

## Equity & Inclusion Incentive Grants

<b><u>2009-10</u></b>	<b><u>Unit</u></b>
<b>Building Diversity in Biomedicine</b> Enhance the ability to prepare and recruit underrepresented minority students in the program.	Medicine (may be able to sub)
<b>Ethnic Minority Enrichment in Research &amp; Graduate Education (EMERGE)</b> Program's intent is to diversify the applicant pool of undergraduate students applying to graduate school in the psychology program.	A&S/Psychology
<b>Gen-1 Scholarships</b> Create a structured living environment and learning community focused on a culture of academic success for first generation students.	CECH
<b>College of Law Scholarship</b> Offer a scholarship to recruit a diverse student to the college.	Law
<b>Bar Exam Scholarships</b> Provide several scholarships for students to participate in bar study in preparation for bar exam.	Law
<b>IT Scholarship</b> Provide a scholarship to an underrepresented student in an IT degree program to diversify the work force.	UCit
<b><u>2010-11</u></b>	<b><u>Unit</u></b>
<b>Putting Retention 1<sup>st</sup> in the Zest for Excellence (PRIZE)</b> Expand this faculty mentoring program to include an additional 50 African American students.	A&S
<b>Graduate Preview Program</b> Build on the recruitment efforts through a campus visitation program from minority-serving institutions.	A&S/Graduate
<b>Hispanic/Latino Recruitment</b> Expand current recruitment and retention efforts by reaching out to students and their families in various outreach efforts.	A&S/Latino
<b>STARS Scholars Program</b> Provide undergraduate research opportunities for underrepresented students in graduate school.	McNair
<b>Higher Education Mentoring Initiative (HEMI)</b> Mentoring program for foster children in post-secondary education.	CECH
<b>Gen-1 Scholarships</b> Support first generation students for two years instead of one in the designated housing facility.	CECH
<b><u>2011-12</u></b>	<b><u>Unit</u></b>
<b>HEMI Scholarship</b> Mentoring program for foster children in post-secondary education.	CECH
<b>Gen-1</b> Provide support for first generation students to reside in designated housing facility with support services.	CECH
<b>Minority Student Recruitment</b>	Engineering & Applied Science

## Equity & Inclusion Incentive Grants

Support to increase the number of ethnic minority students in the college.	
<b>Summer Math &amp; Science Institute</b> Enable students to build a strong foundation in the core science courses.	A&S
<b>Summer Undergraduate Research Fellowship (SURF)</b> Increase the number of underrepresented students who participate in this research training program.	Medicine
<b>Law Scholarship</b> Offer a new scholarship to a student who enhances the diversity of the college.	Law
<b><u>2012-13</u></b>	<b><u>Unit</u></b>
<b>Gen-I House</b> Provide additional opportunities in current program for first generation students.	CECH
<b>Bridge Program</b> Program for entering law students from diverse backgrounds to master foundational skills required for successful study and practice of law.	Law
<b>Diversity Benefits Series</b> Support a series of online training courses that provide management tools for faculty and administrators for understanding diversity issues.	HR
<b>Today's Learners, Tomorrow's Leaders (TL2)</b> A summer program for diverse high school students to earn college credit.	Business
<b>Putting Retention 1<sup>st</sup> in the Zest for Excellence (PR1ZE)</b> Mentoring program to increase the retention and graduation rate of African American students in A&S.	A&S
<b>Diversity Enhancement</b> College alumni are paired with current students to ease transition from Hughes High School to college.	Allied Health Sciences
<b><u>2013-14</u></b>	<b><u>Unit</u></b>
<b>MC2 Mentoring Program</b> This program will guide students from diverse backgrounds and first generation preparing for graduate education.	Allied Health Sciences
<b>Diversity Enhancement Program</b> Expand on last year's program of pairing college alumni with current students to ease transition from Hughes High School to college.	Allied Health Sciences
<b>Kingian Nonviolence Training</b> This training experience will result in the ability to apply nonviolent methodology in leadership education and development programming.	Student Affairs
<b>Educational Videos</b> Develop videos reflecting the value of the study abroad experience as well for potential international students considering UC for enrollment.	UC International
<b>Implement diversity education plan</b>	Nursing

## Equity & Inclusion Incentive Grants

Transform health care by implementing a plan to create a culture that facilitates success of diverse faculty, staff and students to educate future nurses.	
<b>Business Fellows First Year Leadership Program</b> Provide exceptional leadership development for students as they become business professionals of color.	Business
<b>McNair STARS Program</b> Support the improvement of retention and graduation rates of underrepresented ethnic groups.	Student Affairs
<b><u>2014-15</u></b>	<b><u>Unit</u></b>
<b>D&amp;I Campaign</b> A four week series that is an inter-professional learning experience with national speakers.	Academic Health Center
<b>Diversity Enhancement Program</b> A partnership to increase the enrollment, retention and graduation of African American students.	Allied Health Sciences & Center for Community Engagement
<b>Putting Retention 1<sup>st</sup> in the Zest for Excellence (PRIZE)</b> A mentoring program to help students connect with faculty and professional staff.	A&S
<b>Leadership Training</b> Leadership training for historically underrepresented groups among faculty and staff at UC Clermont College.	Clermont
<b>Summer CAMP</b> A one-week architecture and design introduction program to 8th and 9th grade underprivileged and underrepresented students from the Cincinnati metro area.	DAAP
<b>Going Home Project</b> Equip current UC international students to share their UC experience with students at the high schools from which they graduated with the intent to increase the amount of international applicants to and students at UC.	Enrollment Management
<b>Enhancing Academic Success</b> Enhance and expand UCL services to international students to enhance their academic success and build community across cultures.	University Libraries
<b>Inclusion in Action</b> Implement goals, measures and strategies that support the college's diversity and inclusion plan.	Nursing
<b>LSAMP Scholars</b> As part of the newly awarded National Science Foundation Louis Stokes Alliance for Minority Participation (LSAMP) the goal is to double the number of underrepresented ethnic students who earn STEM degrees in Ohio in five years.	Provost
<b>WILL</b>	Student Affairs/UC Women's Center

## Equity & Inclusion Incentive Grants

<p>A multi-year leadership development program for undergraduate women that aims to build a community of leaders committed to social justice and feminist leadership through experiential learning.</p>	
<p><b>Catmobile (WITHDREW)</b> Offer students, faculty, staff and visitors with permanent or temporary physical challenges, a convenient and efficient way to access campus.</p>	<p>Student Affairs/ Student Government</p>
<p><b>Share IT: Connecting Resources</b> An accessible, functional resource finder that provides intuitive mechanisms for collaboration between administrators, faculty, students and industry to support a rich educational environment for all of our students and increasing the number of diverse applicants to UC.</p>	<p>UCIT</p>
<p><b>2015-16</b></p>	<p><b>Unit</b></p>
<p><b>D&amp;I Campaign</b> This program provides a series of events in the month of February on the medical campus to support our goal.</p>	<p>Academic Health Center</p>
<p><b>Autism Spectrum Disorder</b> The purpose of this project is to develop College Success Services (CSS), a collaboration between the School of Education and Academic Excellence Support Services (AESS), to meet the unique recruitment and retention needs for students with ASD.</p>	<p>CECH</p>
<p><b>Bridges to D&amp;I</b> UCL will continue to support the international community and broaden the scope of programs and services to other underrepresented groups across campus. Our focus to embrace diversity and inclusion across campus is threefold: instruction, promotion of library resources and services, and community building for UC students, faculty, and staff.</p>	<p>UC Libraries</p>
<p><b>CAHS &amp; CCE Diversity Enhancement Program</b> The College of Allied Health Sciences (CAHS) and the Center for Community Engagement (CCE) will join together to expand and enhance CAHS Diversity Enhancement Program. The program will increase UC's enrollment, retention and graduation of African American students in the dual enrollment Medical Terminology course for Hughes STEM High School seniors, and the CAHS Connections Mentoring Program, which pairs UC students enrolled in CAHS with a CAHS alumnus.</p>	<p>Allied Health Sciences</p>
<p><b>Campus Services Scholarship</b> Housing and Food Services (HFS) will waive the \$150 deposit and application fee. In addition to the deposit/application fee assistance, the grant would be utilized to fund a one-semester housing scholarship.</p>	<p>Campus Services</p>
<p><b>Clermont Leading the Way</b> This proposal seeks funding to train employees of the UC Clermont campus to ensure that people with disability have the proper tools and resources to learn.</p>	<p>Clermont College</p>
<p><b>Diversity &amp; Academic Success Through Mentoring &amp; Advocacy</b> The offices of Multicultural Affairs and the Assistant Dean's Office for Academic Affairs will collaborate to offer workshops and develop</p>	<p>UCBA</p>

## Equity & Inclusion Incentive Grants

<p>outreach strategies designed to maximize student involvement. They will also develop a pilot peer-to-peer mentoring and training program for the DSP program. DSP/ASAP Supporters/Collaborators are the following: Academic Advising, One-Stop, Academic Labs (Math, Science, Writing Center and Foreign Language Labs), Academic Affairs, and Student Life.</p>	
<p><b>Expert Social Justice Educator</b>          Student Affairs and partners are hoping to bring an expert diversity and social justice educator/facilitator to campus to provide two days of workshops to three different audiences. 1) educate staff and students around inclusive dialogue facilitation and awareness of triggers, 2) programming with an inclusive lens and helping staff members create spaces conducive to learning, and 3) work with the Student Affairs Diversity Council.</p>	<p>Student Affairs</p>
<p><b>Not to Exclude You</b>          The purpose of this project is to identify the specific micro-aggression occurring in the CON and then develop and implement a plan to reduce and prevent micro-aggression committed by students, staff, and faculty members in the CON.</p>	<p>Nursing</p>
<p><b>Safe Bathrooms Initiative</b>          The Safe Bathrooms pilot project helps reframe the conversation on gender equity away from the position that gendered spaces are inherently exclusive to one that encourages the community to make gendered spaces inclusive.</p>	<p>Public Safety</p>
<p><b>STEMs with Latin Roots</b>          We will present STEMs with Latin Roots, a year-long project in which six Latino scholars in six different disciplines will visit UC to share their research and network with students and faculty.</p>	<p>A&amp;S</p>
<p><b>Summer CAMP Cincinnati</b>          Summer CAMP Cincinnati Architecture Mentoring Program is a one-week architecture and design survey program for 8th and 9th grade underprivileged and underrepresented students from the Cincinnati metro area. Since its inception in 2006 the organization has exposed “CAMPers” to the discipline and education of architects through walking tours and field trips to architecturally significant sites and prominent professional practices in the city, and by intensive design instruction under the guidance of faculty, students and alumni from University of Cincinnati’s Architecture program.</p>	<p>DAAP</p>
<p><b>WILL</b>          UC Women in Leadership and Learning (WILL) is a multi-year leadership development program for undergraduate women, gender non-conforming, and trans* students that aims to build a community of leaders committed to social justice and feminist leadership through experiential learning.</p>	<p>Student Affairs</p>

**Equity & Inclusion Incentive Grants**

2016-17	Unit
<p><b>A Dialogue on Diversity to Accelerate Equality</b>            This interactive workshop is to engage and inform Clermont College community of the true meaning of diversity to include matters of inclusiveness and social justice that are often difficult subjects for many to discuss. The findings of our recent diversity scan at the College will also be discussed and participants will try to collectively reach consensus on an action plan to embrace and celebrate diversity and equality in all aspects of our campus lives.</p>	UC Clermont
<p><b>AHC D&amp;I Campaign</b>            The Academic Health Center’s Diversity and Inclusion Campaign - Education, Collaboration and Transformation includes all of the health affairs colleges. As the need for diversity education has expanded, so has the need to educate individuals in an inter-professional environment.</p>	Academic Health Center
<p><b>Cincinnati Project Scholars</b>            The proposed project will fund the inaugural class of TCP Scholars; a new Arts and Sciences’ initiative working for equity in Cincinnati through research-based engagement with the community. TCP’s goals align the University of Cincinnati Diversity Plan by improving relationships with the local community and by improving the experience of faculty and students.</p>	A&S Africana Studies
<p><b>Crossing Cultures</b>            UC International in conjunction with International Admissions will create a video production and print materials for UC staff training to support employees in their work with international students. We will provide tips and tools to help guide staff, faculty and student groups through what can be confusing cultural differences.</p>	UC International
<p><b>D&amp;I in Experiential Learning Contexts</b>            The project is to explore issues of diversity and inclusion in experiential learning contexts. ProPEL faculty and staff will partner with LGBTQ Center, African American Cultural and Resource Center (AACRC), and Pre-Professional Advising Center STEMMD program to engage underrepresented students in data gathering activities focused on issues of diversity and inclusion in experiential learning contexts. We will then use the data gathered to plan and facilitate World Café Workshops in which faculty, staff, students, employers and community partners will participate in critical dialogues about diversity and inclusion issues in experiential learning contexts. Ultimately, this project is intended to lead to the development of strategies for creating diverse, inclusive learning experiences for all students.</p>	ProPEL
<p><b>Diversity Enrichment Project (DEP)</b>            DEP is a collaboration between the School of Social Work, the Department of Communication Sciences and Disorders, and the</p>	Allied Health Sciences

## Equity & Inclusion Incentive Grants

<p>Department of Analytical and Diagnostic Sciences – Health Informatics Program in the College of Allied Health Sciences (CAHS). The project will establish a pipeline for individuals from diverse backgrounds to successfully access and complete the graduate level educational training requirements to become a health professional in the fields of social work, speech/language pathology, or health informatics.</p>	
<p><b>Enhancing Inclusive Excellence through Learning Opportunities and Education Development</b>          The purpose of this project is to enhance inclusive excellence in the CON through expansion of learning opportunities and educational development around D&amp;I. Specifically, we will expand edutainment events to include more offerings that yield high student participation. Secondly, we will evaluate how cultural competency is being diffused and adopted throughout nursing curricula.</p>	Nursing
<p><b>Inclusion with Intent in Health Care</b>          Building on existing strategies, with funding the Allied Health and Dental Hygiene Departments of UC Blue Ash College will collaborate to promote diversity awareness and inclusion within the UC Blue Ash health care community of faculty, staff, students, and clinical educators. We will offer a speaker series in the 2016-17 academic year featuring four expert presenters that will explore disparities in health care, especially ones created by race and language, mental health, and religion and spirituality.</p>	UCBA
<p><b>Intercultural Development to Promote Cultural Diversity</b>          This project proposes to continue a diversity and inclusion community of practice into its second year that involves personalized activities, a reflective eportfolio, and the Intercultural Development Inventory to measure intercultural awareness. Participants will describe and analyze the influences of their personal intercultural awareness and evaluate new insights they have come to as a result of the experiences. They will design intercultural awareness experiences for their students and colleagues.</p>	UCBA
<p><b>Managing to Achieve Diversity &amp; Inclusion</b>          A challenge that is commonly faced is a gap in how we prepare managers to lead with a focus on achieving diversity and inclusion and this included UC’s 18 academic advising programs. Assistant deans and directors of advising influence the educational experience of every undergraduate across the university and well over 100 professional staff. While this leadership development will initially be for the advising community, this workshop-style course would be generalized and available to all UC managers and leaders.</p>	Academic Advising
<p><b>Obstacle Free in 2016</b></p>	UC Clermont

## Equity & Inclusion Incentive Grants

<p>The Clermont College Success Program (CSP) and Testing Services (TS) will join together to increase the enrollment of first-generation, low-income Appalachian students by offering a three day intensive summer bridge program. During this bridge program, the CSP will offer an academic and college readiness series aiming to remove the common obstacles presented by these diverse students ending with an opportunity for students to take Clermont College's placement test. Students who complete the program and enroll in UC Clermont will receive a scholarship for one course.</p>	
<p><b>Study Abroad Proposal</b>          The huge lack of diversity in study abroad numbers has gained some national attention. Financial incentive designed to help defray the cost of studying abroad for certain demographics is one of the best ways to help those individuals realize their goals and to build momentum for study abroad within that demographic. The goal of this scholarship is to promote diversity participation in study abroad.</p>	UC International
<p><b>Women and Underrepresented Minorities in UC Technology Commercialization</b>          UCTAC and UCLEAF are highly interested in generating and implementing programs to increase participation of women and minority faculty participation in innovation at UC. We aim to identify meaningful metrics to measure women and minority participation in innovation in order to determine how we can more effectively engage and support these participants in the innovation ecosystem. The outcome will, hopefully, inform the recruitment and retention of women and minority faculty. We also aim to empower more women and minorities at UC to participate and take leadership roles in all stages of transforming new discoveries to the market – without leaving UC. UCTAC and UCLEAF are uniquely suited to impact this issue at UC, and with this project they will start by identifying meaningful metrics to begin to shape the opportunities, pilot a commercialization fellowship program, and fund a specific female/minority faculty-led commercialization project at UC.</p>	UC Technology Accelerator for Commercialization
<p><b>2016 Ohio Latino College Student Summit</b>          The purpose of this program is to connect Latino college students, student affairs and academic personnel with each other in order to facilitate and promote the creation of professional networks, community, and enhance the Latino student experience in the Tri-State area.</p>	Student Affairs
<p><b>2017-18</b></p>	<p><b>Unit</b></p>
<p><b>AHC D&amp;I Campaign</b>          This initiative provides a medium for discussions on cultural competency. The need for repeated exposure to this information is</p>	Academic Health Center

**Equity & Inclusion Incentive Grants**

imperative so individuals can learn and retain the important information to help them provide the best care and services in our industry as well as every industry that services people.	
<b>Bilingual Spanish/English Literary Series</b> Lecture series that supports existing collaborations between the English-language and Spanish-language Creative Writing programs to bring Spanish-language authors to UC and the Cincinnati community.	College of Arts & Sciences
<b>Business Etiquette Training</b> Host a training and networking event that supports two underrepresented communities to provide interview and workplace skills.	Student Affairs
<b>Common Read in Action</b> Bring the author, John Robison, of this year's common read, Look Me in the Eye, to campus for first year students.	Provost Office
<b>Cultural Reset</b> Cincinnati high school students will learn a cultural competence curriculum and be engaged in activities to improve their cultural awareness and cross-cultural communication skills.	CECH
<b>Diversity Enrichment Project</b> Establish a pipeline for individuals from disadvantaged backgrounds to access and complete the graduate level educational training requirements to become a health professional in the fields of social work, speech/language pathology, or health informatics.	CAHS
<b>Diversity in the Workplace</b> Develop a documentary highlighting the power of disability diversity in the workplace, with UC as a model.	A&F
<b>Eliminating Inequities in Breastfeeding and Infant Mortality</b> Support student and community outreach efforts for this second annual conference.	CAHS
<b>Empowering City Transformers</b> Provide access to DAAPcamp for underserved students by scholarships for the camp fee.	DAAP
<b>Enriching Experiences at the UC Libraries</b> Support the international community and broaden the scope of programs and services to other underrepresented groups through instruction, promotion of library resources and services, and community building for students, faculty and staff.	Libraries
<b>ESL Without Borders</b> Increase the success and enhance the experience of international students at UCC by providing opportunities to adjust, assimilate and embrace their studies in an Appalachian area.	UC Clermont
<b>Inclusive Educators</b>	UCBA

**Equity & Inclusion Incentive Grants**

Training opportunities for faculty, staff, and students to build a cultural competence as a college and to gain specific strategies to live their values.	
<b>Latino Faculty Association (LFA)</b> Establish a formal LFA to unify the university's Latino community, assist in the creation of a sustainability plan, and faculty enhancement efforts.	LEAF
<b>Ohio Student Latino Summit</b> Connect Latino college students, student affairs, academic personnel and community resources to facilitate and promote the creation of networks, community, and enhance the Latino student experience.	Student Affairs
<b>Making Together</b> Create sites of non-hierarchical gathering, where hands on making can lead to productive interaction and conversation and the potential to generate new lines of connection among individuals.	DAAP
<b>Perceptions &amp; Experiences of Inclusion</b> A study to examine Black women's perceptions of inclusion at UC through photography.	UC Clermont
<b>Role of Racial and Gender Concordance on Student Mentoring</b> Project is to support culturally relevant training and education on student mentoring as well as embed these strategies throughout the curriculum.	Nursing
<b>Story of AACRC</b> Create an oral history of the AACRC.	Alumni Association
<b>UC Inclusion App</b> Provide an interactive environment to foster communication pathways, provide another channel to gather information related to E&I, offer easy access to events and ability to register, provide information and resources to underrepresented students, and empower students with support and resources.	UCIT