

# Transforming Academia for Equity (TAE)

Monday, November 8, 2021

1:00pm – 2:30pm MDT

Informational Webinar



**CHANGEMATRIX**

# Agenda

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Introductions

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Overview of initiative

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Application process

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Questions



# Welcome and Introductions



Sheldon Oliver Watts, PhD, MPH  
Program Officer  
Research-Evaluation-Learning



TAE Partner



Laura Magaña, PhD  
President & CEO



Rita Kelliher, MSPH  
Chief Academics Officer



# TAE Coordinating Center Team

\*AC Specialist =  
Adaptive Change  
Specialist



Elizabeth Waetzig, JD  
Co-Director



Rachele C. Espiritu, PhD  
Co-Director



Nancy Vang, MEd  
Project Coordinator



London Losey, MS  
AC Specialist



Susan Ghanbarpour, DrPh, MA  
AC Specialist



Sandra Silva, MM  
AC Specialist



Tonicia Freeman-Foster, EdD  
AC Specialist



CHANGEMATRIX

# TAE Coordinating Center Team

# Adaptive Change Specialists



Lisa Aponte-Soto, PhD, MHA  
Tanoma Consulting



Kimberly Harris, MBA, PhD  
Educa Consulting



Ndidi Amutah-Onukagha, PhD  
Amaka Consulting and  
Evaluation Services, LLC



Nana Osei-Kofi, PhD  
Oregon State University



Adriana Black, MPH, MAT  
University of Chicago Pritzker  
School of Medicine



Tawara D. Goode, MA  
Georgetown University  
Peer Learning Specialist



# Our Purpose

**Transforming Academia for Equity is a bold opportunity** for academic institutions to identify, challenge, and move beyond the shadow of the historical roots of structural racism and exclusion.

- It is time to explore how structural racism became embedded in our policies, processes and practices.
- It is an opportunity to take an honest look at the current reality for everyone.
- It is a space to identify ways to disrupt, dismantle and inclusively build a more equitable system.
- Health Equity will only be achieved if the research that supports the path to get there is conducted by researchers with lived experience.



# Vision

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## Academia is where:

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the tenure and promotion process is inclusive and equitable;

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all faculty receive grants without bias because of race or ethnicity or topic of focus;

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people of color are not the only agents of institutional change;

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leadership is committed to advance policies, allocate resources, and use their platform to promote equity;

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power and the equitable distribution of power are addressed and challenged; and

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previously unheard voices are valued, engaged, and belong.

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# Coordination Center Role

The Coordinating Center will:

- 1 support the formation of representative guiding teams to engage in understanding of past and current context and equity capacity building
- 2 provide strategic planning guidance for institutional EDI change processes to advance innovative health equity research approaches; and
- 3 facilitate opportunities for peer learning, connection, and sharing of progress in advancing systems-level change.





# Our Team

## *The Adaptive Change Team*

- comprised of CM staff and external partners
- matched in teams of two to work with grantees
- support the strategic planning, capacity building, and the systems-level change efforts

## *A Peer Learning Specialist*

- design and lead innovative and engaging opportunities for collective learning

*Subject matter experts* will be engaged based on identified needs of the universities.



# Expectations/Desired Outcomes

- The **formation of *university guiding teams*** (GTs) will be representative of the voices that influence and are impacted by the desired change and include the engagement of university leadership
- The GTs will **engage the academic community** in assessing, learning, and planning for transformation.
- Evident **changes in attitude, awareness, and behavior** amongst GT members and university community related to EDI



# Expectations/ Desired Outcomes cont.

- A **strategic plan for EDI** will be complete or nearly complete.
- Grantees *identify a priority action item(s) for implementation* toward the end of the grant process.
  - University teams may choose to implement a lean process (e.g., a pilot effort) where leaders and groups can test the change, learning from it, and continuing in a change cycle.
- A robust learning community where **universities learn from each other, build community**, and advance their institutional change processes beyond the life of the project.





# TAE Approach

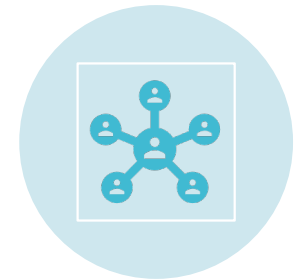
Our approach to change processes, strategic planning, and capacity building is to embed equity and inclusivity at every level – both as part of the process and as part of the outcomes of change.



STRATEGIC  
PLANNING



LEARNING AND  
ENGAGEMENT



PEER CONNECTION  
FOR LEARNING



## Approach: Strategic Planning

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**Survey the Landscape** and gather data about their historical and institutional context, structures, the adaptive challenges, and processes to lay the groundwork for a shared EDI vision

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The GT will **define outcomes, indicators, and strategies** to address adaptive challenges



# TAE Approach: Learning and Engagement

Adaptive Change Specialist (ACS) team will help:

Identify	identify a variety of responsive and developmental capacity building opportunities that address the adaptive challenges;
Support	support the shift in beliefs, values, and attitudes in the university system; and
Provide	provide opportunities to broaden equity opportunities in the university.
Meet	Meetings will occur regularly over virtual platforms and come onsite at least twice.



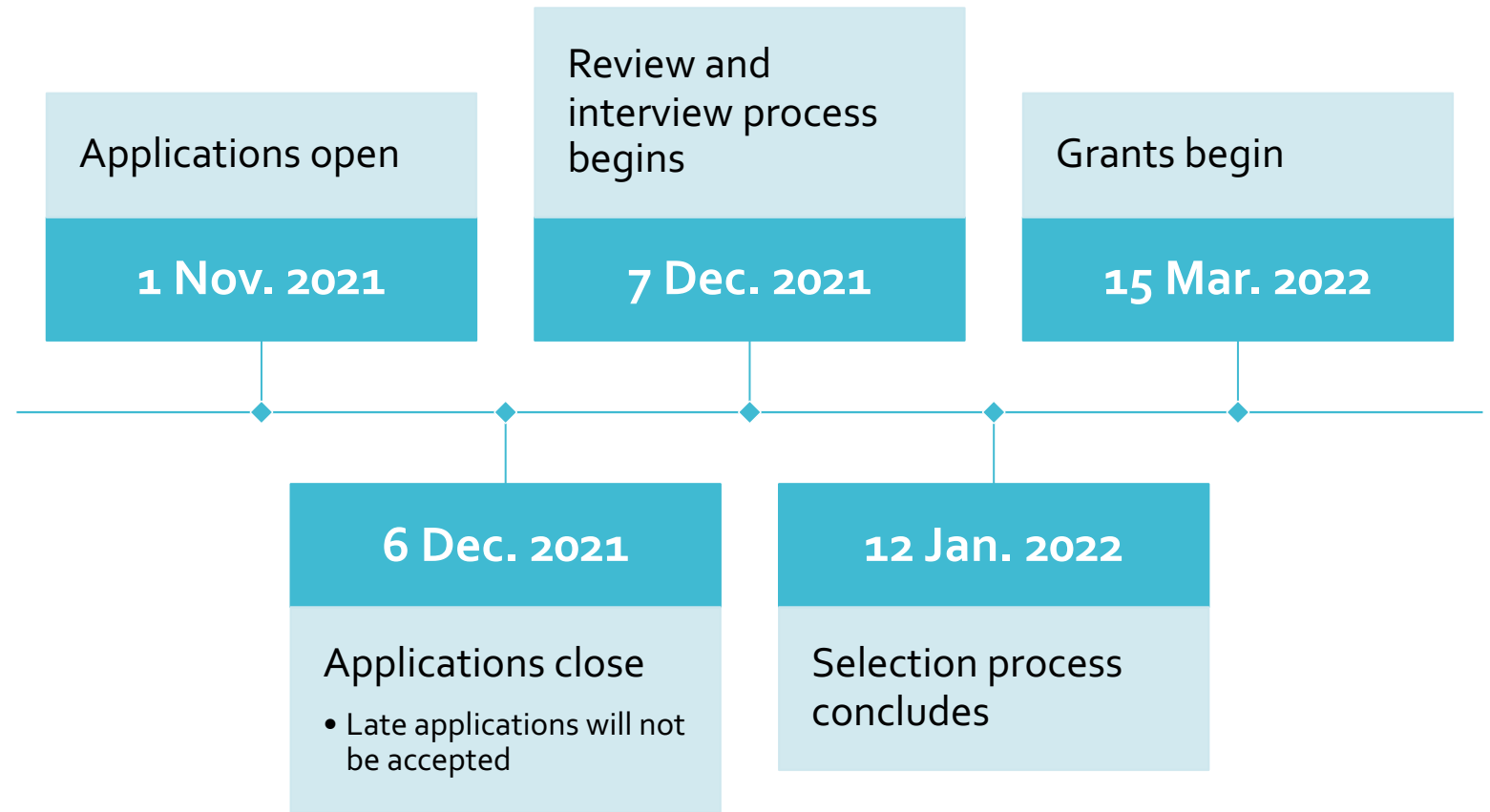
# TAE Approach: Peer Connections and Learning

## TAE Grantees will:

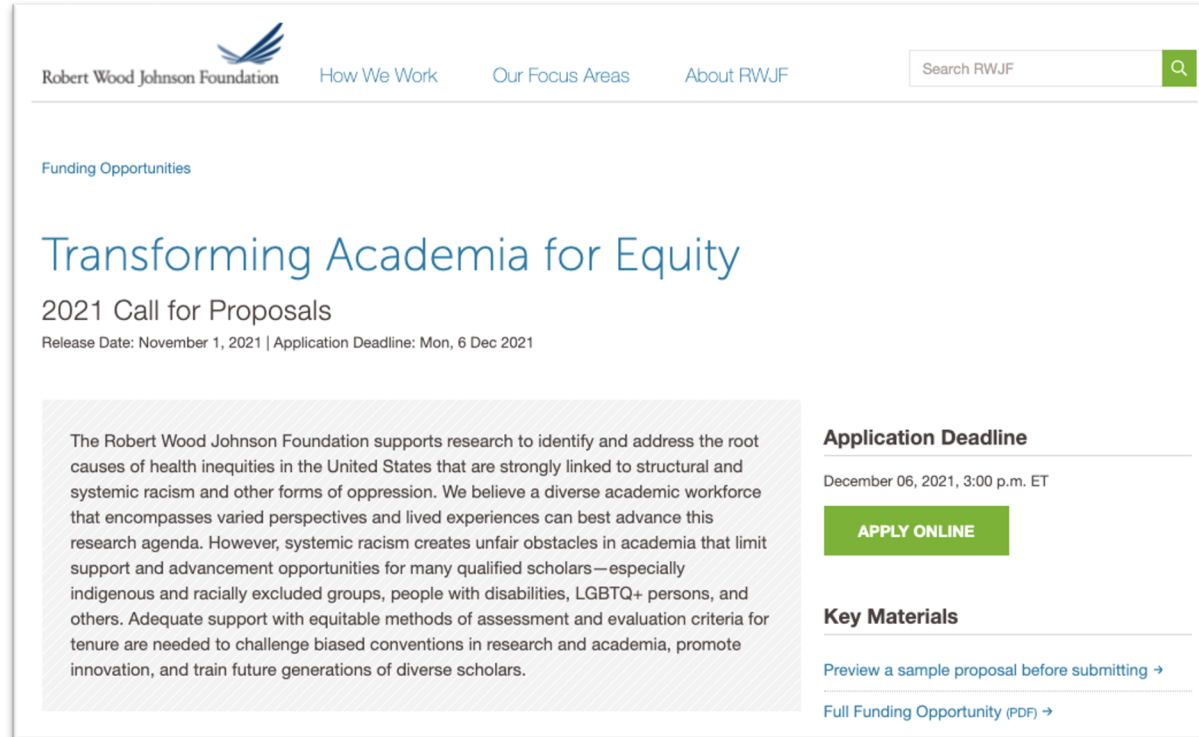
Engage	Engage in six quarterly virtual meetings and one in person meeting for university teams to learn together
Share	Share their progress advancing systems-level change;
Invite	Invite support from their peers; and
Learn	Learn about the work of the others through a digest of updates





# Application Process: Key Dates



# The Application Process



Robert Wood Johnson Foundation  [How We Work](#) [Our Focus Areas](#) [About RWJF](#)  

Funding Opportunities

## Transforming Academia for Equity

### 2021 Call for Proposals

Release Date: November 1, 2021 | Application Deadline: Mon, 6 Dec 2021

The Robert Wood Johnson Foundation supports research to identify and address the root causes of health inequities in the United States that are strongly linked to structural and systemic racism and other forms of oppression. We believe a diverse academic workforce that encompasses varied perspectives and lived experiences can best advance this research agenda. However, systemic racism creates unfair obstacles in academia that limit support and advancement opportunities for many qualified scholars—especially indigenous and racially excluded groups, people with disabilities, LGBTQ+ persons, and others. Adequate support with equitable methods of assessment and evaluation criteria for tenure are needed to challenge biased conventions in research and academia, promote innovation, and train future generations of diverse scholars.

**Application Deadline**

December 06, 2021, 3:00 p.m. ET

[APPLY ONLINE](#)

**Key Materials**

[Preview a sample proposal before submitting →](#)

[Full Funding Opportunity \(PDF\) →](#)

## 2021 Call for Proposals: Apply Now

- Applications are live!
- <https://www.rwjf.org/en/library/funding-opportunities/2021/transforming-academia-for-equity.html>



# The Application Process: Eligibility

## Transforming Academia for Equity 2021 Call for Proposals

### Eligibility Criteria \*

#### 📘 Instruction:

Respond to the questions below to indicate whether the applicant meets these conditions.

\* Indicates required

**1. Applicant organizations must be based in the United States or its territories. Awards will be made to organizations, not to individuals. Does the organization fit this criteria? \***

- Yes  
 No

**2. Preference will be given to organizations that are either public entities or nonprofit organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code and are not private foundations or Type III supporting organizations. The Foundation may require additional documentation. Does the organization fit this criteria? \***

- Yes  
 No

**3. Applicant organizations must be a member in good standing of the Association of Schools and Programs of Public Health with accreditation from the Council on Education for Public Health. Does the organization fit this criteria? \***

- Yes, I meet this requirement.  
 No, I do not meet this requirement.

**4. Applicant organizations must be a school of public health or public health program that has been established for a minimum of five years and is currently admitting students. Does the organization fit this criteria? \***

- Yes, I meet this requirement.  
 No, I do not meet this requirement.

**5. Applicant organizations must have a minimum of 25 public health degrees conferred per year. Does the organization fit this criteria? \***

- Yes, I meet this requirement.  
 No, I do not meet this requirement.

**6. Applicant organizations must have a faculty-student ratio of 18 students per faculty member (or fewer) with a minimum of 20% of teaching faculty in tenure track positions. Does the organization fit this criteria? \***

- Yes, I meet this requirement.  
 No, I do not meet this requirement.



# Transforming Academia for Equity 2021 Call for Proposals

## Project Title and Summary

### **i** Instruction:

Provide the following information for your proposed project:

- Proposed project title (maximum 150 characters)
- Total amount of RWJF funding requested up to \$300,000
- Proposed project start date is 3/15/22
- Number of months anticipated to complete project is 18
- Project summary (maximum 2,000 characters)

\* Indicates required

**Proposed Project Title: \***

**Total Amount of RWJF Funding Requested: \$ \***

**Proposed Project Start Date:**

03/15/2022

**Number of Months Anticipated to Complete Project:**

18 months

**Project Summary: \***

In no more than 2,000 characters, including spaces (roughly 350 words), please summarize your proposed work in the text box below. This project summary should briefly describe each component of your proposal.

Project Title  
and Summary:  
Required

SAMPLE - PAGE 17 OF 32  
- not intended for submission -





# Program Narrative

**We're looking for a range of characteristics (including size and geographic location), readiness for EDI work and complex change, experience and progress in EDI efforts.**

- Thoughtful description and overview of Program/school characteristics (mission/vision; years in operation; faculty profile/demographics; student profile/demographics; makeup/structure of guiding-team)
- Description of equity, diversity, and inclusion change efforts
- Current and demonstrated engagement of university and program leadership in equity, diversity, and inclusion change efforts
- Current and demonstrated engagement of university governance bodies in equity, diversity, and inclusion change efforts



# Transforming Academia for Equity 2021 Call for Proposals

## Full Proposal Narrative \*

### ⓘ Instruction:

**To Begin:** Download the template shown below. Follow the instructions included on the template.

**To Upload:** Upload the completed document(s) by selecting the "Upload" button below. For assistance with uploading, refer to the "Upload Documents" section of the "Applicant Guide," (see "Resources" area on the left).

When you have completed this page, select the "Save, section finished" button at the bottom of the page. Once all sections of your application are complete, you may "Submit" from the Home Page. All uploaded documents may be updated and replaced until you submit your application.

\* Indicates required

Description

Templates

Uploaded Documents

### Full Proposal Narrative \*

Download the template in the "Templates" column to the right, and follow the instructions carefully.

**Documents must be uploaded as a PDF.** For information on converting to PDF, refer to the "Applicant Guide," (see "Resources" area on the left).

*Maximum of 7 pages.*

[Full Proposal Narrative](#)

Full Proposal Narrative: Required



PAGE 18 OF 32  
for submission -

# Full Proposal Narrative:

1. Response to selection criteria
2. Overview of proposed team

## Full Proposal Narrative

### Instructions for using this template.

This template is to be used to provide your proposal narrative.

#### You should:

- Save this template as a separate file before you begin, so you have the instructions available at all times.
- Complete the identifying information shown below this block of instructions.
- **Describe your project in the Proposal Narrative section below.**
- **Your description should address:**
  - The Eligibility Criteria and Selection Criteria as specified in the Call for Proposal. (6 pages maximum)
  - An overview of the proposed team (e.g., names, brief description of role) (1 page maximum)
- Delete this block of instructions before uploading your proposal narrative.
- **Save your final proposal narrative as a PDF.** In the “Resources” area on the left of the online system, you will find the “Applicant Guide.” Within the guide, there are links to “Upload Documents” and “Troubleshooting Tips” for converting your document to a PDF.
- Upload the PDF to the Proposal Narrative section of the online system.

#### NOTES:

- **Your narrative should be typed in 11-point Arial font and black type. The entire narrative, including section headings, should be no more than 7 pages with single line spacing and one-inch margins on the top, bottom and sides of the page.**
- You will not be able to upload a document that is longer than 7 pages.
- Do not adjust the margins or font style/size of this template.
- No hardcopy materials will be accepted as part of your online submission.

**Remember to delete this block of instructions before uploading this template.**

#### Identifying Information

**Project Title:** (your project title goes here)

**Proposal I.D.:** (your proposal ID goes here—found in the upper right corner of any screen in this online system)

**Applicant Name:** (your project director's name goes here)

**Legal Name of Applicant Organization:** (legal name of applicant organization goes here)

#### Full Proposal Narrative



# Transforming Academia for Equity 2021 Call for Proposals

## Financial Documents

### ① Instruction:

PLEASE PROVIDE THE FOLLOWING FINANCIALS ONLY IF: (Click See More Below)

- Your request is for \$3 million or more; **OR**
- Your organization is a private foundation, for-profit, fiscal sponsor for this project, non-governmental tribal entity, or a 501(c)(4) or 501(c)(6) organization; **OR**
- You answered Yes to any of the questions in the Financial Information Questions section.

The additional financial documents will help us better understand your organization.

Financial Documents:  
**NOT Required**

\* Indicates required

Description	Templates	Uploaded Documents
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### Financial Statements

- Provide a copy of your organization's audited financial statements, including the opinion letter (and management letters from the auditors, if applicable), for the **last two completed years**.
- If your organization doesn't have audited financial statements, you may provide internal financial statements (e.g. balance sheet, revenue/expense statement) for the **last two completed years**.
- If this information is available online, you may upload a Word document with the URLs.

**Documents must be uploaded as a PDF.** For information on converting to a PDF, refer to the "Applicant Guide" (see Resources area on the left).



# Transforming Academia for Equity 2021 Call for Proposals

## Budget Worksheet \*

\* Indicates required

### ⓘ Instruction:

Enter budget information in the section below. Refer to the "Glossary & Instructions" section of the "Budget Preparation Guidelines" located in the "Resources" area (link on the left) for complete instructions on the following categories.

- Personnel
- Other Direct Costs
- Consultants/Contractors
- Indirect Costs

This Budget Worksheet allows for up to one budget periods for up to eighteen (18) months.

From the Project Summary section.

### Budget Worksheet

	Period 1	Total
	Duration* 18 months	
Personnel		
Other Direct Costs		
Consultants/Contractors		
Indirect Costs		
Total		

Budget  
Worksheet:  
Required





# Transforming Academia for Equity 2021 Call for Proposals

## Financial Information Questions\*

### i Instruction:

The questions in this section help us learn about your organization and experience with RWJF funding. They also guide whether we might request additional information.

\* Indicates required

#### 1. Which best describes your organization\*

- 501(c)(3) University, College or School
- 501(c)(3) Hospital or Health System
- 501(c)(3) Supporting Organization
- 501(c)(3) Fiscal Sponsor to Project
- 501(c)(3) Other Public Charity
- 501(c)(3) Private Foundation
- Tax-Exempt Organization Described in 501 other than 501(c)(3) (e.g. 501(c)(4) or (501(c)(6))
- Government Entity (non-Tribal)
- Government Entity (Tribal)
- Other Tribal Entity
- For-Profit Entity (Corporation, Partnership or LLC)
- Other

#### 2. Was your organization formed in the last two years?\*

- No
- Yes

#### 3. Select "Yes" if EITHER of the following is true:\*

- This would be your organization's first direct grant or contract from RWJF, OR
- Your last RWJF grant or contract was awarded more than five years ago

If unsure, you can check the [RWJF grants database online](#).

- No
- Yes

#### 4. Has your organization experienced a merger, division, or other substantive reorganization in the past 12 months, or, to the best of your knowledge, is your organization planning a substantive organizational change (including dissolution) in the next 12 months?\*

- No
- Yes

Financial  
Information  
Questions:  
Required



# Transforming Academia for Equity 2021 Call for Proposals

## Supporting Documents \*

### ① Instruction:

The following supporting documents are required:

1. CV/Biosketch/resume of current team members (Biosketch preferred)
2. Letter of commitment

When you have completed this page, select the "Save, section finished" button at the bottom of the page. Once all sections of your application are complete, you may "Submit" from the Home Page. All uploaded documents may be updated and replaced until you submit your application.

\* Indicates required

Description

Templates

Uploaded Documents

#### **CV/Biosketch/Resume Instructions \***

**Upload a CV/Biosketch/Resume for current team members. Biosketch preferred.**

**Documents must be uploaded as a PDF.** For information on converting to PDF, refer to the "Applicant Guide," (see "Resources" area on the left).

#### **Letter of Commitment \***

**Upload a letter of commitment from university leadership (e.g., Dean of School of Public Health, Provost).**

To maintain the original formatting, ***you must convert your document to a PDF prior to uploading.*** For additional information, refer to "Troubleshooting Tips," (see "Resources" area on the left).

Supporting Documents: Required

Brevity appreciated for CV/ Biosketch/ Resume



Q&A

Thank you for attending!  
Do you have any questions for us?





# Contact information

## Call For Proposals - Questions

- Sheldon Oliver Watts, MPH, PhD, *program officer*
  - Phone: (609) 627-5846
  - Email: [swatts@rwjf.org](mailto:swatts@rwjf.org)

## TAE Coordinating Center

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  - Email: [nvang@changematrix.org](mailto:nvang@changematrix.org)

