



AAN Diversity Grant Program

The **AAN Diversity Grant Program** supports member papers' efforts to **add diversity to their newsrooms** and to encourage minority journalists to start their careers at alternative newsweeklies. AAN member papers may apply for a grant to **hire an intern**, or to develop an **editorial project** that demonstrably serves people of color living in the paper's city.

Papers must submit an application explaining how the grant would **increase their commitment to diversity**. **All AAN member papers are eligible** to submit an application, using one of the two forms provided here. Only one grant will be awarded per ownership group per fiscal year.

AAN member papers may submit an application at any time. There are no deadlines or application cycles. If you believe you have a worthy intern or project, complete an application and forward it to Debra Silvestrin, AAN, 1156 15th St., N.W., Suite 905, Washington, DC 20005.

The **AAN Diversity Grant Program** awards up to four grants of **\$1,250** each per year. Member recipients are encouraged (but not required) to match or supplement the grants with their own funds.

AAN will forward **one half of the grant** immediately after the recipient paper(s) are announced and the other half when the paper files a short report upon completion of the internship or project. Each paper will be required to provide financial records that support the project or internship.

The **AAN Diversity Grant Program** is funded through the **Alternative Newsweekly Foundation**. **We encourage you to make a tax-deductible contribution to the Foundation to support this program and other AAN diversity initiatives.**

AAN Diversity Grant Program Internship Grant Application Form

Application Date: _____

Paper: _____

Submitted by: _____

Title: _____

Phone: _____ E-mail: _____

Name of Intern Applicant: _____

Internship Staff Position: _____

Dates of Internship: _____

Intern Applicant's Ethnicity: _____

Salary: _____

The internship must be between three and six months in duration, and should begin within six months of the announcement of the grant. Papers may apply for a grant on behalf of an intern who is currently at the paper, as long as at least three months remain in the internship. Current paid staff are not eligible for the grant.

Please submit the following:

- A summary of how the internship will benefit your newsroom, its staff and your newspaper's coverage. You may also describe factors that make recruiting and/or hiring minority newsroom staff difficult, such as your paper's geographic location or budget concerns.
- A brief explanation of the intern's responsibilities, and what guidance and training s/he will receive from editors.
- A resume describing the potential intern's credentials. You may also include a one-page essay (written by you or the applicant) describing the potential intern's knowledge of alternative journalism and its role in your community, as well as his/her potential for development in the field.
- Seven copies each of his/her three best clips (or photographs).

The AAN Diversity Committee awards the grants based on the prospective intern's demonstrated ability and commitment to alternative media, the quality of the learning experience proposed by the applying paper, and the likelihood that an award will have a lasting effect on diversity in our industry.

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Project Grant Application Form

Application Date: _____

Paper: _____

Submitted by: _____

Title: _____

Phone: _____ E-mail: _____

Name of Project: _____

Type of Project: _____

Expected Publication or Conclusion Date of Project: _____

Papers may apply for a project grant on behalf of an individual or a team of individuals of any background or ethnicity—staff, freelance or intern—although preference may be given to a project that involves one or more individuals of color, based upon the anticipated positive impact on the project.

Please submit the following:

- A one-page description of the project stating who is involved in the project, whom it will serve, investigative/reporting plans and costs to be offset by the grant.
- You may also provide up to five pages of supporting materials. If you believe the Diversity Committee would benefit from seeing additional supporting documents, please include a list of any that could be requested in future.
- A projected publication date; the project should be completed within six months of the award of the grant.

The Diversity Committee will consider the goals of the project and the impact on the paper, the participants and the community, as well as demonstrated financial need on the part of the paper.