



1. Are tuition dollars supporting the Diversity Fund?

No. The Diversity Fund is funded by gifts from individuals, families and private grants. The Fund is completely supported through private donations.

2. Who can apply to the fund?

Any family, currently enrolled at EBI can apply for the fund.

3. How can the funds be utilized?

The funds can be used to support the efforts of diversity, multiculturalism, and inclusivity at EBI in two ways:

- **Tuition Support:** The Fund can be used to assist a family with a one-time award in a school year to mitigate a financial barrier to enrollment at EBI due to unforeseen circumstances. While families are welcome to apply for awards in subsequent years, the fund does not commit to support for more than a year. It is designed to be a “fix” for a tuition gap for the current year only.
- **Project Funding:** The Fund accepts applications from current faculty, students, staff, and families to support projects and activities that will enhance diversity, multiculturalism, and inclusivity at EBI. Activities that might qualify for a grant from the fund include: hosting a movie on the disability rights movement followed by a panel discussion, purchasing tickets for students to attend a special exhibit at the Asian Art museum,

or support for a student club to build a float to participate in a LGBTQIF parade. Examples of activities that would not qualify include: basketball team uniforms, supplies for a robotics club, a speaker on dark matter in deep space.

4. What is the criteria for a project that promotes diversity, multiculturalism, and inclusivity?

The Fund is committed to building diversity, multiculturalism, and inclusivity. The Fund supports projects that educate students about the lives and experiences of individuals who might be underrepresented at EBI and in independent schools related to language, race, nationality, gender, and socioeconomic status. (e.g., Black History Month, Lunar New Year, guest speakers, activities and resources to enhance our multicultural curriculum, diverse learning styles, gender inclusivity, etc.)

5. Who will decide which families receive an award?

The application process this year is coordinated by the Chief Finance and Operations Officer (CFOO). Families seeking support to pay tuition will submit an application explaining their circumstances. All of the information is private and will be handled confidentially. An independent group of consultants will review the application, conduct an interview with the applicant/s, and make the award recommendations on behalf of the applicant/s to the Head of School, who will make the final decision based on best alignment with fund objectives and goals.

6. Who will decide which projects receive an award?

The applicant submits an application explaining the purpose of the project and who will be impacted by it. The application process is managed by the Director of Equity and Inclusion. The Head of School will review the application and will make the final decision based on best alignment with fund objectives and goals.

7. What is the maximum award amount?

The maximum award amount is \$7,500 per child per year for 2019-20.

8. How many times might someone receive an award?

- Tuition: It is expected that most of the funding will go to families needing support to pay tuition. It is also expected that there will be insufficient funds to cover all applications. Therefore, a family is welcome to apply more than once but the fund makes commitments to support a family one time in a year.
- Projects: The funding available for events and activities will be distributed throughout the year. Up to 10 projects can be sponsored within a year.

The maximum amount of funds available for each project must not exceed \$500.

9. If I meet the criteria for a tuition support award, am I guaranteed to receive one?

No. The Diversity Fund is completely dependent on donations, which will fluctuate from year to year. Accordingly, an awards committee must make difficult decisions based on factors such as whether an award will meaningfully mitigate the applicant's financial barriers, how the applicant family enhances the diversity of the school and the school's current diversity-related goals. Unfortunately, some families may not receive awards, despite being highly qualified applicants and valued members of the EBI community.

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