



2019-2020 WORKING ACROSS DIFFERENCES FUND CALL FOR PROPOSALS

Ashoka U and the Changeloger Campus Network Advisory Committee (NAC), in partnership with the Fetzer Institute, is pleased to announce the **Working Across Differences Fund** call for proposals.

BACKGROUND

Colleges and universities are increasingly becoming lightning rods for the most polarizing issues in society. Some of the most critical challenges of our time, from divergent political ideologies and perspectives on gun violence, policing, immigration, discrimination, and racism to overall systemic inequality, bring conflicting opinions to the table and often create deeper divides. The chasms experienced by society at large are reflected in the debates and struggles on university campuses and among students, faculty, administrators and staff from diverse backgrounds. Even the most well-intentioned people struggle to find the language, skills, and processes for working across difference.

Seeking solutions to complex challenges, as we know, often puts social innovators at the center of difference. At this epicenter, changemakers, now more than ever, must be equipped with the mindsets and skillsets to navigate the tensions between diverging perspectives and work in collaborative ways in order to find pathways to positive social impact. This is why working across differences is a critical priority for Ashoka U and changemakers everywhere.

FUND DETAILS & PURPOSE

The purpose of the Working Across Differences Fund (the Fund) is to provide **grants of up to \$10,000 each** to Changeloger Campuses to accelerate the development, application, and proliferation of methodologies that build bridges across difference on campuses.

The Fund aims to develop and/or uncover sustainable methods on campuses that address divides while still celebrating the diversity of perspectives that makes campus culture rich.

In addition to equipping funded projects as they develop thought leadership, action, and learning on their campuses, the Fund will support a learning community *across* funded projects with approximately quarterly calls. Furthermore, it will promote sharing of learnings across the Changeloger Campus network, broader Ashoka U and Exchange networks, and the field of changemaker education at large through accessible documentation of the projects (e.g., videos, blog posts, etc.). Selected projects will be featured as part of a Working Across Differences track at the 2020 Exchange and part of a knowledge campaign to advance the field.

The Fund seeks to support two of the network's established priorities: **knowledge and resource sharing** and **faculty engagement and research stream**. Furthermore, it has the potential to impact two additional priorities: **professional development for Change Leaders** and **student exchange and joint programs**.

Project Purposes. We envision that campus projects could aim to, for example:

- a) equip faculty, staff, administrators and/or student leaders across campus with working across differences skills to support them in managing a variety of divides;
- b) infuse these methods as learning outcomes in the classroom or in outside-the-classroom experiential learning contexts to prepare students for civic vitality and problem solving; and/or
- c) host events that engage stakeholders with divergent and unfamiliar worldviews that foster empathy and understanding on campus and/or in the community.

See also **Appendix 1** for several examples. Note that these are intended to be illustrative, not prescriptive. We welcome and encourage your creative ideas and approaches.

Period of Performance. The period of performance is July 2019 to July 2020. Recipients will be required to report on and share impact, learnings, and transferable insights. The impact report will be due from grant recipients in August 2020.

ELIGIBILITY

Participants. We invite applications for the Working Across Differences grants from students, faculty, staff, and administrators, including but not limited to Change Leaders and Change Team members, at Ashoka U-designated Changemaker Campuses ([see list here.](#)).¹

Institutions may submit multiple applications but only one will be awarded per institution. To foster institutional alignment and coordination of submissions, applications must be signed by the college or university Change Leader(s).

Ashoka U and the Changemaker Campus Network Advisory Committee (NAC), will announce the fund recipients to the network. If others are interested in joining a project at their own expense, Ashoka U or the NAC will connect them with the lead grant recipient, who will determine feasibility.

Project Learning. Awarded projects will be required to commit to engaging in a grant recipient learning community, contributing to the development and implementation of a Working Across Differences track in the Ashoka U Exchange 2020, and collaborating with Ashoka U in sharing transferrable insights across the field of higher education and social innovation and changemaking education.

¹ *While this would be our starting guideline, we also believe it would be worthwhile to remain open to considering applications from other trusted campuses in our broader Ashoka U network, if there are not enough qualified proposals from the Changemaker Campus network and/or if a tremendous opportunity presents itself.*

Responsible Innovation. Proposals are expected to embody [guiding principles of responsible innovation and changemaker education](#) and engaging diverse stakeholders in design and implementation of the project.

FUNDING AMOUNTS & USES

- A total of **\$60,000** is available to fund successful Working Across Difference proposals. Individual grants will be awarded up to \$10,000 per selected proposal. The grant cycle will be July 2019 to July 2020.
- Funding may be used directly for staff costs to produce the product/program/class or event; project/event costs (e.g., food, transportation, venue); and/or to bring in experts as trainers, facilitators, coaches, etc.

AWARD PROCESS & CRITERIA

Grants will be selected by a committee of Changemaker Campus representatives, Ashoka staff, and a representative(s) of the Fetzer Institute. Individual Changemaker Campus representatives who serve on the selection committee are eligible to apply for the Working Across Differences Fund, but any whose institutions apply will recuse themselves from the decision-making process on their proposals. Ashoka U will, at its discretion, select additional evaluators outside of the Changemaker Campus network as required to ensure a thorough and fair selection.

Project Focus. Grants can be used to launch an original project that aligns with the “Working Across Differences” project purposes, scales an existing model, or replicates a relevant “Working Across Differences” model from another organization, whether it is from another Changemaker Campus or a social sector organization. Priority will be given to projects that have potential for systemic, larger-scale impact rather than direct, smaller-scale impact; have the potential to create long-term change as a result; and involve diverse perspectives in the planning and implementation.

Criteria. Criteria for awarding grants will include:

- Alignment with the Fund’s eligibility criteria (see above) and the mission, purposes, and values of Ashoka U and the Fund itself;
- Understanding of the challenge the project will work to address;
- Understanding of relevant initiatives, projects, and/or programs that inform the project;
- Feasibility of the proposed work with the proposed team and within the timeframe and budget of the project;
- Potential of the proposal for replication on other campuses and/or to produce transferrable insights that advance the field of social innovation and changemaking education;
- Significance and timeliness of the proposal for creative innovation and positive change in higher education.

TIMELINE

- **May 6, 2019, 11:59 pm US Eastern Time:** Deadline for Fund application
- **June 2019:** Recipients notified; *Second round applications open on rolling basis (if funds permit)*
- **July 2019:** Fund cycle begins
- **July 2020:** Fund cycle closes
- **August 2020 (date to be confirmed):** Project reports submitted

**Note: Once a project is funded, should events emerge that could affect its implementation timeline (e.g., campus and/or community turmoil, significant leadership/staff transitions, etc.), a change request can be submitted to the selection committee for consideration, but is not guaranteed.*

OUTCOMES & REPORTING

Outcomes. Each application must include proposed outputs (e.g. number of activities, % of people trained, courses updated) and outcomes (e.g., increased awareness of or confidence in applying methods of working across difference, greater empathy for perspectives on a given issue, new insights or collaborative action as a result of working across difference) that advance practices of working across differences individually, at the institution, and/or in the community.

Learning & Reporting. In order to promote sharing, learning, and peer-to-peer mentorship across projects, representatives from funded projects will be expected to participate in approximately quarterly learning calls together with other grant recipients and Ashoka, the Fetzer Institute, and Changemaker Campus network leadership.

Individuals leading funded projects will also contribute to the design and implementation of the Working Across Differences Track at the 2020 Exchange (date TBD) to spread learnings.

We anticipate the projects and project findings will be documented for a public audience, including but not limited to a “Working Across Differences” blog series. This documentation will be written and shared in collaboration between Ashoka U and the individuals leading funded projects.

All Fund recipients will be required to submit a report that details the results of their project and experience to promote learning across the Changemaker Campus network and beyond.

Reporting topics are anticipated to include, e.g.:

- Fund project overview and highlights/lowlights
- Participants involved
- Near and medium-term plans based on lessons learned
- Results of the project
- Project outputs and outcomes
- Transferrable insights and contribution to the network and other higher education institutions

APPLICATION DETAILS

Proposals must be received by **11:59 pm US Eastern Time on Monday, May 6**. Each proposal should be no more than five pages, double-spaced, 12-point font and should address each of the items below. Please email the proposals to elamb@ashoka.org as a PDF attachment.

1. Summary of the challenge you propose to address (i.e., demonstrate your understanding of the challenge and relevant initiatives/efforts to date)
2. Summary of your Working Across Differences project, including a description of your project, the community you wish to involve and/or impact, potential team and partners, project approach, and key activities
3. Desired outputs and outcomes of the project and the potential of impact for your campus and/or community
4. Brief description of how your project meets the eligibility criteria
5. Main point of contact and why they are suited to lead the project
6. Estimated timeline for implementation
7. Amount requested and basic line-item budget

On an additional, final page of your proposal, please include the following statement. Each individual applying as a part of the proposal must sign and date:

I hereby grant consent to Ashoka, Ashoka U, and the Network Advisory Committee to store, access, and share the contents of my proposal with the Changemaker Campus network and the funder, including my name, institution name, email address, and if selected my proposal summary and project report. I also understand that a core requirement of funded projects is to share project insights with other grant recipients, the Changemaker Campus network, and the field of social innovation and changemaking education at large. In support of this, if successful, I agree to have the project announced publicly and to participate in a grant recipient learning community, Ashoka U Exchange 2020 track, and other forms of sharing.

Applicant 1 Signature	Printed Name	Date
Applicant 2 Signature <i>(if applicable)</i>	Printed Name	Date
Change Leader Signature	Printed Name	Date
Change Leader 2 Signature <i>(if applicable)</i>	Printed Name	Date

APPENDIX 1: SAMPLE WORKING ACROSS DIFFERENCES FUND IDEAS

The following are for illustrative purposes only.

<p>Equip faculty, staff, administrators and/or student leaders across campus with bridge-building skills to support them in managing a variety of divides</p>	<ol style="list-style-type: none"> 1. Build this skill-building experience on working across differences into a Student Affairs or Resident Assistant training program to equip student leaders and staff in fostering inclusion and engaging in positive dialogue across differences 2. Provide training to equip senior leaders to better engage in often polarizing conversations with students, faculty/staff, board, community members, and other key stakeholders 3. Launch a series of skills-building workshops for student leaders 4. Launch skills-building workshops/curriculum for students, faculty, staff, and community members, organized through, e.g., a Community Engagement Office, to both build skills and open dialogue and problem-solving between the town and the gown
<p>Infuse these methods as learning outcomes in the classroom or in outside-the-classroom experiential learning contexts to prepare students for civic vitality and problem solving</p>	<ol style="list-style-type: none"> 1. Provide an initial training for faculty and staff to cultivate working across difference skills as individuals; follow up with train-the-trainer approaches to equip them in cultivating such skills in their students through curricular and/or co-curricular offerings 2. Support administrative and consulting costs for a project that works with faculty to embed working across difference skills into their learning outcomes and lessons plans
<p>Host events that engage stakeholders with divergent and unfamiliar worldviews that foster empathy and understanding on campus and/or in the community</p>	<ol style="list-style-type: none"> 1. Host events with diverse groups of students and faculty to enter a safe space with established protocols for engaging in empathic conversations to explore differences, build relationships, and problem solve on a specific issue (e.g., inclusion on campus; racial, cultural, religious or other diversity; sexual harassment; immigration; etc.) 2. Create university-specific methodologies (covering both administrative and consultation fees) for working across difference skills development and/or events