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## Institute Community and Equity Office (ICEO) Grant Application

The Institute Community and Equity Office (ICEO) Grants are intended to promote diversity and inclusion at MIT and to help offset the costs of such events and programs. ICEO grant proposals are organized along three core themes that are intended to provide a diversity of event options, offer learning opportunities for all those involved, and ensure that the grantees and ICEO learn from the experience.

An applicant may receive only one award per academic year. ICEO funds up to \$1,500 per proposal; proposers are encouraged to seek additional funding sources when needed. Contact the ICEO with questions at [iceo@mit.edu](mailto:iceo@mit.edu).

Proposal Information:

Program/ Event/ Initiative Title:

Sponsoring group/ office/ individual(s):

Funding amount requested from the ICEO (up to \$1500.00 per proposal; enter as follows \$100.00):

Personal Information of person submitting application

Your First Name

Last Name

Local Address

Telephone number:

Email:

MIT Affiliation (student, staff, faculty, postdoc, etc)

MIT Affiliation of those involved in this project (can be more than one - student, staff, faculty, postdoc, etc.)

Your Department, Lab, or Center:

## Proposal Theme

Your ICEO grant proposal should fit one of the following three core themes:

### Belonging

MIT will cultivate a community in which people feel connected to each other, share a sense of purpose, and support each individual's freedom to be themselves and respectfully express their views. By encouraging empathy, civil discourse, inclusion, and engagement, we will build on our historic strengths as a problem-solving institution and contribute to society's collective well-being.

- Critically engage with and empower the MIT community on the value of inclusion and belonging as drivers of Institute effectiveness.
- Reinforce positive interactions among members of the MIT community to foster and promote an enduring sense of belonging.
- Support academic research, scholarship, and administrative collaborations regarding diversity, equity, inclusion, social justice, and related topics at MIT.

### Achievement

MIT will make equity central to how opportunities are presented and assessments are conducted for all members of the community while ensuring the highest standards of excellence. We will minimize barriers to achievement and chart equitable pathways to

success for everyone.

- Advance excellence in all forms of success among underrepresented undergraduate and graduate students, postdocs, staff and faculty.

### Composition

MIT can only fulfill its mission by serving as a magnet for a wide range of talented people. The composition of our community, and of our leadership, should reflect a commitment to diversity and inclusion. Establishing objectives, defining steps for achieving them, and improving processes for collecting more nuanced identity data will empower us to see ourselves more clearly and make progress.

- Improve the representation of underrepresented graduate students, postdocs/research staff, staff, and faculty.
- Assess and strengthen recruitment of underrepresented undergraduate students.

Your ICEO Grant Proposal Theme:

Are you collaborating with any other student groups or departments on campus?

- Yes
- No

Name of student group or department you are collaborating with:

Email of group or department you are collaborating with:

Program Details

Program Date (format as MM/DD/YYYY):

Program Start Time (hh:mm):

Program Description (up to 250 words):

Program Timeline/ schedule:

Program Venue:

Estimated Attendance:

Intended Audience:

## **Program Alignment with ICEO Mission and Impact on Belonging, Composition and Achievement at MIT**

As an organization, the ICEO aims to create and institutionalize policies, systems, and behaviors that promote equity, value differences of opinion and origin, and establish conditions for productive disagreement that unite all of us in service to the Institute's mission. To this end, we organize our inquiry and actions around three strategic priorities:

- **Belonging:** MIT will cultivate a community in which people feel connected to each other, share a sense of purpose, and support each individual's freedom to be themselves and respectfully express their views. By encouraging empathy, civil discourse, inclusion, and engagement, we will build on our historic strengths as a problem-solving institution and contribute to society's collective well-being.
- **Achievement:** MIT will make equity central to how opportunities are presented and assessments are conducted for all members of the community while ensuring the highest standards of excellence. We will minimize barriers to achievement and chart equitable pathways to success for everyone.
- **Composition:** MIT can only fulfill its mission by serving as a magnet for a wide range of talented people. The composition of our community, and of our leadership, should reflect a commitment to diversity. Establishing objectives, defining steps for achieving them, and improving processes for collecting more detailed identity data will empower us to see ourselves more clearly and make progress.

We have adopted these terms—belonging, achievement, and composition—because we believe they better reflect how MIT defines community, its focus, and its values than the more commonly used inclusion, equity, and diversity.

Please explain how this proposal promotes ICEO's mission to build Belonging, Composition and Achievement:

What are the intended outcomes of this proposal?

Describe the intended level of interaction between audience members and program presenters or panelists.

Will information about attendee follow-up actions or activities be collected?

- Yes
- No

How will the follow-up be collected?

How will attendee learning and satisfaction be recorded and measured?

What materials or other information will the program attendees receive/ take away?

### **Budget Information**

Please attach your detailed program budget to this document. Applications submitted without a budget outline will not be considered. Please detail how ICEO funds will be used.

Funding amount requested from ICEO (format \$10.00)

Total program budget (format \$10.00)

Other sources of income:

MIT account number (Cost Object):

Is this a repeat program?

- Yes
- No

Has the ICEO funded this previously?

- Yes (if yes please enter when):

- No

Upload your budget outline (file must be saved as: eventname.yourlastname.year)

Drop files or click here to  
upload

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