do something internally? *How do we hold the mirror up to ourselves?* How do we make this a wonderful, welcoming campus for everyone? Before discussing what we do externally, we need to take a look at ourselves internally.

We've been in dialogue with colleagues on campus who are saying "What can we do?", "I have thoughts and ideas that don't necessarily include a lot of money", and "How do we work together so that we do not have a divided campus?". As a result, in this grant, we are looking for individuals who can come up with rapid-fire ideas that can be implemented within 12 to 14 months. The program intentionally is **not** your typical research grant.

### **Q&A**

#### **1. Where can I find the Call for Applications?**

<https://uwm.edu/officeofresearch/wp-content/uploads/sites/91/2020/07/Action-Grant-RFP-7-10-20-Final.pdf>

#### **2. Who can apply?**

The lead applicant on a project must be a UWM faculty or staff member with an ongoing appointment. This person will provide intellectual leadership and financial oversight for the project. Other colleagues and students may be included as project personnel.

#### **3. Is there any limitation to a person being on more than one grant application? For example, can they be a lead on one and support on another?**

There is a limit of two applications (and one award) as a project lead. You would be within the limit with one application as a project lead, and one application in another role. We did not restrict the number of applications on which someone could be involved in a non-lead role, but practical time constraints will be taken into account when making awards.

#### **4. How many applications do you expect to fund?**

Up to ten.

#### **5. What is the award maximum?**

The award cap is \$10,000. The more ideas we receive with budgets under that amount, the more we will be able to fund.

#### **6. What will you do with the ideas that are not funded?**

We're still thinking that through. There are plans for a research symposium that would feature the funded ideas, but also include the ideas that were submitted but not funded.

**7. May I include faculty or staff salary in the budget?**

Faculty and staff salary is not allowed, but you can include student hourly appointments.

**8. May I include financial incentives for study participants in the budget?**

Yes, incentives for study participation or survey completion may be included. These typically take the form of gift cards. UWM's policies on payments to research subjects can be found at <https://uwm.edu/business-financial-services/accounts-payable/procedures/> under General Procedures – Payments to Research Subjects (sign in with your UWM ID and password).

**9. May the projects include external partners such as MPS or neighborhood organizations?**

It is possible to include external collaborators, keeping in mind a few things:

- You will need to explain how the external collaborators will help effect change at UWM.
- We cannot pay salary directly to external parties through these grants, but could offer compensation in other ways. Your Unit Business Representative is a good source for how non-UWM personnel can be compensated on an internal grant.

**10. In addition to examples given in the Call for Applications, what are other types of activities that would be appropriate for this grant?**

We hesitate to list examples because ideas then tend to be confined to variations on the examples given. We also recognize that with the newness of the program, applicants are looking for guidance on what's in scope. Some appropriate ideas that came up during the live Q&A are:

- Campus book clubs inviting speakers or facilitators to lead discussions.
- Hiring a student to assist in collection of archival material to update a course, specifically to improve the pedagogy of the course with recently published antiracism books and articles, and to develop a website that is accessible to everyone which accompanies the course development.
- A project where we would learn more about specific racial biases specific groups hold. For example, UWM police engaging with community groups to support this effort, which would lead to a pilot training course for police as a result of what we learn.

For all submitted ideas, it is important to articulate the potential/intended impact on the campus community within 12-14 months of the start of the project.

**11. What metrics should I use to use determine impact?**

There is no pre-established set of metrics we will be looking for in the proposals. The type of proposal will determine what metrics make sense. For example, in a book group or class discussion, pre- and post-discussion surveys would be appropriate to examine change of attitude, change of how people think or will react. Associate Vice Chancellor Chia Vang has experience developing metrics and surveys and worksheets for different kinds of activities. She would be a good contact for discussing ways to measure the impact of your project.

**12. You mentioned recordings of the three Campus Dialogues for Racial Justice that took place this summer, one each with UWM faculty, staff, and students. Where can I find those recordings?**

The links to the recordings and other resources for talking about race are available at <https://uwm.edu/global-inclusion/resources/>

**13. Will live events with guests be considered given the COVID19 situation?**

We would not automatically rule this out. It will very much depend on city, state, and UWM regulations for safely convening at the time. We expect that most events with external speakers will be virtual and require that such events (in person or virtual) be open to the campus.

**14. Where can I find a recording of the live Q&A session for this grant?**

<https://uwm.edu/officeofresearch/wp-content/themes/uwmwebid-officeofresearch/documents/Action%20Mini-Grants%20Q&A%20session.mp4>