Use and completion of this Application Form is required for submission of your grant. Only Applications using this template will be considered for an award.

The completed WOX Grant Application must be emailed to cassidycoxs@xavier.edu and a paper copy with appropriate signatures mailed or hand delivered to Shannon Cassidy-Cox, Alumni Building ML 5630 by 5 p.m. March 1, 2020.

NOTE: Applicants are encouraged to seek proposal assistance through the Office of Grant Services. Please contact Shari Howell by phone at 745-1904 or email at howells3@xavier.edu as early as possible and at least 5 business days before the due date.

PROPOSAL FOR WOX GRANT

| Title of Proposed Project: |  |
| Speaker: Tressie McMillan Cottom |  |

| Amount Requested: | $10,000 |

| Name of each applicant, their position and signature: |  |
| Cara Pickett, Administrative Director, Center for Teaching Excellence |  |
| Kandi Stinson, Faculty Director, Center for Teaching Excellence, & Professor and Chair of the Department of Sociology and Gender and Diversity Studies |  |
| Janice Walker, VP for Institutional Diversity and Inclusion, Office of Institutional Diversity and Inclusion |  |

Add ALL appropriate signatures below as outlined in the Guidelines document for the WOX Grant Awards. For each approval needed, please type the person’s name, title, email address, and have them physically sign the Application.

| Janice Walker, VP for Institutional Diversity and Inclusion, walkerj@xavier.edu |  |
| Mary Kochlefi, Assistant Provost for Online and Continuous Learning, kochlefi@xavier.edu |  |
| Diane CEO-DiFrancesco, Interim Associate Provost for Academic Affairs, ceo-difr@xavier.edu |  |

Provide a brief abstract that clearly and concisely states the aim of your project, anticipated value for XU students and/or faculty, and the indicators of success: (maximum 350 words)

Tressie McMillan Cottom is an award-winning writer, scholar, and teacher who brings her personal experiences as a Black woman to bear on “thick” critical analyses of gender, race, and class. The Center for Teaching Excellence and the Office of Institutional Diversity & Inclusion propose to bring Dr. McMillan Cottom to Xavier in Spring 2021 for a trio of events that will give voice to this perspective, which continues to be marginalized in all spaces, including at Xavier, and invite honest, important dialogue. In a keynote address to faculty, Dr. McMillan Cottom will address the impact of inequity in higher education and discuss teaching strategies that
mitigate that impact, empowering faculty to create more welcoming, inclusive classrooms. She will also meet with Black women students for an informal breakfast Q&A, serving as a role model of Black, female excellence and providing a unique opportunity for students to engage with a leading scholar in an intimate setting. Finally, in an evening lecture and book signing open to all of campus and the public, and free to attend, Dr. McMillan Cottom will speak about her recent collection, *THICK: and Other Essays*, a Black women’s cultural bible which intertwines the personal, social, and political. Success of this project will be measured by attendance at each event and level of speaker/audience interaction. This proposal connects to several important goals of the University and of Women of Excellence. Bringing Dr. McMillan Cottom to campus will support Xavier’s goal to promote diversity education, scholarship, and culturally responsive teaching, and uphold the social justice ethos at the heart of our Jesuit values. These events will bring together constituent groups—students, alumni, faculty, staff, and community members—in critical conversations about gender and race and also honor and extend the legacies of women and women of color who have been historically underrepresented at Xavier, and in our communities and world. In addition, hosting such a prominent scholar as Dr. McMillan Cottom will enhance the reputation of Xavier University as a leader on issues of gender, racial, and class diversity.

**NARRATIVE**

Please provide a detailed project description (in #1) and answer the questions below (#2 - #8) Limit the length of your answers (including project description) to three single-spaced, typed pages.

1. Provide a detailed description of your project; what will take place, where, when, and who will be involved in the project, and the timeline. (maximum 1 page)

The Center for Teaching Excellence (CTE), in partnership with the Office of Institutional Diversity and Inclusion, proposes to bring Tressie McMillan Cottom, Ph.D., to campus in February 2021. Dr. McMillan Cottom, an Associate Professor of Sociology at Virginia Commonwealth University and a faculty affiliate at Harvard University’s Berkman Klein Center for Internet and Society, is one of the U.S.’s most incisive critics of technology, higher education, class, race, and gender. She is the author or co-editor of four books, including *Lower Ed: The Troubling Rise of For-Profit Colleges in the New Economy* (2016), and most recently *THICK: and Other Essays* (2019). In addition to her academic research and teaching, Dr. McMillan Cottom is a renowned public intellectual. Her writing has appeared in The Atlantic, The New York Times, and The Washington Post; she has appeared as a guest on MSNBC, The Daily Show with Trevor Noah, and Fresh Air; and she cohosts the nationally distributed podcast “Hear to Slay” with Roxane Gay.

Dr. McMillan Cottom’s two-day visit will include two keynote addresses and a breakfast Q&A session with students. The first keynote will be for Xavier faculty during a Monday commons hour and will address how to mitigate class and racial inequities through teaching practice. A third generation Historically Black College graduate, Dr. McMillan Cottom has focused much of her work on embodying the ethos of “intensive mentoring” that HBCUs perfected. She describes this ethos as applicable to all teaching: “Meet students where they are, trust them to be partners in their own pedagogical liberation, and set high mutually-agreed upon standards. That looks like modeling responsible leadership in class and being aggressively curious about your students’ learning contexts.”

The second keynote will be a public lecture and book signing on Monday evening related to her collection *THICK: and Other Essays*. A finalist for the 2019 National Book Award and winner of the Brooklyn Public Library’s 2019 Literary Prize, *THICK* combines personal narrative with empirical research to offer “thick” ethnographic descriptions that reveal structural aspects of race, class, sex, and gender in the U.S. This keynote will be open to all Xavier faculty, staff, and students, as well as the public, and will be free to attend. It will be marketed in partnership with the Center for Diversity & Inclusion, the Department of Sociology and Gender and Diversity Studies (GDST), the Alumni Office, and other Xavier and community partners.

The final event of Dr. Cottom’s visit will be a breakfast Q&A session with students on Tuesday morning. The event will be specifically for Black women students, first-generation students, and students from the GDST
program, to give those students an opportunity to interact with and learn from a highly successful writer, researcher, teacher, and cultural critic. The CTE will work in partnership with the Center for Diversity & Inclusion and GDST to identify and invite students.

2. How does this proposed project enhance the mission and purpose of Women of Excellence?

By bringing a leading scholar on gender, race, and class to speak to a variety of campus and public audiences, we hope to honor and extend the legacies of women students, faculty, staff, and alumni, particularly those who are typically marginalized because they are persons of color, low-income, first generation, or a combination of these.

3. How will this project further the mission of Xavier University to “engage and form students intellectually, morally and spiritually, with rigor and compassion, toward lives of solidarity, service and success?”

One of the goals of Xavier University’s Diversity and Inclusion Strategic Plan is to “promote diversity education, scholarship, and culturally responsive teaching,” as an important way to fulfill our mission towards students. Bringing Dr. McMillan Cottom to campus will help achieve these objectives in several ways: 1) By delivering a keynote to faculty on inclusive teaching practices, faculty will be better equipped to form students intellectually, morally, and spiritually in ways that are culturally responsive; 2) A public address open to students will further engage and form students along those lines, and because it is also open to faculty, staff, and the public, it will promote solidarity and kinship; 3) The student address will provide those students an invaluable opportunity to interact and learn directly from Dr. McMillan Cottom in a more intimate setting.

4. Why is this project important? Does it address a gap within existing University programs?

This project is important because it publicly forefronts issues that have been marginalized at Xavier – including gender, race, and class – and will invite honest and important dialogue. It also connects constituency groups, namely students, alumni, faculty, staff, and community members, in this conversation. It will give voice to the experience of affinity groups such as the Black Alumni Association, Women of Excellence, Black Student Association, Xavier’s historically Black sorority chapters, and Shades of X, which have otherwise been underrepresented in Xavier’s history and its public dialogue.

5. What is the expected outcome of your project? How many people (faculty, staff, students) will be engaged in your project? If the project will continue beyond the Grant timeline, what are your plans for future funding?

The goal of the faculty keynote will be to address the impact of class and racial inequality in education and impart teaching strategies that can mitigate that impact, in order to nurture more inclusive classrooms at Xavier. CTE keynote addresses typically engage 60-80 faculty and staff.

The goal of the public address will be to boost the stories and experiences of Black women in order to promote inclusive excellence among the campus and the community. We hope to engage at least 100-150 participants from among Xavier’s campus, including faculty, students, staff, alumni, and the public.

The student event will be a unique opportunity for students from marginalized identity groups who are underrepresented at Xavier (especially Black women students) to engage directly with a prominent Black female scholar. In order to ensure that students who attend can interact meaningfully with Dr. McMillan Cottom, this event will be intentionally small and focused in terms of audience. We hope that up to 30 students will participate.

6. How will you measure the success of your project, if funded? What are the qualitative and quantitative measures that you will use to assess impact and effectiveness?

Success of this project will be measured primarily by attendance at the two addresses, and attendance and level of student interaction at the student Q&A session. From a qualitative perspective, hosting Dr. McMillan
Cottom as a speaker will extend the reputation of Xavier University as a leader on issues of racial, class, and gender diversity.

7. If your project is funded, how will the WOX Giving Circle be recognized as having played a role in the success/completion of your project? Give specific examples.

Women of Excellence will be a co-sponsor of the faculty keynote and the title sponsor of the public address. Women of Excellence will be listed on all print and digital advertisements and will be thanked in a pre-keynote acknowledgement at each event. We welcome the opportunity for Women of Excellence to offer the public address as one of its programs and promote it among its members.

8. If you are applying for a 2-year grant, please explain why a 2-year award is important to the success of your project. (Note: these are projects that will take 2 years to complete, not for 2 years of funding for the same project).

N/A

BUDGET

What is the amount of funding requested?

Below please provide a detailed budget with justification/need for each itemized expense.

- If your project requires students to be paid, that payment must be included as an itemized expense. For example, if your project requires 2 student coordinators, the role needs to be specified and included as an itemized expense. [i.e. Student workers: 2 students*$8.10/hr*10 hrs/week*12 weeks= $1,944; Student worker fringe benefits - $1,944*1%(stated fringe benefits rate for full-time students) = $19.44]. Note: Students must be paid as an employee and cannot be given stipends.
- If more than 25% of your budget is allocated toward food and incentives, specific detailed rationale and explanation for these expenses should be provided.
- Include a detailed list of supplies and equipment necessary to complete your project.
- If your project’s total budget is greater than $10,000 per year, other sources of support must be stated and appropriate documentation from other funding partners must be provided.
- All costs, including student pay rates, must follow University policy. Your budget for these items should take this into account. Please contact Shari Howell (howells3@xavier.edu) to discuss budget questions.

Project Budget

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaker Fee</td>
<td>$18,500</td>
</tr>
<tr>
<td>• Fee includes all travel and lodging expenses; based on the rate quoted by Dr. McMillan Cottom’s agency</td>
<td></td>
</tr>
<tr>
<td>Catered reception, following public address</td>
<td>$1,350 ($9 x 150)</td>
</tr>
<tr>
<td>Catered breakfast, student event</td>
<td>$300 ($10 x 30)</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$20,150</strong></td>
</tr>
<tr>
<td><strong>Total Request from Women of Excellence</strong></td>
<td><strong>$10,000</strong></td>
</tr>
</tbody>
</table>

The remaining $10,150 in expenses will be paid by the Center for Teaching Excellence ($6150) and the Office of Institutional Diversity and Inclusion ($4000).