Transforming Academia for Equity (TAE)

Monday, November 8, 2021
1:00pm – 2:30pm MDT

Informational Webinar
Agenda

Introductions

Overview of initiative

Application process

Questions
Welcome and Introductions

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

Robert Wood Johnson Foundation
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 Ghanarpour, DrPh, MA
AC Specialist

Sandra Silva, MM
AC Specialist

Tonicia Freeman-Foster, EdD
AC Specialist
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

Academia is where:

- the tenure and promotion process is inclusive and equitable;
- all faculty receive grants without bias because of race or ethnicity or topic of focus;
- people of color are not the only agents of institutional change;
- leadership is committed to advance policies, allocate resources, and use their platform to promote equity;
- power and the equitable distribution of power are addressed and challenged; and
- previously unheard voices are valued, engaged, and belong.
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.
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.
• 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.
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.
Approach: Strategic Planning

**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.

The GT will **define outcomes, indicators, and strategies** to address adaptive challenges.
TAE Approach: Learning and Engagement

Adaptive Change Specialist (ACS) team will help:

<table>
<thead>
<tr>
<th>Identify</th>
<th>identify a variety of responsive and developmental capacity building opportunities that address the adaptive challenges;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support</td>
<td>support the shift in beliefs, values, and attitudes in the university system; and</td>
</tr>
<tr>
<td>Provide</td>
<td>provide opportunities to broaden equity opportunities in the university.</td>
</tr>
<tr>
<td>Meet</td>
<td>Meetings will occur regularly over virtual platforms and come onsite at least twice.</td>
</tr>
</tbody>
</table>
TAE Approach: Peer Connections and Learning

TAE Grantees will:

<table>
<thead>
<tr>
<th>Engage</th>
<th>Engage in six quarterly virtual meetings and one in person meeting for university teams to learn together</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share</td>
<td>Share their progress advancing systems-level change;</td>
</tr>
<tr>
<td>Invite</td>
<td>Invite support from their peers; and</td>
</tr>
<tr>
<td>Learn</td>
<td>Learn about the work of the others through a digest of updates</td>
</tr>
</tbody>
</table>
Application Process: Key Dates

- **Applications open**: 1 Nov. 2021
- **Applications close**: 6 Dec. 2021
  - Late applications will not be accepted
- **Review and interview process begins**: 7 Dec. 2021
- **Selection process concludes**: 12 Jan. 2022
- **Grants begin**: 15 Mar. 2022
The Application Process

2021 Call for Proposals: Apply Now

- Applications are live!
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.

The Application Process: Eligibility
Transforming Academia for Equity 2021 Call for Proposals

Project Title and Summary

1. 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)

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.
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.

<table>
<thead>
<tr>
<th>Description</th>
<th>Templates</th>
<th>Uploaded Documents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Full Proposal Narrative</strong></td>
<td></td>
<td>Full Proposal Narrative</td>
</tr>
<tr>
<td>Download the template in the &quot;Templates&quot; column to the right, and follow the instructions carefully.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Documents must be uploaded as a PDF. For information on converting to PDF, refer to the &quot;Applicant Guide,&quot; (see &quot;Resources&quot; area on the left).</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maximum of 7 pages.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Full Proposal Narrative

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

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
Financial Documents: NOT Required
Transforming Academia for Equity 2021 Call for Proposals

Budget Worksheet *

* Indicates required

1 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

<table>
<thead>
<tr>
<th></th>
<th>Period 1</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Duration</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Direct Costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultants/Contractors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indirect Costs</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# Financial Information Questions

**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.

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
Supporting Documents: Required

Brevity appreciated for CV/Biosketch/Resume

Transforming Academia for Equity 2021 Call for Proposals

Supporting Documents *

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

<table>
<thead>
<tr>
<th>Description</th>
<th>Templates</th>
<th>Uploaded Documents</th>
</tr>
</thead>
<tbody>
<tr>
<td>CV/Biosketch/Resume Instructions *</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| 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). |           |                    |
Thank you for attending!
Do you have any questions for us?
Call For Proposals - Questions

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

TAE Coordinating Center

• Elizabeth Waetzig, JD, co-director
  • Phone: (626) 390-5400
  • Email: ewaetzig@changematrix.org

• Rachele Espiritu, PhD, co-director
  • Phone: (720) 369-3671
  • Email: respiritu@changematrix.org

• Nancy Vang, project coordinator
  • Email: nvang@changematrix.org