College of Arts and Science
Guidelines for the
Equity, Diversity and Inclusion (EDI) Initiatives Fund

The purpose of the College of Arts and Science EDI Initiatives Fund is to assist units, academic departments, student groups, and employee groups in undertaking EDI initiatives to benefit the College community and equity deserving groups. Equity deserving groups include persons with disabilities, those of Indigenous ancestry, visible minorities and/or women, members of the LGBTQ2IA+ community, or any other identified equity deserving group.

The EDI Initiatives Fund provides funding to a maximum of $500. All departments, units and groups within the College of Arts and Science are encouraged to apply, and ideally, will provide matching funds. Affiliating a proposed initiative with a department, unit, or group is encouraged though not required, and matching funds are also encouraged though not required. Partnered initiatives across units are eligible for funding, also to a maximum of $500.

Successful applicants are encouraged to organize a presentation that is accessible to students and to the College community, that summarizes the objectives and outcomes of the EDI initiative, if relevant. Alternatively, another form of College-wide communication about the results or outcomes of the initiative is encouraged so that EDI progress can be shared and celebrated.

Applications can be completed using the online form, located in PAWS: https://artsandscience.usask.ca/onlineforms/edi-initiatives-fund-application.php. If you search manually, it can be found under the Online Tools category in the Links & Resources channel of the Arts & Science tab. No additional materials are required.

This fund does not support guest lecturers or speakers. The College's Role Model Speaker Fund is established to assist groups wishing to host guest speakers.

Examples of initiatives that can be supported through the EDI Initiatives Fund include:
- Lunch-time EDI discussion series for faculty, staff and students;
- Creating/updating EDI content on departmental websites;
- Hiring an EDI trainer to provide targeted training or capacity building (e.g. anti-racism);
- Facility and catering costs to host EDI-themed workshops, conferences, etc.; or
- Hiring someone to analyze departmental statistics (e.g. demographics of students who receive awards, faculty merit awards and so on).

The EDI Initiatives Fund has a limited budget, so applications should be submitted as early as possible. Guidelines for preparing a successful application include:

- The application must include a clear goal and set of objectives, including a budget of related expenses.

- The EDI Initiatives Fund provides funding to a maximum of $500.00. Applications must indicate the other funding sources of matching funding, if any, and whether these are secured or imminent.

- Applications must explain how the proposed initiative benefits one or more of the designated employment equity groups or other equity deserving groups.

Furthermore,

- Typically, departments and units will not be considered for funding more than once every two years. If funds permit, the Committee may in a second round consider applications from departments or units that have been funded more recently. If funds remain after the Committee has considered all the first-round applications, a second round may take place for additional requests from departments and units that have already had successful applications in the current year.

- Typically, the Committee will not fund the same initiative more than once.

- Applications received after the deadline or after the EDI initiative has already taken place will not be funded unless there is a convincing rationale for retroactive funding.

- If the initiative activities cannot take place within one year of funding approval, the department, unit, or group may apply to the Committee for an extension or submit an application for a replacement initiative.

For successful applications:

- Once funds have been granted, any related publicity MUST include a notice that *The College of Arts and Science Equity, Diversity and Inclusion Initiatives Fund* is the sponsoring agency.