



THE
COLORADO
EDUCATION
INITIATIVE

Creating Middle School Allies in Diversity Programs

REQUEST FOR PROPOSAL

Granting Organization: Colorado Education Initiative

Grant amount: \$3,500

Number of awards: 5

Eligibility: Colorado public/charter middle schools and Colorado school districts

Grant Period: October 15, 2015 – June 15, 2016

Application deadline: September 25, 2015, 5:00 p.m.

Summary:

The intent of this funding is to advance the creation of Allies in Diversity programs, also called Allies Clubs, a promising middle school strategy to improve school climate and culture. An Allies program is a student club or class, taught/led by an adult teacher-leader during the school day with specific outcomes that are both *individual-level change* in attitudes and beliefs as well as *school wide change* that occurs when a strong cadre of students take action to promote kindness, respect and pro-social ideals as well as take action against mean, cruel and bullying behavior across the school community. An Allies Club functions as equal parts multiculturalism class, leadership academy, skill building lab and safe space for all students, including those who are lesbian, gay, bi-sexual, transgender and gender non-conforming. From an instructional lens, the content aims to build student knowledge about social justice, equity, diversity and multiculturalism; create pro-social attitudes and beliefs toward all members of the school community; build critical student “upstander” skills that are practiced and put into action and create a space for students most at risk of experiencing bullying to form positive bonds with other club members who pledge to be not only their allies but allies for all students regardless of difference.

Important to Note:

- [How to Create an Allies in Diversity Program](http://www.coloradoedinitiative.org) is available on CEI’s website www.coloradoedinitiative.org and also attached to this Request for Proposal (RFP). Please read through this document for a deeper understanding of the Allies strategy and to inform your proposal submission.

GRANT AND APPLICATION DETAILS

- Funding of \$3,500/year is available to 5 school districts or individual schools to create an Allies in Diversity program, a student club or class period led by an adult during the school day with specific outcomes relating to diversity, bullying prevention, multicultural understanding, positive social norming, kindness and respect for others.

- The grant cycle begins October 15, 2015 and ends June 15, 2016
- School district applicants can target funding to one or more schools in the district.
- Applications must be received on or before September 25 by 5:00 p .m. and can be submitted **by e-mail only** to fferell@coloradoedinitiative.org
- Grant award announcements will be made Friday, October 2, 2015
- For those applications that are awarded funding, Midterm Progress Reports will be due January 30; Final Reports will be due June 15, 2016.

GRANTEES MUST AGREE TO THE FOLLOWING:

Below is a grant application cover sheet and a narrative template with questions you must answer. Both must be completed before submission by email. Successful applicants should address the following expectations of grantees as a part of your answer to the narrative questions. Grantees must:

- Develop a relationship and coordinate at least one activity with a high school Gay Straight Alliance (GSA) in your school district
- Begin holding Allies meetings/classes with students no later than January 30
- Secure an appropriate space within your school for Allies to meet
- Create time during the school day for Allies to meet
- Have at least one adult teacher-leader to lead Allies meetings and activities
- Have approval and support from the building principal to create an Allies in Diversity Program
- Participate in a professional learning community (PLC) of other Allies grant recipients
- Administer a pre/post survey to Allies student members that includes a unique identifier (but not their name) so that student responses on the pre-test can be matched to the same student responses on the post survey. This allows CEI to measure change of individual attitudes, beliefs and actions over time. The survey is administered in January and again in May.

The Colorado Education Initiative welcomes your questions:

Finessa Ferrell

Phone: 720.502.4709

Email: fferell@coloradoedinitiative.org

GRANT APPLICATION FORM

Date

Name of School where Allies will be implemented:

Name of School District/BOCES in which school(s) is located:

Name of Contact for this application:

Title:

Address:

City, State, Zip:

Telephone:

Fax:

Email:

I have read the CEI publication, *How to Create an Allies in Diversity Program* and I understand that an Allies in Diversity Program engages students to understand multi-cultural experiences across a broad range of diversities which require discussion of racial, ethnic, body size, ability, religious, gender and sexual diversity.

Signature*:

Name of Authorizing Individual (Principal, Superintendent, BOCES Director or Charter School Director):

Telephone:

Email:

I understand that an Allies in Diversity Program engages students to understand multi-cultural experiences across a broad range of diversities which require discussion of racial, ethnic, body size, ability, religious, gender and sexual diversity.

Signature*:

*If you do not have an electronic signature to import or cannot scan and email, please print this signed cover page and fax to Finessa Ferrell, 866.611.7509 *in addition to* submitting an unsigned but otherwise completed application by email.

PROPOSAL NARRATIVE

1. Why do you want to start an Allies in Diversity Program?

Please provide brief background information about your district or school and explain what need(s) this proposal addresses.

2. What data do you collect now, if any, that informs you about the climate and culture of the school(s) where an Allies in Diversity program will be started?

3. What are your school or school district's greatest successes and challenges in student social emotional development?

4. Creating an Allies program has many components—space, time, buy-in from staff and administrators, kid-friendly marketing of the Club, criteria or application for student members, recruitment of members, academic content, fun activities, upstander skill building and creating a safe and empowering place for all student members. Please describe your best thinking about how you will approach these in the 3-month planning and development period, October – December.

5. This grant comes with technical assistance and evaluation support in addition to a monetary award. Please describe the assistance that would be of the greatest benefit to you should you be awarded funding.

6. Please refer to the grant expectations listed below (also listed on page two of this document). Please indicate after each that the expectation can be met easily, met but with significant challenge, or that you do not believe you can meet the requirement.

A. Develop a relationship and coordinate at least one activity with a high school Gay Straight Alliance (GSA) in your school district

Response:

B. Begin holding Allies meetings/classes with students no later than January 30

Response:

C. Secure an appropriate space within your school for Allies to meet

Response:

D. Create time during the school day for Allies to meet (can meet before and after school ALSO but must meet for at least lunch convening during the school day.

Response:

E. Have at least one adult teacher-leader to lead Allies meetings and activities

Response:

F. Have approval and support from the building principal to create an Allies in Diversity Program

Response:

G. Participate in a professional learning community (PLC) of other Allies grant recipients

Response:

H. Administer a pre/post survey to Allies student members that includes a unique identifier (but not their name) so that student responses on the pre-test can be matched to the same student responses on the post survey. This allows CEI to measure change of individual attitudes, beliefs and actions over time. The survey is administered in January and again in May.

Response:

GRANT SUBMISSION

Please make sure all sections of this grant application are complete before submitting.

All sections of this proposal, including the signed cover page, must be received by September 25, 2015, by 5 p.m, through EMAIL submission to Finessa Ferrell fferrell@coloradoinitiative.org