



Healthcare Education, Access and Leadership (HEAL)

2024 Funding Opportunity Announcement

Background

The Gilead Foundation works to create a thriving health ecosystem. We take a holistic approach to mitigate the root causes of health inequities by providing resources to organizations that empower people with the skills to be their own best advocate and create systems of support that strengthen communities, classrooms, and workplaces.

In order to create a thriving health ecosystem, we must ensure that health resources and services are equitably accessible. In the San Francisco Bay Area, there are relatively good healthcare resources and extensive health insurance coverage. However, good coverage is not translating to equitable access to healthcare. Many communities struggle to get access and do not know how to navigate the system. We are critically short of healthcare workers who are culturally competent and representative of these communities. For example, although Black people make up 5.4% of California's population, they only account for 3.6% of active medical licenses.¹ You see similar trends with American Indian and Pacific Islanders, each making up .3% of the state's population but only .1% of active medical licenses.² Hispanics are the most underrepresented group, although they represent nearly 40% of the state's population, they account for only 9% of active medical licenses.³ Underrepresentation carries through to the Bay Area where White and Asian Non-Hispanics hold 86.6% of active medical licenses despite representing only 64.7% of the area's population.⁴ Hispanics and Black people only hold 9.6% of active licenses but represent 29.4% of the area's population.⁵ The figures are consistent across multiple health care workforce categories and licenses.

Community representation in healthcare can play a crucial role in improving access to and quality of care for communities of color. Research suggests that when patients do not find providers, approaches or treatments that align with their beliefs and culture, they are more likely

¹ California Department of Healthcare Access and Information, <https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>

² California Department of Healthcare Access and Information, <https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>

³ California Department of Healthcare Access and Information, <https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>

⁴ California Department of Healthcare Access and Information, <https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>

⁵ California Department of Healthcare Access and Information, <https://hcai.ca.gov/visualizations/race-ethnicity-of-californias-health-workforce/>

to delay or avoid care altogether.⁶ Further, evidence suggests that there are various benefits when patients and healthcare providers share the same race and ethnicity, including an increase in time spent together⁷, a decrease in implicit bias⁸, an increase in patient-involvement in care, patient satisfaction and better health outcomes⁹. Language is a significant barrier as well. Language barriers lead to increased miscommunication between patient and provider and decreases quality of care, satisfaction rates, and patient safety¹⁰. Increasing the diversity of the healthcare workforce is essential for the provision of culturally responsive care and expanding healthcare access.

Grant Program and Purpose

The Gilead Foundation is launching the Healthcare Education, Access and Leadership (HEAL) initiative to develop a Bay Area healthcare workforce that is more representative of the patient population and will lower barriers to healthcare access for underserved communities.

HEAL is intended to create a linked healthcare career pathway to support students along their journey to becoming healthcare providers. It will promote healthcare as a career option for underrepresented populations, increase access to healthcare education opportunities, and develop community health leaders. HEAL will prioritize developing healthcare professionals from Black, Hispanic/Latino and Indigenous backgrounds in partnership with organizations serving San Mateo County, San Francisco County and Alameda County.

Overview of Funding Priorities

To create a linked pathway that supports students along their journey towards a healthcare career, the Gilead Foundation will prioritize funding programs in the areas of Healthcare Education, Access and Leadership.

Education – Includes programs that promote healthcare as a career option for unrepresented populations. These programs are designed to foster interest and enthusiasm for careers in healthcare, empower students to make informed decisions about their career paths, and put students on track toward a healthcare career. The Gilead Foundation will prioritize funding organizations and programs that support High School aged (Junior +) students and above. This includes programs such as career exploration, workforce development and programs at the community college level. This does not include programs supporting students already enrolled in a 4-year undergraduate program or higher. This encompasses but is not restricted to programs that:

- Intentionally place students on a healthcare career track.

⁶ Valuing Diversity and Inclusion in Health Care to Equip the Workforce: Survey Study and Pathway Analysis, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9123548/>

⁷ Patient-centered communication, ratings of care, and concordance of patient and physician race, <https://pubmed.ncbi.nlm.nih.gov/14644893/>

⁸ Physician Racial Bias and Word Use during Racially Discordant Medical Interactions, <https://pubmed.ncbi.nlm.nih.gov/27309596/>

⁹ Race, gender, and partnership in the patient-physician relationship, <https://pubmed.ncbi.nlm.nih.gov/10450723/>

¹⁰ Implications of Language Barriers for Healthcare: A Systemic Review, <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7201401/>

- Expose individuals to healthcare careers.
- Provide hands-on learning opportunities and experiences.
- Provide career counseling and guidance.
- Provide mentorship, networking and other social support services.
- Provide access and connections to healthcare employment in communities of color.
- Provide access to additional healthcare education opportunities.

Access – These programs are designed to increase access to healthcare higher education opportunities for underrepresented students. Particularly, support to enhance accessibility by tackling financial hurdles through the funding of scholarship programs. Scholarship programs that extend beyond the scholarship support, providing comprehensive social support as well, will be prioritized. Scholarship programs will focus on supporting students on healthcare career tracks. This includes but is not limited to scholarship programs that:

- Provide direct financial assistance to students.
- Assist students in obtaining additional financial support (e.g Federal, State grants).
- Provide students with access to mentors, tutors, coaches and peer support.
- Provide additional comprehensive social supports tailored to the needs of underrepresented students.

Leadership – These are programs working to develop community health leaders. Particularly, the Gilead Foundation will prioritize programs that provide paid patient-facing healthcare work experience to underrepresented students. These programs connect students preparing for a healthcare career with underserved communities. This is essential for improving healthcare access, quality, and outcomes for underserved populations. This includes but is not limited to:

- Paid internship opportunities for students in healthcare delivery.
- Programs that promote community health leaders e.g health navigators, health coaches, promotores.
- Programs that offer additional social support including mentoring, coaching and networking opportunities.

Grant Awards

The Gilead Foundation will contribute up to \$5M total over two years through the HEAL initiative. The Gilead Foundation encourages collaborative proposals, particularly those between organizations working across multiple key priority areas, healthcare education, access and leadership. The Gilead Foundation will consider grant requests up to \$250,000 for each individual organization. All programs should cover a two-year period, with a program start date of January 1, 2025. Grant requests should be proportional to the scope, complexity and reach/impact of the program. Grant requests should reflect reasonable, good faith estimates of the true costs related to the proposed project. Second year funding is contingent on first year performance.

Eligibility Criteria

Organization(s) must meet the following eligibility criteria to apply:

- Nonprofit status: IRS determination letter confirming current 501©3 tax status.
- Organizations must be in the San Mateo, San Francisco and/or Alameda Counties.
- Have an established connection and track record of success working with Black, Hispanic/Latino, and Indigenous communities.
- Proven track record of sound financial stewardship and ability to deliver impactful programming.

Selection Criteria

Gilead Foundation welcomes proposals which target specific activities aimed at developing a Bay Area healthcare workforce that is more representative of the patient population with at least one of the key focus areas noted above. Successful organizations/proposals will:

- Make a unique and important contribution to diversify the healthcare workforce.
- Include clear program goals, objectives, activities, outcomes and impact.
- Include a requested funding amount and length of funding that commensurate with the scope of the plan.
- Have core content expertise in healthcare and education, linked and sequential learning, mentoring and coaching to help low-income students of color succeed.
- Proven experience in getting systems to change and respond to vulnerable populations in more inclusive and constructive ways.
- Demonstrate knowledge and the ability to identify high priority, high impact opportunities for action.
- Have a data-driven approach and experience in collecting, evaluating, contextualizing, and translating outcomes data for all audiences and over multiple years.
- Have strong existing networks and the ability to develop new allies and collaborators to increase impact.
- Demonstrate capacity to develop and communicate key finding, best practices and compelling narratives with the broader community.

Evaluation and Reporting

Projects must provide specific, measurable, achievable, realistic and time-sensitive objectives and action steps required to meet project goals. All applications must include information regarding the applicant's capacity to implement the project and clear details on how data will be collected and analyzed, and by whom.

Through the reporting process and related data collection, the Gilead Foundation hopes to create opportunities to learn from both the successes and challenges faced by our partners, and to assess ways to increase the impact of future programs. Reports will be required as second year funding is contingent on first year performance.

The Gilead Foundation anticipates working collaboratively with the funded organizations to further determine measurement and evaluation practices and key performance metrics.

Funding Restrictions

The Gilead Foundation funding cannot support:

- Medications or purchasing of medications
- Direct medical expenses, including labs
- Existing organizational deficits
- Basic biomedical research, clinical research, or clinical trials
- Projects that include the purchase, utilization, prescribing, formulary position, pricing, reimbursement, referral, recommendation, or payment for pharmaceutical products
- Individuals with prescribing authority or physician group practices
- Events or programs that have already occurred
- Government lobbying activities
- Organizations that discriminate based on race, color, gender, religion, disability, sexual orientation, or gender identity or expression

Key Information for Submission

1. Dates and deadlines:

- Deadline to submit Letter of Intent: July 15, 2024
- Selected applicants notified of invitation to submit full proposal: August 2, 2024
- Deadline to submit Full Proposals (by invitation only): September 6, 2024
- Funding decisions announced: October or November
- Grant period start date: January 1, 2025

2. How to apply

Potential applicants must submit a completed Letter of Intent (LOI) to GileadFoundation@gilead.com by 11:59 pm Pacific Time July 15, 2024. Please include “HEAL LOI” in the subject line. See Appendix for the Letter of Intent template.

3. Inquirer:

Questions related to this Request for Proposals should be directed to the Gilead Foundation via email at GileadFoundation@gilead.com.

Disclaimer Statement

- Submission of an application does not guarantee any award of funding.
- The Gilead Foundation reserves the right to approve or deny any submitted application for any reason, in its sole discretion.
- The number of funding requests awarded will depend on the number of applications received.
- Applicants must provide a detailed budget as part of the application, which will

- undergo a fair market value assessment.
- Recipients receiving support will be required to complete post program budget reconciliation, submit any data required for state/federal/country reporting purposes such as Open Payments (Sunshine Act), and provide program outcomes.
- Award of a grant in any one cycle does not imply that any subsequent grant for the same project or a similar project will be awarded without further application and approval.
- Previous funding from Gilead Foundation does not imply any future funding will be given.

Appendix - Letter of Intent Template



Healthcare Education, Access and Leadership (HEAL)

Letter of Intent

Overview

The Gilead Foundation is allocating up to \$5 million over the next two years to develop a Bay Area healthcare workforce that is more representative of the patient population and will lower barriers to healthcare access for underserved communities.

HEAL will prioritize developing healthcare professionals from Black, Hispanic/Latino and Indigenous backgrounds. This will be achieved through three primary strategies related to healthcare: 1) Education: promoting healthcare as a career option for underrepresented populations; 2) Access: increasing access to healthcare education opportunities; and 3) Leadership: developing community health leaders.

Recognizing the importance of a cohesive support system for students pursuing healthcare careers, the Gilead Foundation will prioritize collaborative proposals that integrate these three key areas.

Eligibility Requirements (see full list of eligibility and selection criteria in the FOA)

- Nonprofit status: IRS determination letter confirming current 501(c)3 tax status.
- Organizations must be located in the San Mateo, San Francisco, and/or Alameda Counties.
- Have an established connection and track record of success working with Black, Hispanic/Latino and Indigenous communities.
- Proven track record of sound financial stewardship and ability to deliver impactful programming.
- Additional Gilead funding restrictions will be disclosed if and when funding is awarded.

Grant Awards

- The typical grant period will be up to two years, starting January 1, 2025
- Gilead Foundation will consider grant requests up to \$250,000 from each individual organization.
- Second year funding is contingent on first year performance.

How to Apply

- Please complete this Letter of Intent (LOI) by answering the questions below. The fully completed LOI must be submitted to GileadFoundation@gilead.com by 11:59 pm Pacific Time on July 15, 2024. Please include "HEAL LOI" in the subject heading. If you have any questions about the process, please email GileadFoundation@gilead.com.

Key Dates and Deadlines

- Deadline to submit Letter of Intent: July 15, 2024
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Section A	Applying Organization Information	
Organization Name		
Point of Contact Name and Title		
Tax ID Number		
Address		
Website		
LinkedIn Profile		
Other Social Media Handles (X, IG, Facebook)		
Telephone		
Email		

Section B	Request	
Proposal Title		
Amount Requested from the Gilead Foundation		
Total Annual Organizational Budget		
Program Start Date and End Date		

Section C	Overview of Plan (please limit responses to under approximately 2000 words total for all questions in Section C)	
1. Provide a brief overview of your organization, including your mission and vision, key priorities/programs and diversity data.		
2. Outline the proposal components including goals and objectives, theory of change and expected outcomes.		

3. Please detail your partnerships and collaborative efforts. How do you plan to engage with other organizations, both through formal arrangements and informal connections?

4. Please describe your existing capabilities, credibility, and history of successful engagement with the identified key/priority communities.

5. We expect there will be opportunities to exchange information, including important discoveries, best practices, outcomes, impacts and success stories. Please outline your strategy for communicating and engaging with relevant stakeholders. How do you envision this strategy contributing to the achievement of your goals?

6. Provide any other information relevant to your program that you would like us to know.

Acknowledgment of Terms

Please read each term below and check the corresponding box if you agree to the term.

- If grant-awarded by the Gilead Foundation, we will ensure that all activity in connection with the project/funding is compliant with laws/regulations and any applicable Code of Practice.
- For the avoidance of doubt, we understand that the receipt of a grant shall impose no obligation upon the Grantee to promote or otherwise encourage the prescription, recommendation, purchase, supply, sale or administration of the products of Gilead or its affiliates.
- We understand that any provisional offer of grant funding by the Gilead Foundation is subject to a contractual agreement setting out the terms of such funding; the contractual agreement must be signed and returned to the Gilead Foundation before the commencement of any grant-funded activities; we must abide by the stipulations of the grant or donation outlined in the contractual agreement.
- If grant-awarded by the Gilead Foundation, we agree to disclose the source of funding on all project-specific materials and, if applicable, the organization website.
- We understand that the Gilead Foundation may disclose the provision of this grant or donation via its website and that the disclosure may include the following information: the name of the organization, a brief description of the activity and/or the amount of money provided.

By entering my name below, I hereby certify that the above statements are true and correct to the best of my knowledge.

Name & Title

Date