



INCORPORATING DEIA INTO YOUR GRANT PROPOSAL

November 2023



WEBINAR LOGISTICS

PRESENTATION LENGTH

40-minute presentation followed by Q&A

Q&A

Please ask questions using the Q&A function in the Zoom toolbar. Presenters will respond in real time, where possible, and we will respond to as many of the remaining questions as time allows during the Q&A.

RECORDING & SLIDES

All attendees will receive a copy of the recording, including the slides.

PRESENTERS



KRISTINA WEAVER, PH.D.
MANAGING GRANTS CONSULTANT

\$56+
MILLION

SPECIALIZES IN

- ✓ Complex, large-scale proposals
- ✓ Community engagement
- ✓ NSF, USDA, NEH, Foundations

**ON A
PERSONAL
NOTE...**



Queer single mom



Lived in / visited 25+ countries



Passion for community organizing



LEIGH FANNING, MPA
GRANTS CONSULTANT

\$25+
MILLION

SPECIALIZES IN

- ✓ Programmatic grants
- ✓ Cross-sector collaboration
- ✓ ED, NEH, NEA, HRSA

**ON A
PERSONAL
NOTE...**



Third generation Coloradan



Coordinated bilingual literacy programs for Head Start families



Wanderlust for adventures off the beaten path

AGENDA



**DEIA Overview
& Funder Trends**



**Best Practices in
Stakeholder Engagement**



**Hanover
Resources**



Q&A



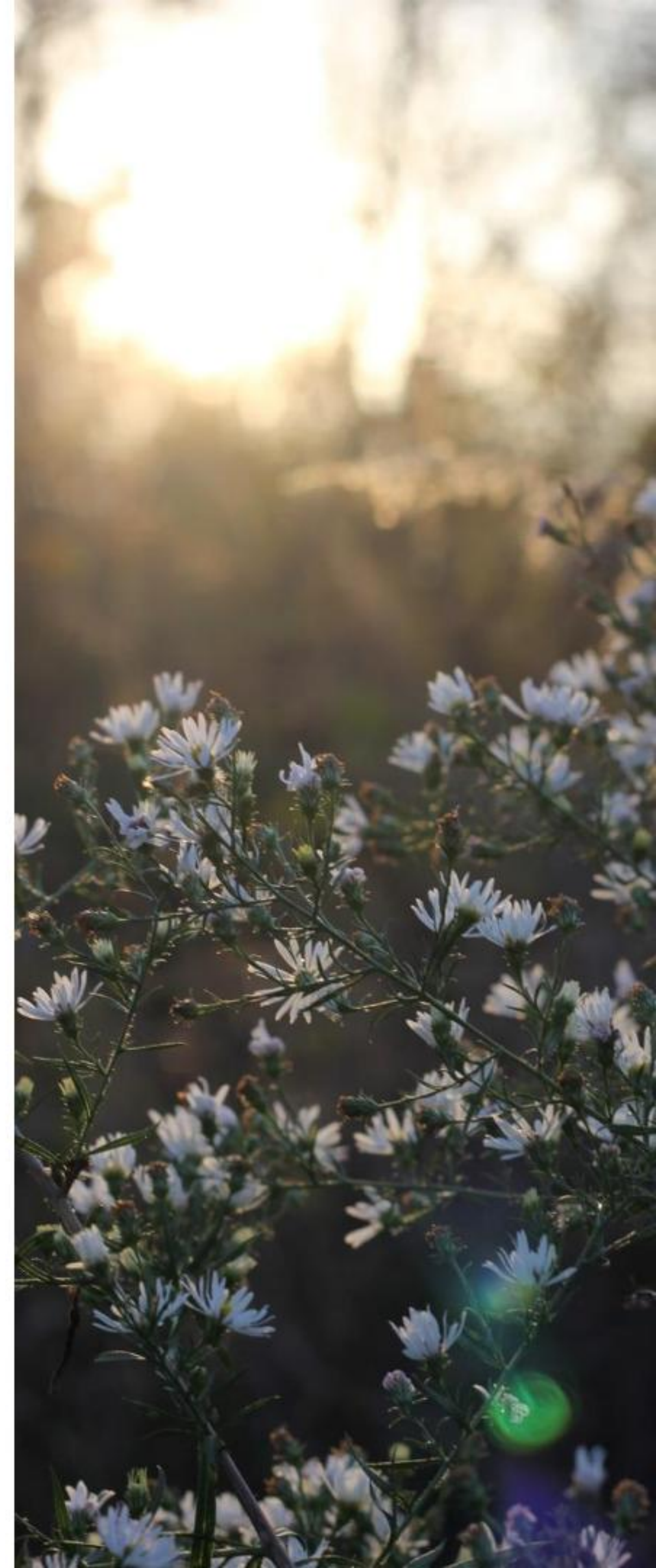
DEIA OVERVIEW & FUNDER TRENDS

WHY DEIA IN GRANTS?

Social movements have pushed funders towards a “resource shifting” theory of change, which prioritizes **evidence** of:

- **rooted and equitable community engagement / partnership**
- **leadership / active guidance from impacted communities**
- **strong evaluation plans that capture multiple levels of impact**

...to begin to redress generations of institutional inequity and exclusion, including by grantmaking institutions.



“MULTIPLY” THE IMPACT OF INVESTMENT

Funders are increasingly prioritizing **collaborative and equitable project design and implementation...**

- multi-disciplinary
- multi-investigator
- multi-organization
- multi-sector
- **multi-stakeholder**
- multi-phase
- multi-million dollar
- multi-impact

*...to address **multi-factorial challenges** or achieve **multi-factorial goals** including at the systems level.*



WHY ENGAGE?



Funder Trends

“The portfolio of projects funded by this program should be diverse in theoretical approaches, epistemologies, and methodologies, yet all proposals should:

- 1) conceptualize systemic racism in the context of the project,
- 2) ***be led by or in authentic partnership with communities impacted by systemic racism,*** and
- 3) articulate a rigorous plan to generate knowledge and/or evidence-based practice via fundamental or applied research.”

– Racial Equity in STEM Education, NSF 22-634

STRENGTHENING DEIA DESIGN IN PROPOSALS

NSF Broadening Participation

NSF is committed to expanding the opportunities in STEM to people of all racial, ethnic, geographic and socioeconomic backgrounds, sexual orientations, gender identities and to persons with disabilities.

NSF's Broadening Participation in STEM Portfolio go beyond standard review criteria by:

- 1) Using different approaches to build STEM education and research capacity;
- 2) Catalyzing new areas of STEM research; and
- 3) Developing strategic partnerships and alliances.

PROGRAM NAME	Publication No.	Directorate	Division
ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions	20-554	All	All
Advancing Informal STEM Learning	22-626	EDU	DRL
Alliances for Graduate Education and the Professoriate	21-576	EDU	EES
Broadening Participation in Computing	21-571	CISE	CCF, CNS, IIS
Broadening Participation in Engineering	22-514	ENG	EEC
Build and Broaden	22-638	SBE	SMA
Centers of Research Excellence in Science and Technology	23-595	EDU	EES
Centers of Research Excellence in Science and Technology (CREST) Postdoctoral Research Program (PRP)	23-555	EDU	EES
Centers of Research Excellence in Science and Technology HBCU Research Infrastructure for Science and Engineering	23-565	EDU	EES
Computer and Information Science and Engineering Minority-Serving Institutions Research Expansion Program	22-518	CISE	CCF, CNS, IIS, OAC
Cultural Transformation in the Geoscience Community	23-539	GEO	
Disability and Rehabilitation Engineering	23-5342	ENG	CBET

STRENGTHENING DEIA DESIGN IN PROPOSALS

Best practices for NSF-funded research within Indigenous communities:

- 1) Research sites near local and Indigenous communities or their lands
- 2) Community engagement
- 3) Co-production of knowledge



STRENGTHENING DEIA DESIGN IN PROPOSALS



Bill and Melinda Gates Foundation has prioritized DEIA practices to include:

- Active listening to community partners/stakeholders
- Inclusive workplace cultures
- Empowering all employees to perform at highest potential
- Holding leaders accountable for developing diverse and inclusive teams and equitable decision-making

HANOVER DEIA GUIDELINES

DEIA programs are most effective when driven by, and informed by, the minoritized communities involved. It is essential that grants experts understand what they *can*—and what they *cannot*—bring to the table:

A Grants Consultant / Lead *Can*:

- Interpret solicitation requirements and funder priorities to offer insight into what might be competitive for an opportunity.
- Provide guidance on what previously funded applicants have done to address diversity / equity requirements for this program.
- Facilitate program design decisions where appropriate experts and stakeholders are engaged and consulted.
- Recommend that a project team bring in a DEIA consultant and/or community engagement consultant with needed expertise in combating systemic inequity and involving impacted stakeholders.
- Recommend consultation with a policy / legal expert (from the institution) to ensure the proposed project is compliant at different geographic levels.
- Help incorporate feedback from consulted experts into the narrative, ensuring alignment with the funder's expectations.

A Grants Consultant / Lead *Cannot*:

- Take the place of representatives from impacted communities, DEIA experts, legal / policy experts, institutional leadership, or other key stakeholders who know the institutional and social contexts best and who must play the central role in designing and reality testing the project.



**BEST PRACTICES IN STAKEHOLDER ENGAGEMENT
THROUGH THE GRANTS DEVELOPMENT CYCLE**

KEY MILESTONES FOR OUTREACH, ENGAGEMENT, AND COLLABORATION

1. Identifying Needs & Opportunities
2. Building a Concept
3. Identifying/Assessing Funding Opportunities
4. Proposal Input/Review
5. Project Implementation & Key Milestones
6. Assessment & Evaluation



IDENTIFYING NEEDS & OPPORTUNITIES

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Community Listening Session
- Focus Groups
- Surveys
- Community / University Networking
- Historical Analysis
- Collaboration with University and/or community-based Equity & Engagement Centers



BUILDING A CONCEPT

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Multidisciplinary / Multi-stakeholder Steering Team
- Early-Stage Orientation / Planning Meeting
- Concept Paper development & refining
- Consider resources required + opportunity costs



IDENTIFYING & ASSESSING FUNDERS

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Ecosystem approach to sharing information and connections
- Leverage and broker connections between community advocates and funders
- Prioritize funders that center and support community needs
- Transparency regarding reporting and other obligations associated with grant funding



PROPOSAL INPUT/REVIEW

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Invite input on refined Concept Paper
- Ask early who wants to review a draft, what level of review, and how much time they need
- Establish an effective method for review
- Pre-draft Letters of Support and circulate requests early
- Consider compensating community members for all time and expertise they contribute
- Opportunity to shape budget allocations in ways that benefit the community



PROJECT IMPLEMENTATION

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Multi-stakeholder Steering Committee
- Community Advisory Board
- Stipends for participation
- Address barriers to participation
- Ongoing feedback mechanism
- Periodic community engagement events (potentially part of research methodology)



ASSESSMENT & EVALUATION

Opportunities & Strategies for Outreach, Engagement, & Collaboration

- Community Advisory Board (compensated)
- Mixed methods strategy for summative and formative assessment and evaluation
- Interviews, surveys, focus groups, etc.
- Adaptive management
- Dissemination of evaluation and project results and key findings



DEIA-RELATED APPLICATION QUESTIONS



- 1) How are perspectives of beneficiaries (and the community) included in program design and delivery?
- 2) What are the demographics of your organization's beneficiaries, board members, and staff members?
- 3) Describe the cultural competency of your staff and investments your organization has made to grow this competency.
- 4) How does your organization currently measure success and what metrics do you utilize?



HANOVER RESOURCES



FUNDERS

- NSF (Green)
- HRSA (Orange)
- NIH (Dark Blue)
- DOD (Yellow)
- FDN (Red)
- USDA (Red)
- NASA (Blue)
- NEH (Purple)
- CMS (Purple)

Hanover produces a specialized calendar twice each month, tracking grant opportunities across the coming year of interest to different types of institutions and to faculty in different areas of focus.

[Sign up for updates here](#)

OUR GRANTS TEAM

ABOUT OUR TEAM

- Deep and diverse set of skills and expertise areas
- Direct and relevant experience supporting grant development across all types of institutions
- All members gain access to our in-house team of grants consultants, content directors, and research analysts
- Combined brain trust
- Committed to success

EXTENSIVE GRANTS EXPERIENCE

Career grant writers and consultants with expansive range of expertise and a strong track record of success.



TARGETED FUNDER EXPERTISE

Relevant experience approaching funders and programs aligned to the needs and priorities of members.



GRANTS LANDSCAPE KNOW-HOW

Nuanced understanding of how to navigate the funding landscape to find the right-fit grant opportunities.



DYNAMIC PROJECT MANAGEMENT

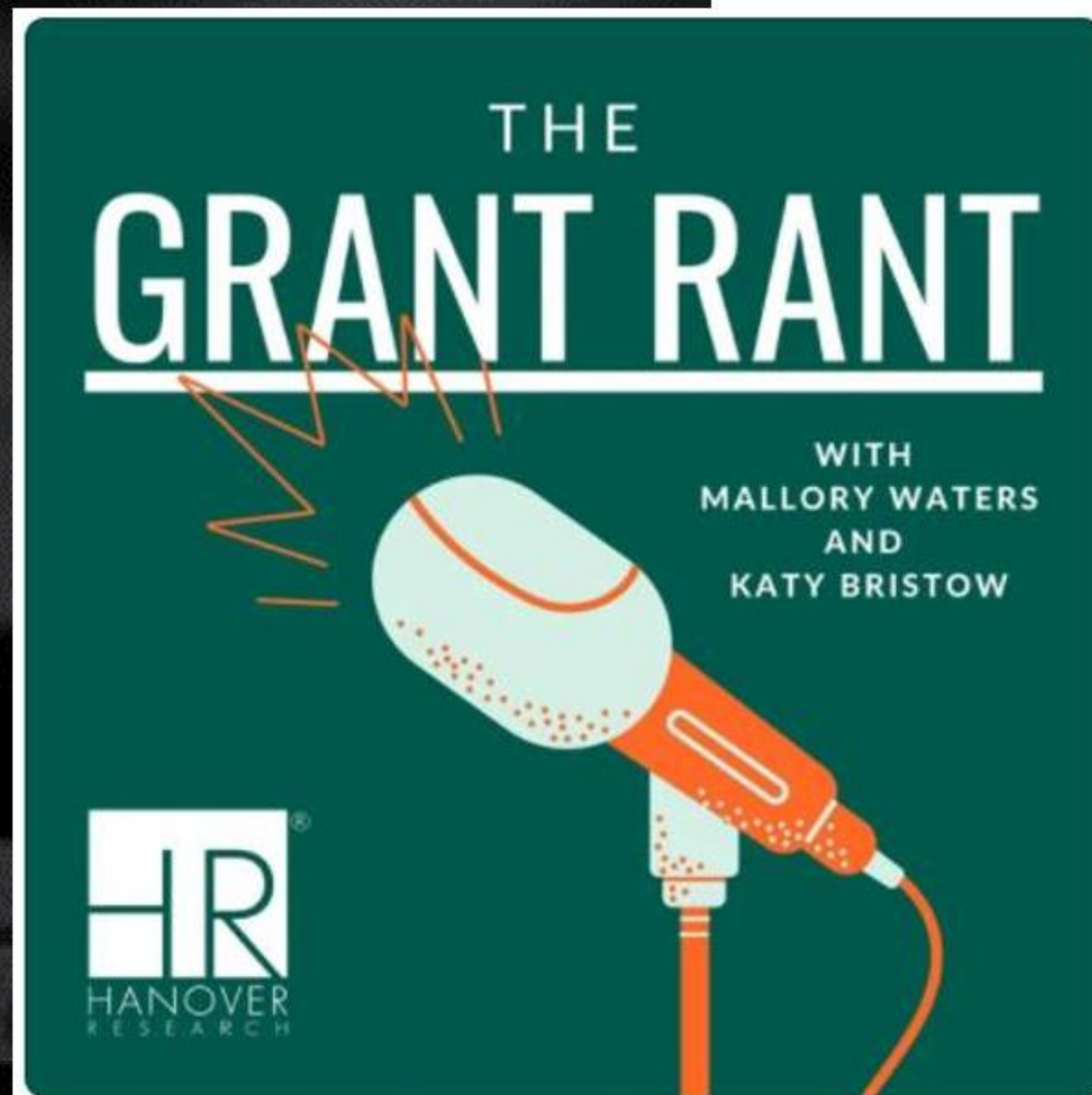
Strategic and nimble execution of member projects ensuring sound communication and high-quality results.



MEMBER-CENTERED SERVICE

Dedication to the mission of each Hanover member and the satisfaction of its stakeholders with our support.





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GRANTS LEARNING CENTER

Build your own grant-seeking capacity with flexible training for faculty

Hanover's **Grants Learning Center** offers on-demand grantsmanship training designed specifically for higher education professionals. Online training, resources, and tools can be accessed at anytime from anywhere.

KEY FEATURES

- Agency-specific** federal funding support (such as NSF CAREER and NIH R-series mechanisms)
- Self-paced** modules with step-by-step guidance to develop compelling proposals
- Interactive** exercises, videos, and resources to navigate the process

visit hanoverresearch.com/grants-learning-center to learn more

QUESTIONS?



Hanover's **Grant Rant** podcast will supplement our webinar series, addressing outstanding questions from attendees.



Mallory Waters

Grants Advisor

4401 Wilson Blvd, Arlington, VA 22203
www.hanoverresearch.com

E: mwaters@hanoverresearch.com

P: 202.499.6736