

Call for Grants Notification:
Promoting Diversity, Equity, and Inclusion in Medicine and Biomedical Science Careers

Genentech is committed to funding efforts that support the growth and development of individuals from diverse backgrounds, so that tomorrow's healthcare and biomedical research workforce can provide relevant treatments and care for all patients.

Introduction

While people of color make up more than 30 percent of the total U.S. population, only about 6 percent of practicing physicians and 9 percent of nurses are Latinx, Black or Native American.^{1,2} And although 21 percent of bachelor's degrees in the United States were awarded to underrepresented students in 2011–2012, only 8.5 percent of doctoral degrees were granted to underrepresented individuals.³ Yet diversity in the health and research workforce is linked to better opportunities for student learning and innovation, greater access to care for underserved communities, and improvements in patient experience and health outcomes.⁴ Additionally, diversifying the medical research workforce may yield more robust and complete clinical findings as studies indicate that participants have a preference for healthcare providers and researchers who reflect their ethnic and racial diversity.⁵

Increasing diversity in medicine and science extends to gender equity as well. While 2018 was the first year that more women entered medical school than men, women in academic medicine are still outnumbered by men in faculty positions and are not promoted or advanced to leadership positions at the same rate as men.⁶

The U.S. Census projections estimate that by 2050, people of color will account for over 50 percent of the U.S. population.⁷ Increasing the gender, racial, and ethnic diversity of the healthcare and biomedical research workforce is critical to ensure culturally competent, empathetic, and high-quality care for the growing communities of color in the United States.

Purpose

We are committed to the pursuit of groundbreaking science to discover and develop breakthrough medicines for people with serious and life-threatening diseases. To this end, Genentech is committed to supporting programs that help grow and strengthen the diversity of the healthcare and biomedical research workforce. The purpose of this Call for Grants Notification (CGN) is to support the career development of persons traditionally underrepresented in medicine and biomedical research.

Funding Awards

- [Fellowships](#)
- Career Development Awards and Young Investigator Awards (listed under [Scientific Projects](#))

Eligibility

Preference will be given to requests that support the career development of students who are members of gender, racial and/or ethnic groups historically underrepresented in academic medicine and biomedical research.

Strong proposals will demonstrate an organizational commitment (ie. dedicated funding support) to fostering career development and research support for persons traditionally underrepresented in academic medicine and biomedical research.

In order to be eligible for funding, the third-party award recipient / fellow cannot have already been selected by the institution. Lastly, fellowships programs should be accredited, or where not applicable, the fellowship program must be a two-year post-residency program.

Geographic Scope: Efforts must be U.S. based.

Examples of Strong Proposals:

- Clinical fellowship designed specifically to support persons traditionally underrepresented in the medical and biomedical research workforce.
- Career development award that uses a diversity, equity and inclusion lens to review applications for funding.

Grant Period

- There is no set length for the project.
- Start date must be January 1, 2020 or later.

Application Deadline

- Applications must be completed and submitted by **September 15, 2019**.

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 identify, age, national origin, disability, marital status, sexual orientation, military status, or any other protected status is ineligible for funding.

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) is excluded from this type of support.

For additional requirements / restrictions, please visit funding.gene.com.

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. All applications for this CGN must be submitted through our funding portal at funding.gene.com.
5. 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.

Instructions to Apply

- Complete an application at funding.gene.com.
- Include “CGN: Career Development” in the title of the project.
- Please note that only proposals that fall under the project types Career Development Awards and Young Investigator Awards (listed under Scientific Projects) will be considered.

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.

Notification

Final approvals and denials will be communicated via standard grant-submission means (i.e. email notifications) no later than the week of December 1, 2019. There have been no predetermined approvals.

Support

For additional questions/support, please email researchgrants-d@gene.com.

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

References:

1. U.S. Census Bureau (2010). Retrieved from <https://www.census.gov/quickfacts/fact/table/US/PST045218>
2. Rothman, P. B., M.D. (2016, May 27). Diversity in Medicine has Measurable Benefits. Retrieved from <https://www.hopkinsmedicine.org/news/articles/diversity-in-medicine-has-measurable-benefits>
3. Increasing Diversity in the Biomedical Research Workforce (Issue brief). (2016, July). Retrieved July 30, 2019, from: <https://www.aplu.org/library/increasing-diversity-in-the-biomedical-research-workforce>
4. Promoting a Diverse and Culturally Competent Health Care Workforce. (2017, May 31). Retrieved from <https://news.aamc.org/for-the-media/article/diverse-healthcare-workforce/>
5. Cohen, J. J., Gabriel, B. A., & Terrell, C. (2002). The Case For Diversity In The Health Care Workforce. Health Affairs. [doi:https://www.healthaffairs.org/doi/10.1377/hlthaff.21.5.90](https://doi.org/10.1377/hlthaff.21.5.90)
6. Advancing women in academic medicine: Progress, challenges, and hope for the future. (2019, May 28). Retrieved from <https://news.aamc.org/diversity/article/advancing-women-academic-medicine-progress/>
7. Frey, W. H., & Frey, W. H. (2018, September 10). The US will become 'minority white' in 2045, Census projects. Retrieved from <https://www.brookings.edu/blog/the-avenue/2018/03/14/the-us-will-become-minority-white-in-2045-census-projects/>