

D&I grant

Strength and connection through diversity and inclusion

Grants for students of the TU Delft

Instructions round 2 – March 2023



Introduction

This Diversity & Inclusion (DI) Grant provides funding for initiatives by students and student organizations that intend to improve the overall state of diversity, equity and inclusion within the university. The grants is meant to allow students and student organizations to be more involved in the D&I goals of the university and to give them the opportunity to contribute to it via grassroots initiatives and to stimulate building a diverse and inclusive community.

Deadlines for applications

- Round 1: 7 November 2022
- Round 2: 6 March 2023

D&I goals

Granted initiatives make a sustainable contribution to the vision on diversity, equity and inclusion for the university and meeting the D&I goals.

Vision

TU Delft considers a safe, diverse and inclusive learning and working environment to be essential for all staff and students. It is our goal to promote a thriving environment for all staff and students. We strive for a rich and diverse work environment that provides equal opportunities and brings people together, embraces differences and leads to 'belongingness'.

Initiatives from students and student organizations therefore should contribute content to one or more of the following D&I goals:

- Raise awareness and understanding of diversity, equity and inclusion at the university
- Inclusive and equitable educational activities
- Increased diversity and representation amongst students
- Inclusive study environment
- Community building

NB: The D&I Grant is not intended for catering applications

Who can apply

Applications should be submitted by a team of at least two students of the TU Delft. A team can apply on behalf of one or more student organizations, but also students that are not affiliated with a student organization are encouraged to apply. New collaborations, for instance across student organizations or faculties, are encouraged. When a specific underrepresented group is targeted, this group is preferably also represented in the team.

Applicants agree to commit themselves for the duration of the initiative.

Applications on Faculty level should also involve the relevant Faculty Diversity Officers (FDOs).

Submitting an application

On this website you can find the application form: www.tudelft.nl/DIgrant. Send the completed form, together with the statement of support, to diversity@tudelft.nl.

Budget

The first year there is a budget of 25,000.00 EUR available. Each initiative can apply for max 3000 EUR.

Assessment Procedure

Applications can focus on a single or multi faculty-level or university-level, the procedure follows two different paths. In all cases the D&I office takes the final decision whether a submission is rewarded with a grant.

Initiatives on Faculty-level or Multi-Faculty level

By students with involvement of an FDO or multiple FDOs

A team of students has to submit the application form to the D&I office after consulting the relevant Faculty Diversity Officer(s) (FDOs) before the deadline. The FDO (or multiple FDOs) reviews the application based on the criteria and provides a written statement of support to the applicants. This statement of support has to be accompanied with the application form.

By FDOs

Alternatively, an FDOs can initiate an initiative in collaboration with students, or student organizations.

When an application is initiated by an FDO, the application still has to be submitted by a team of students.

In both cases, the relevant FDO will take a mentor role in the initiative or appoint someone in the corresponding faculty.

Names and contact details of FDOs can be found here: [D&I staff \(tudelft.nl\)](https://www.tudelft.nl/d&i/staff)

Initiatives on University-level

In some cases, when an initiative is faculty-overarching, the application can be directly submitted to the D&I Office before the deadline and does not have to go through an FDO. The team can suggest a mentor (staff member of the TU Delft) for their project.

Applications will be reviewed by the D&I Office, who may consult members from the D&I Board for advice. After review, the D&I Office will take the final decision, where after the D&I office will inform the applicants.

Eligibility

The application should fulfil the following basic requirements:

- A proposed idea should be a new activity or a clear extension of an existing activity.
- An activity should contribute to one or more of the D&I goals as presented in this document.
- Teams should consist of at least two persons. Diverse teams are encouraged and in case an initiative targets certain underrepresented groups, it is highly recommended to involve people from this group in the team.
- The maximum duration of the proposed project/activity is 12 months from the starting date.
- In case of a proposal on Faculty level: application must be reviewed by the FDO of the faculty, or by multiple FDOs (in case of multiple faculties) and accompanied with a written statement.

- Only one proposal per person can be submitted per round.
- Only students or student organizations from the TU Delft can submit an application.
- Applicants are available during the execution timeline of the initiative and before

Assessment criteria and procedure

Applications will be assessed based on the following criteria:

- Clarity of the described problem statement or need.
- Clarity and quality of the initiative.
- Expected output, outcomes and impact and fit with one or more of the D&I goals.
- Suitability of the team: The relevant experiences and skills available in the team to implement the idea.
- Feasibility of the plan to execute the initiative (including risk assessment and budget).

All applications that score at least “good” are eligible for funding. In case more applications are assessed as “good” than funding is available, the D&I office will make a selection based on (1) diversity of the initiatives, D&I goals, target groups and faculties, and (2) quality of the proposals, until the 25.000 EUR has been finished.

Timeline

Round 1:

Launch call round 1	1 September 2022
Development applications and consultation FDOs	September, October 2022
Deadline round 1	7 November 2022
Decision by D&I office	20 December 2022
Start projects	Q1 2023

Round 2:

Round 2 will only be opened if funding is still available.

Launch call round 2	1 January 2023
Development proposals and consultation FDOs	January and February 2023
Deadline round 1	6 March 2023
Decision by D&I office	20 April 2023
Start projects	Q2 2023

Monitoring of projects

During the project runtime changes to the budget or set-up can be requested (with argumentation) and have to be approved by respective FDO or the D&I Office. After initiatives are completed, applicants write a short report (1 - 2 pages) and add photos, videos or other media if relevant. The

report explains how the initiative was executed and how the outputs and outcomes were achieved. This document is then sent to the D&I Office to ensure that the project was conducted as planned, before the project is concluded.

Expenses

Teams will receive 80% of the budget at the start of the project and 20% after finishing the project. Teams can request to receive the final 20% before the end of the project (when expenses need to be made). At the end of the initiative, expenses and invoices will be reviewed whether they are in-line with the budget proposed in the application and/or approved changes.