



Life Science Cares Boston Guidelines: 2024 Application for Health Equity Grant

Life Science Cares (LSC) activates the financial and human capital of the life sciences industry and partners with nonprofits to disrupt the cycle of poverty and inequality in our communities. LSC was founded to move the needle on issues of poverty, while helping companies build connections with the community and internally between employees. Since 2016, LSC has united the human and financial resources of life sciences companies and industry leaders to support service organizations that do the best work in three Areas of Focus: Access to Basic Needs, Access to Education, and Access to Economic Opportunity. LSC supercharges our grants with volunteer hours, donated goods, strategic support, and more.

This year, Life Science Cares Boston (LSC Boston) is launching a new Health Equity grantmaking portfolio to improve the health and wellness of individuals, families and communities experiencing poverty.¹ As an anti-poverty organization rooted in the life sciences and with deep ties to our community and nonprofit ecosystem, we are well-positioned and committed to supporting leaders, teams and programming driving the change required to create a healthier, more equitable Boston.

LSC Boston's work demands the dismantling of systemic and institutional racism, which has and continues to fail communities of color in the areas of healthcare, the criminal justice and legal systems, education, employment, homeownership, youth enrichment, and more. LSC Boston is committed to reducing disparities that occur along lines of race and ethnicity, and which were markedly exacerbated by the COVID-19 pandemic. We pledge to continue on our journey of striving toward being anti-racist in our grantmaking and programming.

In launching this Health Equity initiative, we affirm our belief in the following:

- Big thinking, creativity, community, empathy and an abundance of boundless love are required to tackle the multifaceted, pernicious nature of poverty.

¹ Life Science Cares operates out of five affiliates in Boston, New York City, Philadelphia, San Diego, and the San Francisco Bay Area. Please note that at this time the new Health Equity portfolio is only launching in Boston.

- Everyone should be afforded an equal opportunity to be healthy and well. No one should be disadvantaged from this due to their socioeconomic status and social circumstance. Addressing Social Determinants of Health (SDH), which are often directly linked to income, is fundamental for reducing longstanding inequities and improving health, as SDH can be more important than healthcare or lifestyle choices in influencing one's health.
- Racial equity is foundational for not only social justice, but for reducing economic disparities. Based on decades of data showing medical racism and other systemic inequities have very real consequences on the health of communities of color, it is imperative that we conduct this grantmaking through a lens of racial justice.
- Equipped with knowledge, passion, and resources, our industry is the right one to help us achieve our goal of a more equitable, compassionate, and healthy Boston.

FUNDING & RENEWAL

Life Science Cares Boston (LSC Boston) funds 501(c)3 nonprofit organizations, as well as organizations on their path toward 501(c)3 status that have a fiscal sponsor.

Awards will range from \$15,000 to \$75,000. Life Science Cares Boston strives to operate in true, respect-based partnerships with our grantees. Grant awards are provided in the form of unrestricted, General Operating support. In applications and subsequent reports, however, we will ask organizations to focus their narratives and intended outcomes and/or outputs on a single program (new or ongoing), coherent group of programs that can be measured together succinctly, organizational capacity building need, or other scoped funding request. [See "Reporting" below for additional details.]

LSC Boston intends to seek new grantees every other year, in even-number years, via a competitive application process. As a result of the 2024 application cycle, selected grantees will receive funding for the 2025 calendar year. LSC Boston intends to make awards for a two-year period. Grants for 2026 will be made to existing grantees based on a review of the partnership and funds available.

We seek to fund organizations within Greater Boston with the following characteristics:

- A clear mission and strong vision for addressing poverty and the challenges it imposes on residents in Greater Boston;
- Innovative and impactful programming clearly tied to one of the LSC Boston Health Equity Areas of Focus (see below for additional details);
- Strong, committed leadership, and a collaborative team culture;

- Existing evaluation procedures or willingness to evaluate programs and measure outcomes;
- Unwavering commitment to, and deep knowledge of, the population served;
- A commitment to Diversity, Equity, Inclusion, and Justice as represented in leadership, internal culture, and engagement with the population receiving services;
- A willingness to be transparent about what challenges may exist and how LSC Boston might help;
- A desire and commitment to build a creative partnership with LSC Boston.

AREAS OF FOCUS: HEALTH EQUITY

- 1) **Equitable, Dignified Care:** Includes organizations doing work to create access to high quality medical care that reduces barriers and centers the dignity of the patient and their family. Organizations may focus on mental health & wellness, combatting medical racism, maternal health, women's reproductive health & rights, as well as care for seniors, differently-abled, & other marginalized people experiencing poverty.
- 2) **Safe Homes, Vibrant Communities:** Includes organizations moving the needle on mental and physical health outcomes in low-income communities through, for example, missions centered on environmental & climate justice, access to arts and culture, or social justice. Also, may include organizations improving health and wellness outcomes via programming that serves gang-involved youth, justice-involved people and families, youth in the foster system, survivors of domestic & gender-related violence, and other marginalized populations.
- 3) **Advocacy and Civic Wellness:** Includes organizations working to disrupt systemic and institutional structures—including racism, as well as legislation and democratic processes—that perpetuate the cycle of poverty and thus disproportionate negative health outcomes for low-income populations. These organizations may drive change through organizing at the grassroots, local, state and/or national levels, and/or may increase positive health outcomes through increased civic engagement and nondiscrimination.

ELIGIBILITY

LSC Boston invites organizations of all sizes and stages to apply for funding. However, preference will be given to organizations with an annual operating budget between \$100,000-\$10M. We are also interested in programs or initiatives that are the result of collaboration between nonprofit organizations or public-private partnerships.

To be eligible for a grant, your organization must be a 501(c)3 public charity or operate under the fiscal sponsorship of a tax-exempt nonprofit.

An eligible organization must primarily be serving people living in poverty in Greater Boston. We understand “Greater Boston” to include communities within the I-95 corridor, but may make exceptions a bit beyond this geographical catchment at our discretion.

An eligible organization must be operated and organized so that it does not discriminate in the hiring of staff or the provision of services on the basis of race, religion, gender or gender identity, sexual orientation, age, national origin or disability.

EXCLUSIONS

Life Science Cares Boston does not fund disease-related organizations, individual schools (including charter schools), or individuals. We do not make grants for event sponsorship, endowments, medical or academic research, scholarships, religious purposes, or to support candidates for political office.

Renewal Policy: Organizations can apply for and be funded as LSC Boston partners for a total of two cycles (i.e., 4 years) and then must take a cycle off before reapplying. LSC Boston reserves the right to make exceptions to this policy.

IMPORTANT NOTE REGARDING NON-MONETARY ENGAGEMENT & HEALTH EQUITY PORTFOLIO'S CONNECTION TO LSC BOSTON'S PARTNERSHIPS PORTFOLIO

The above Health Equity Areas of Focus were designed to complement our Partnerships Portfolios' Areas of Focus (Basic Needs, Education, Economic Opportunity). **Organizations with a mission that fits squarely into an Area of Focus in the Partnerships Portfolio should apply via that grant cycle, which occurs in odd years.** Additionally, in evaluating Applications for the Partnerships Portfolio, LSC Boston focuses heavily on whether or not the organization is able to facilitate a range of non-monetary engagements that leverage the time, talent, and passion for giving back that exists in our industry. **This ability to facilitate non-monetary engagements (e.g., corporate volunteerism, in kind contributions, etc.) is not required for organizations in the Health Equity portfolio.** That being said, all successful partnerships with Life Science Cares Boston rely on close collaboration and transparent communication, so that we can jointly identify the challenges or needs of our nonprofit partners and then together work to find resources within the industry to overcome those challenges.

PROCESS

It is our intent that the total application process should not take more than 10 hours and with the hope that it takes less than this.

1) Open call for Inquiry Forms: Organizations interested in LSC Boston support may be nominated to participate in the process or apply via the open call. Please note that preference will not be given to organizations that are nominated in any manner during the application review process.

Inquiry Forms will be completed via [this Slideroom link](https://lifesciencecares.slideroom.com/#/permalink/program/78542) [LINK: <https://lifesciencecares.slideroom.com/#/permalink/program/78542>]. Additional instructions for applicants can be found [here](#). [Important note: All technical and support questions regarding Slideroom should be directed to Slideroom help. We kindly ask that you do not reach out to LSC Boston for support with the application platform.]

This is the first filter to determine an organization's potential fit within the LSC Boston model. Inquiry forms will be reviewed by LSC Boston leadership to confirm:

1. The nonprofit's mission clearly aligns with LSC's mission.
2. The nonprofit's programming clearly aligns with a LSC Boston Health Equity Area of Focus.
3. The nonprofit's geographical catchment aligns with Greater Boston.
4. The nonprofit has articulated how it is working to meaningfully improve health outcomes of its targeted demographic and how it measures success.

To ensure a balanced applicant pool, LSC Boston leadership also considers the size of the organization based on annual revenue, demographics served, existing connections to life science companies, mission focus, geographical area served, and other factors.

2) Notification of invitation to submit full Application for Funding: Organizations will be notified as to whether or not they are invited to submit a full application. This notification will be sent to the email address listed on the Inquiry Form in Slideroom.

3) Application for Funding: Invited organizations will be asked to submit an application and required attachments via Slideroom. Applications may be submitted in one of the following ways:

1. Submitting an application that was previously prepared and/or used to request funding from another funder. LSC Boston will provide a checklist to ensure that the application has all the components we need to properly evaluate applications.
2. Submitting a previous application and addendum to communicate select information to LSC Boston.
3. Completing an application with questions provided by LSC Boston. This will include requests for: program information and a detailed request for funding, organization leadership & budget information, data on organizational Diversity, Equity, Inclusion, and Justice, audited financials, etc.

While we will not set word, character, or page limits, we kindly ask that the total length of any application does not exceed approximately 5 pages (excluding required attachments).

4) Notification of selection to Scoping Meeting: Organizations will be notified as to whether or not they are invited to a Scoping Meeting. This notification will be sent to the email address listed on the Inquiry Form in Slideroom. Organizations will be notified in advance, and asked to schedule a 25-minute Scoping Meeting, in which they will meet with LSC Boston to discuss the proposed partnership and scope of the specific grant request.

5) Scoping Meeting: Before submitting a written application, applicants will meet with LSC Boston to discuss the specific grant request. All members of the nonprofit team that would be directly involved in contributing to the partnership (leadership and staff) will be asked to attend the 25-minute meeting. Our intent with these meetings is to help applicants think through their application with LSC Boston, so they may craft the strongest application possible.

6) LSC Boston Leadership Review: LSC Boston Leadership will review and evaluate full applications in conjunction with information gathered during the Scoping Meetings.

LSC Boston Leadership will narrow the applicant pool, sending a select set of applications to Grant Review Committees for further evaluation. Applicants that are not moving forward in the process will be notified via the email used in Slideroom.

7) Grant Committee Review: Grant Committees will review and evaluate selected applications. Grant Committees may ask for additional information, seek a site visit, or otherwise request a meeting with applicants. Grant Committees reviews use the following criteria to evaluate proposals:

1. Innovation, Collaboration, and Potential for Transformative Impact in Health Equity Space
2. Program/project Design and Delivery
3. Impact of Funding and Ability to Report Outputs and/or Outcomes

8) Recommendations: Grant Committees, joined by staff, will propose grant recommendations to the LSC Boston Board of Managers for consideration.

9) Decisions: The LSC Boston Board of Managers makes grant decisions based on review, research, and recommendations. Applicants will be notified of the Board's decision following the meeting.

10) Reporting: All approved grantees will be asked to report on progress toward their goals & outcomes on a cadence determined in partnership with LSC Boston. We anticipate one annual conversation to discuss successes and challenges and one written report. Reports will reflect the outcomes outlined in the application or those that have been agreed upon via subsequent

conversations with LSC Boston. Awards will be provided as unrestricted, General Operating support. In applications and subsequent reports, however, we will ask organizations to focus their narratives and intended outcomes on a single program (new or ongoing), coherent group of programs that can be measured together succinctly, organizational capacity building need, or other scoped funding request. We do not intend to ask for information on the allocation of grant dollars within the grantee organization. LSC Boston understands that unexpected, significant changes may occur during the duration of a grant, and we encourage transparency with these decisions. If at any point intended outcomes need to be updated, we encourage a collaborative process to develop outcomes that align with grantee's organizational goals and current realities.

TIMELINE FOR 2024 HEALTH EQUITY GRANTMAKING CYCLE

*Deadlines in **RED** indicate submission deadlines for applying organizations.*

June 3, 2024: Open call for Inquiry Form opens

June 25, 11:59PM: Inquiry Form submission period closes

July 10, 2024: All applicants will be notified as to whether they are invited to submit a full application.

August 6, 11:59PM: Deadline for organizations to submit a full application. We graciously encourage applicants to submit their requests in advance of this deadline when possible.

September 5, 2024: Organizations will be notified as to whether or not they are invited to participate in a 25-minute Scoping Meeting with LSC Boston leadership. A maximum of 27 organizations will be selected.

October 2, 2024: Scoping Meetings and any needed follow up must be completed.

October 4, 2024: Applicants being sent to Review Committees will be considered "Finalists" and will be notified via the email used in Slideroom.

December 2024: LSC Boston Board of Managers reviews Grant Committee recommendations and determines final grants

December 2024: All decisions communicated, grant agreements sent, payment processed.

January 2025: Onboarding, kickoff meetings with partners, and celebrations

CONTACT

Questions should be directed to **Kelly Brawn, PhD, Head of Programs and Community Engagement** at kelly@lifesciencecares.org. Learn more about Life Science Cares Boston by visiting lifesciencecares.org/boston