

The Inclusive Grantmaking Initiative

Jenna Hicks, PhD; Inclusive Grantmaking Initiative Project Lead
DEI Community Call
April 12, 2023

DEI Community Co-Chairs

Sindy Escobar Alvarez, *Doris Duke Charitable Foundation*

Zoë Fuchs, *TSC Alliance*

Lindsay Redman Rivera, *Health Resources in Action*

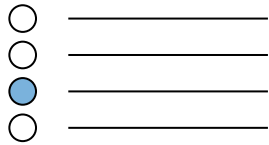
Kelly Chavez Rose, *Burroughs Wellcome Fund*



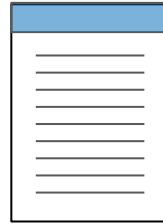
Overview

- Review the background of the Inclusive Grantmaking Initiative
- Outline my proposed approach for the Inclusive Grantmaking Initiative
- [Breakout Rooms] Solicit your feedback on the Inclusive Grantmaking Initiative
 - What topics, strategies, or resources do you think the Inclusive Grantmaking Initiative should focus on?
 - In two years from now, what do you think the Inclusive Grantmaking Initiative should have accomplished in order to be considered "successful"?

The Inclusive Grantmaking Initiative builds on the prior work of HRA members



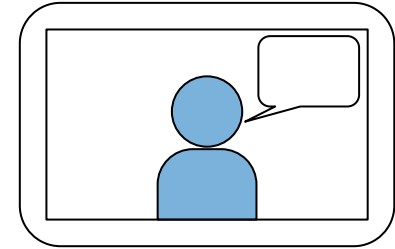
Data on HRA members' demographic data collection and use, strategies to increase diversity in applicant and awardee pools, and reducing bias in peer review; [collected via survey by the DEI Community](#)



A commentary article in *Nature Medicine* on Strategies for Inclusive Grantmaking, authored by HRA members:

- Collect demographic data
- Increase applicant diversity
- Reduce bias in peer review

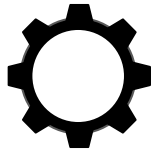
[Franko, M. et al. Strategies for inclusive grantmaking. Nat Med 28, 614–616 \(2022\).](#)



Learning community that has been gathering resources, information, and community interest related to a bias reduction training module

Health Research Alliance Inclusive Grantmaking Initiative

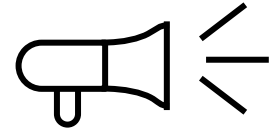
IGI aims to enhance inclusivity and equity in grantmaking by:



Creating resources
highlighting exemplar
practices that support
inclusivity and equity in
grantmaking

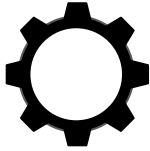


Facilitating conversations
about inclusivity & equity in
grantmaking by leveraging
HRA's community of
practice model



**Amplifying and
disseminating** member
organizations' existing or
future **efforts** to support
inclusivity and equity in
grantmaking

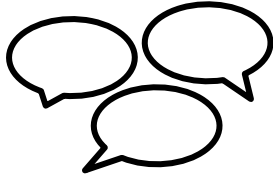
Examples of IGI resources



Creating resources
highlighting exemplar
practices that support
inclusivity and equity in
grantmaking

- A guide to demographic data collection
 - Sample language for demonstrating intended use of data
 - Sample language for response collection on questionnaires
 - Explanations of the rationale for choosing certain phrases
- Bias mitigation training modules
 - *Work started by Jessica Biddinger, Maryrose Franko, Kim Lezak, and Kevin Sia*
 - Foundational material describing what bias is and how bias impacts peer review during grantmaking
 - Strategies for mitigating bias during peer review
 - Evaluation plan that can be implemented to assess training effectiveness

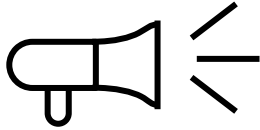
Examples of IGI conversations



Facilitating conversations
about inclusivity & equity in
grantmaking by leveraging
HRA's community of
practice model

- Hosted speaker presentations and/or discussions to bring in external experts on topics of interest to HRA members
- Facilitate member dialogues around specific topics to provide space for members to share amongst each other
- Example topics for speakers or dialogues:
 - Holistic applicant review
 - Equitable evaluation rubrics
 - Requesting and assessing DEI statements
 - ... to be informed by HRA member input!

Examples of IGI amplification and dissemination of efforts



Amplifying and disseminating member organizations' existing or future **efforts** to support inclusivity and equity in grantmaking

- Partnering with HRA members to write blog posts, perspectives, or research articles that relate to inclusive and equitable grantmaking strategies
- Collaborate with members who are already using practices that support equity and inclusion to create detailed practitioner guides for other organizations that are interested in implementing similar practices
- Collaborate with members to collect data and assess impact of practices, and disseminate that information to HRA members via seminars/member meeting talks

Discussion: YOUR ideas on the Inclusive Grantmaking Initiative

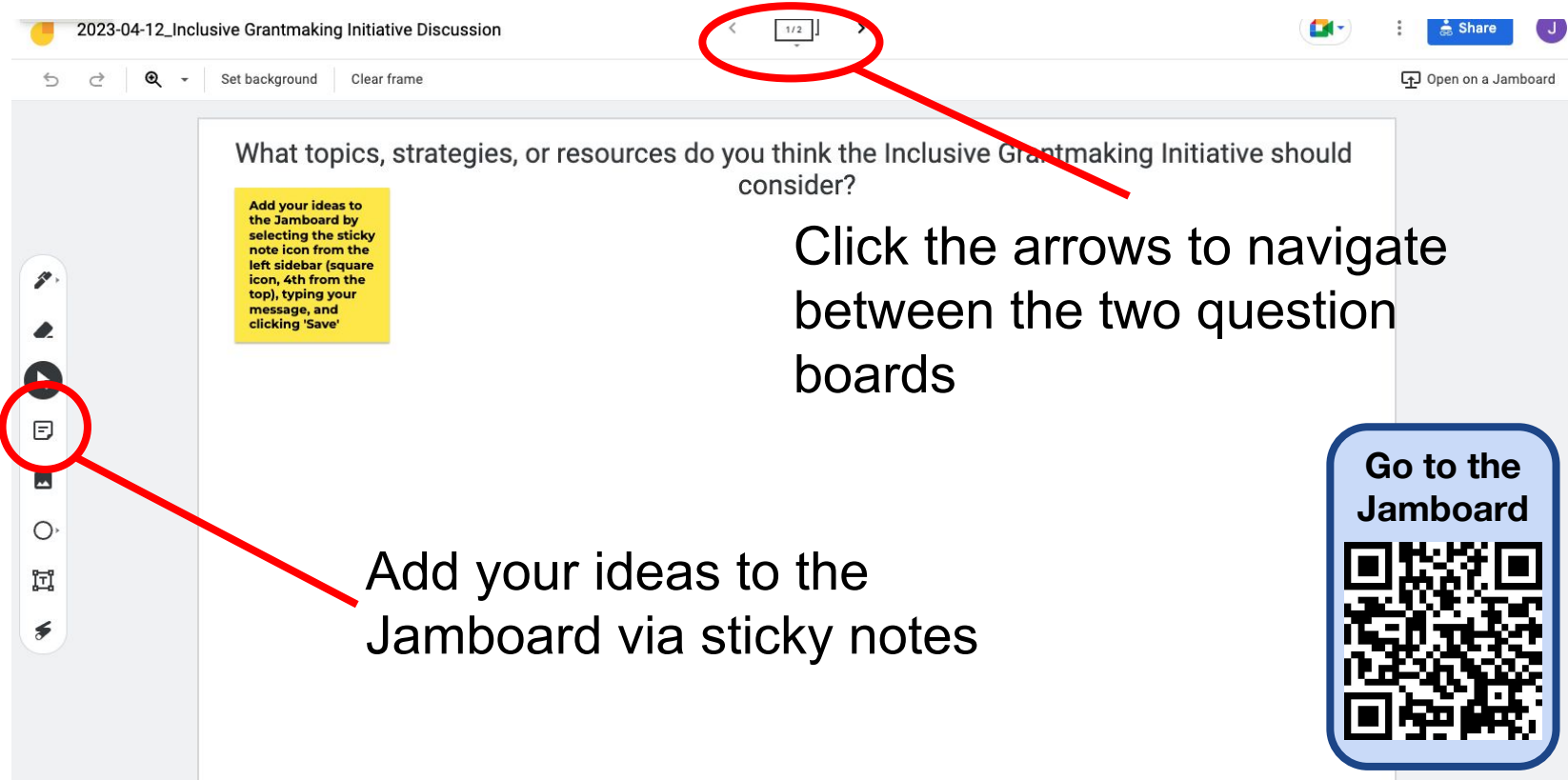


Individual
contributions
(~1 minute)

Discuss in Breakout
Rooms (4 - 5 people;
~20 mins)

Large group: Breakout
Rooms share ideas or
questions

Share your ideas on the Jamboard: rb.gy/2tlh



2023-04-12_Inclusive Grantmaking Initiative Discussion

1/2

Share

Open on a Jamboard


What topics, strategies, or resources do you think the Inclusive Grantmaking Initiative should consider?

Add your ideas to the Jamboard by selecting the sticky note icon from the left sidebar (square icon, 4th from the top), typing your message, and clicking 'Save'

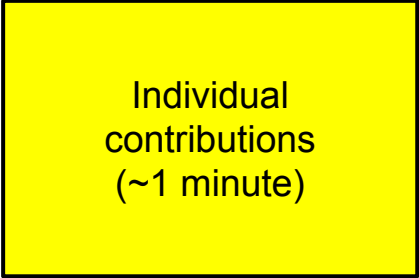
Click the arrows to navigate between the two question boards

Add your ideas to the Jamboard via sticky notes

Go to the Jamboard

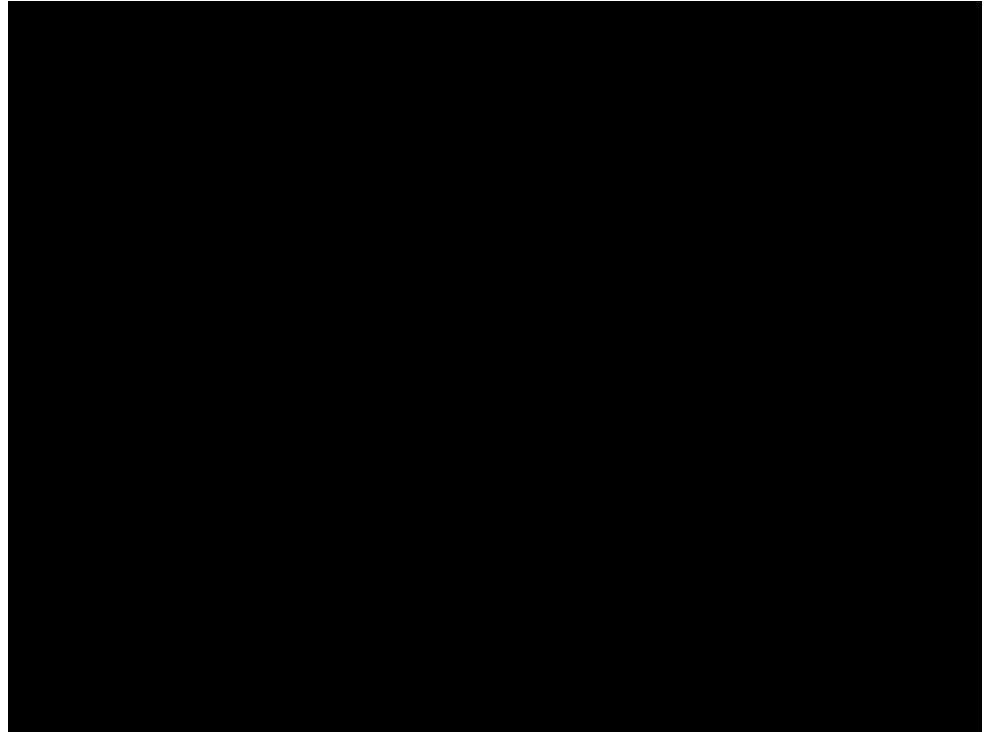


Discussion: YOUR ideas on the Inclusive Grantmaking Initiative



Individual
contributions
(~1 minute)

- Add a sticky note with your ideas to one or both question boards
- Continue making individual contributions while in breakout rooms!



Discussion: YOUR ideas on the Inclusive Grantmaking Initiative



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(~1 minute)

Discuss in Breakout
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questions

- What ideas do you have in common? (Create sticky notes summarizing shared ideas that aren't yet present on the Jamboard)
- What ideas do you differ on, and why?
- What sticky notes do you have questions about? Discuss in your groups!

Discussion: YOUR ideas on the Inclusive Grantmaking Initiative



Individual
contributions
(~1 minute)

Discuss in Breakout
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Large group: Breakout
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questions

- What ideas did your group share?
- What did your group have questions about?

Thank you!

Next steps:

- Incorporate your ideas into the Inclusive Grantmaking Initiative Strategic Plan
- Continue work on the Demographic Data Guide and Bias Mitigation in Peer Review Training
- Watch the listserv for more information!

I welcome thoughts, comments, questions, and suggestions for improving the IGI by email:
jenna@healthra.org

IGI Website: healthra.org/inclusive-grantmaking-initiative/

Join the next DEI Community Call:

May 24, 2 - 3PM ET - Open Mic: International Diversity

- How do HRA members conceptualize diversity when funding international scientists (conducting research within the US or in another country)?
- What challenges do you face when funding international scientists, especially as related to advancing DEI?
- How do HRA members that fund international scientists support the inclusion and belonging of their awardees within the health research community?

Register Here: rb.gy/k2krw