

**Call for Grants Notification (CGN):
2020 Diverse Future of STEM Fund: Kindergarten to Career**

Introduction and Purpose

Genentech and The Genentech Foundation are accepting letters of interest from prospective partners working to build a more diverse and inclusive future of healthcare and science. From kindergarten to career, we partner with organizations that equip students with financial and nonfinancial support, connect young professionals with mentors, and prepare young people to become leaders in science and medicine. We are excited to expand our work with new partners and will invite full proposals following our evaluation of the letters of interest.

Diversity in the science and medical workforce is linked to greater access to care for underserved communities and improvements in patient experience and health outcomes. However, systemic racism – where discrimination is institutionalized and embedded into society and its systems – has consistently prevented communities of Black, Indigenous and other People of Color (BIPOC), from accessing education and career pathways in science and medicine, leaving millions of qualified candidates behind. These issues are only exacerbated by the COVID-19 global pandemic. For example, in the U.S. the COVID-19 mortality rate for African Americans is [more than double the death rate](#) of any other racial group in the country. Racial disparities in access to healthcare, education, and employment are leading contributors to the disproportionate impact on BIPOC communities.

Call for Grants Guidelines

Increasing the racial and ethnic diversity of the science and medical community is critical to ensuring culturally competent, empathetic, and high-quality care for all. Now more than ever, we need grantees and partners that are committed to breaking down barriers for BIPOC students across all stages of their education journey, which is why we're accepting letters of interest ranging from K-12 to postgraduate support, including:

K-12: Cultivating STEM Excitement and Career Exploration: Many elementary schools do not teach science, and many BIPOC students lack hands-on, culturally relevant STEM content. As students enter high school and begin thinking about career options, many girls, low-income, and BIPOC students choose to opt out of STEM. Genentech and The Genentech Foundation are interested in funding programs that support BIPOC students who currently attend K-12 public schools and qualify for free and reduced lunch, including (but not limited to):

- Programs that demonstrate authentic, cross-sector collaboration and systems-level change partnerships with postsecondary institutions and/or other organizations or groups to drive STEM learning, career exploration and industry-aligned, skills-building outcomes

- Wraparound support for student development of social capital and occupational identity while also bolstering existing systems and networks (e.g. public schools, professional development for teachers and counselors) in offering these resources to students
- Programs that cultivate institutional environments (e.g. within schools, professional learning communities) that foster culturally responsive learning, supportive of STEM learning, career exploration and industry-aligned skills-building outcomes
- Support for professional learning and teacher leadership opportunities for STEM teachers
- **Strong proposals will align with the following high-level outcomes:**
 - Enhance BIPOC students' ability to build social capital and occupational identity in STEM
 - Increase recruitment and retention of STEM teachers, especially BIPOC teachers
 - Build and strengthen authentic cross-sector collaboration and partnerships with postsecondary institutions and other organizations or agencies that lead to scalable, systems-level change

Undergraduate and Graduate: Building Experience: Due to pre-existing inequities within our education system, the educational challenges posed by COVID-19 are having a disproportionate impact on BIPOC students. The Genentech Foundation is interested in funding programs that are responding to the challenges of COVID-19 and have a focus on BIPOC students, including (but not limited to):

- Innovative wraparound programs that provide student support *beyond tuition* that address disruptions or additional challenges brought on by COVID-19 (i.e., student mental health support to address COVID-related trauma)
- Bridge programming that ensures students continue their education and are prepared to be successful as undergraduates, particularly given the disruption to their K-12 education due to COVID-19
- Capacity building for institutions trying to react and respond to the many challenges posed by COVID-19 while maintaining a Diversity, Equity & Inclusion strategy that supports BIPOC students, faculty, and employees
- Programs that foster equitable environments that encourage experimentation and innovation for STEM faculty and leadership in light of changes to traditional educational models due to COVID-19
- **Strong proposals will align with the following high-level outcomes:**
 - Despite the challenges of COVID-19, there is an increase in BIPOC students entering and persisting in postsecondary education
 - Increase the number of faculty that are trained and have the necessary resources to successfully support BIPOC students in light of COVID-19
 - Increase institutional capacity to navigate the many challenges posed by COVID-19 with an equity lens, and foster environments where BIPOC students and faculty feel supported to succeed

Postgraduate and Career Development: Representation of BIPOC in medicine and biomedical research are not reflective of the national population. Although Black and African American people represent 13% of the U.S. population, they make up less than four percent of practicing physicians.¹ BIPOC are also underrepresented in faculty and leadership positions in academia. Genentech is interested in funding innovative programs that support the career development, retention, and advancement of students and researchers working within Genentech's therapeutic areas (see list below, additional priority will be placed on applications related to those listed in bold). Genentech is interested in supporting programs including (but not limited to):

- Research awards for early- and mid-career researchers that identify as BIPOC
- Mentorship awards for academic physicians, physician scientists or researchers that have a dedicated focus on leadership and advancement
- Programs with curricula that support professional leadership development for BIPOC (i.e., skills building for self-advocacy, visibility, and negotiating leadership/advanced roles)
- **Strong proposals will align with the following high-level outcomes:**
 - Increase placement and retention of early- and mid-career researchers, academic physicians and physician scientists, particularly BIPOC
 - Expand the diversity of the national pool of qualified candidates for leadership roles in academic medicine and research

Evaluation Criteria, Restrictions and Application Process

Strong proposals will align with the following characteristics:

- Organizational commitment to anti-racism and application of values of justice, equity, diversity, and inclusion into practice
- Willingness to leverage intra- and extra-sector collaboration and partnership with clear examples, where appropriate
- Capacity to execute at scale (city, state or national) or replicate and lead to lasting systems change
- Opportunities to share and scale insights with other groups and sectors.
- **Note:** Applications will be evaluated with others within the respective project type (i.e., K-12, undergraduate/graduate and postgraduate)

Grant Size: We will consider proposals between \$100,000 and \$500,000.

Eligibility Criteria: Applicants must be recognized by the IRS as a tax exempt, public charity under sections 501(c)(3) and 501(c)(6) of the Internal Revenue Code or be a U.S. governmental organization (such as public schools, public colleges and universities, public hospitals, and federally recognized Indian tribal governments).

Geographic Scope: K-12 (California); undergraduate and graduate (Bay Area, San Diego, Portland, Louisville and National)¹; postgraduate (United States)

Grant Period

- Grant start date must be January 1, 2021 or later
 - For K-12 proposals, the grant start date must begin February 1, 2021 or later.
- Grants cannot be self-renewing

Grantmaking Instructions and Timeline

LOI Process: This call for grants will utilize a Letter of Interest (LOI) process that will require all prospective grantees to complete a short online form and upload a proposal description of up to 4 pages. **Before accessing the form, please read the full LOI instructions below:**

LOI Instructions

1. Read through the CGN to **ensure that your organization and proposed project are eligible for funding from Genentech** and fit within the aims of the CGN
2. **Download the LOI Form Questions** [here](#) and prepare your answers to all questions *prior* to accessing the form
3. Once you **compile all necessary information** for the LOI, **complete the form** [here](#)
 - Once you start the form, you will **not** be able to save your information and return. So please be prepared to complete the entire form
 - All LOI questions are required and must be completed to progress through the form
4. Once submitted, the **form cannot be changed or modified** in any way
5. The **LOI Form must be submitted no later than August 10, 2020 at 11:59 p.m. PT**. LOI Forms submitted after the deadline will not be considered

Grantmaking Timelines and Instructions

- If you would be interested in an optional webinar to learn more about this Call for Grants, please sign up [here](#)
- **LOI Deadline:** August 10, 2020
- **Notification of LOI Acceptance / Denial:** September 8, 2020
- **Full Proposals completed and submitted by:** October 5, 2020
- **Final approvals and denials** will be communicated no later than the week of December 1, 2020. There have been no predetermined approvals

¹ For projects that fall within the postsecondary/graduate portion of the CGN, the implementing institution and program must occur within communities where Genentech has a site (Bay Area, San Diego, Portland or Louisville) or have a national focus.

Funding Restrictions

In order to be eligible for this type of funding, your organization must **not** be:

- A political or sectarian organization
- An individual, group practice, or private physician office
- Owned in whole or in part by a physician or a group of physicians
- A charitable foundation of a small group practice (less than 50 physicians)
- An organization with a written policy to discriminate based on race, religion, gender, gender expression and/or identity, age, national origin, disability, marital status, sexual orientation, military status or any other protected status

In order to be eligible for this type of funding, the funding must **not** be used for:

- The purpose of developing clinical practice guidelines, e.g., statements that include recommendations intended to help practitioners make appropriate healthcare decisions for specific clinical conditions
- Religious purpose
- Promotion of a Genentech or Roche product or to influence formulary decisions
- Research involving or undertaken in relation to Genentech or Roche products (whether investigational and/or approved for other uses)

For additional information on requirements and restrictions, please visit funding.gene.com

Genentech's Areas of Focus (For Postgraduate and Career Development Awards)

Note: Additional priority will be placed on therapeutic areas in **bold**, which represent areas with significant documented racial disparities in patient outcomes; programs / grants with relevance across disease areas are strongly encouraged:

- Cardiology (specifically acute myocardial infarction and **stroke**)
- Dermatology (specifically chronic spontaneous urticaria)
- Gastroenterology (Crohn's disease, inflammatory bowel disease, and ulcerative colitis)
- Hematology (specifically acute myeloid leukemia, chronic lymphocytic leukemia, hemophilia, lymphoma, **multiple myeloma**, and polycythemia vera)
- Neurology (specifically **Alzheimer's Disease**, amyotrophic lateral sclerosis, autism, Huntington's disease, **multiple sclerosis**, Parkinson's disease, spinal muscular atrophy, and **stroke**)
- Oncology (specifically basal cell carcinoma, bladder cancer, **breast cancer**, **colorectal cancer**, **gastric cancer**, **head and neck cancer**, **liver cancer**, **lung cancer**, metastatic melanoma, **prostate cancer**, and thyroid cancer)
- Ophthalmology (specifically **diabetic macular edema**, **diabetic retinopathy**, neuromyelitis optica, retinal vein occlusion, and wet age-related macular degeneration)
- Rheumatology (specifically giant cell arteritis, juvenile idiopathic arthritis, **lupus**, **rheumatoid arthritis**, and systemic sclerosis)

- Respiratory Diseases (specifically **asthma**, **COPD**, cystic fibrosis, and idiopathic pulmonary fibrosis)

Terms and Conditions

1. All grant applications received in response to this CGN will be reviewed in accordance with all Genentech policies and policy guidelines
2. This CGN does not commit Genentech to award a grant or to pay any costs incurred in the preparation of a response to this request
3. Genentech reserves the right to approve or deny any or all applications received as a result of this request, or to cancel, in part or in its entirety, this CGN
4. Applicants should not respond to this CGN unless they have read and understood the terms, purpose and requests identified below. Applicants are expected to identify and address issues that are aligned to this CGN

Transparency

Genentech, at its sole discretion, has the right to disclose the details of funded activities, including those that may be required by federal, state, and/or local laws and regulations. This disclosure may include, but shall not be limited to, details of the activity and the grant amount. The information may be disclosed to the public in a manner including, but not limited to, disclosure on the Genentech website.

Support

For additional questions/support, please email give@gene.com.

Genentech also considers applications outside of this CGN. Please refer to the website for additional information on Genentech's giving priorities.

About Genentech

Founded more than 40 years ago, Genentech is a leading biotechnology company that discovers, develops, manufactures and commercializes medicines to treat patients with serious and life-threatening medical conditions. The company, a member of the Roche Group, has headquarters in South San Francisco, California. For additional information about the company, please visit <http://www.gene.com>.

About The Genentech Foundation

Guided by the vision of a future where health and prosperity are accessible to all, the Genentech Foundation works to unlock access to educational and career pathways in the life sciences and medicine. The U.S.-based, private charitable foundation was established in 2002 by Genentech. For additional information, please visit <https://www.gene.com/good/giving/genentech-foundation>.

References

1. Addressing the Challenges to a Diverse Physician Workforce. (2020, February 01). Retrieved June 23, 2020, from <https://amsny.org/wp-content/uploads/2020/02/addressing-the-challenges-to-a-diverse-physician-workforce-amsny-optimized.pdf>