Pfizer Research & Quality Improvement RFP
Addressing Systemic Drivers of Racial Health Inequities

Competitive Grant Program –Pfizer Internal Review Process

Overview

Through this competitive grant program and RFP process, we aim to support projects addressing structural and systemic drivers of racial and ethnic health disparities via community-engaged research, learning, and change strategies. Specifically, proposals should focus on research and evaluation or developing, implementing, or disseminating interventions (e.g., programs, practices, policies) that have the potential to prevent, reduce or eliminate health disparities.

Geographic Scope

United States

Project Types and Area of Interest

The objective of this RFP is to support research, learning and change projects on the underlying causes of health inequities, often referred to as "upstream" factors. These "upstream" factors include systems, structures, laws, policies, norms, and practices that shape the distribution of resources and opportunities, ultimately influencing individuals' health choices and behaviors.

The focus of the research should revolve around the needs and experiences of communities facing significant health burdens. It is crucial that the initiatives go beyond characterizing or documenting the extent of the problem and instead aim to inform actionable strategies or establish effective practices.

We are particularly interested in research, learning, and change strategies addressing various aspects of health equity, however, the objective is to facilitate the execution of initiatives that effectively tackle the root causes of health disparities, obstacles to equitable healthcare delivery, diversity in the healthcare workforce, and participation in clinical research trials among underserved and marginalized populations/communities.

Projects evaluating the efficacy of therapeutic or diagnostic agents will not be considered. Grant funding may not be used for lobbying or political campaign activities.

Key Milestones

- Application submission deadline: **September 11, 2023**
- Anticipated decision notification date: **October 16, 2023**

    Anticipated project start date: **on or after November 20, 2023**

Funding Range and Project Length

Individual projects requesting up to a maximum of **$250,000** will be considered.The estimated total available budget related to this RFP is **$1,200,000**. Maximum project length is 2 years.

Pfizer

I. Eligibility

Geographic Scope:

- United States

Applicant Eligibility Criteria

- Only organizations are eligible to receive grants, not individuals or medical practice groups.
- The following may apply: public health, medical, dental, nursing, allied health, and/or pharmacy professional schools; community-based organizations; community hospitals or federally qualified healthcare centers; healthcare professional associations and medical societies, and nonprofit health advocacy organizations working in partnership with hospitals, community health centers, integrated delivery systems, public health clinics, and other healthcare facilities and delivery systems.
- If the project involves multiple departments within an institution and/or between different institutions / organizations / associations. All institutions must have a relevant role and the requesting organization must have a key role in the project.
- The applicant must be the Project Lead/Principal Investigator (PI) or an authorized designee of such individual (e.g., Project Lead/PI's grant/research coordinator).
- The Project Lead/PI must be an employee or independent contractor of the requesting organization.
- For **research grant** request, the PI must have a medical or postdoctoral degree (MD, PhD, or equivalent), an advanced nursing degree (BSN with a MS/PhD), or a degree in Pharmacy, Physiotherapy, Public Health, or Social Work.
- Requesting organization must be legally able to receive award funding directly from Pfizer Inc. We strongly recommend that applicants confirm this with their organization or institution prior to submitting an application. Grants awarded to organizations that are subsequently found to be unable to accept funding directly from Pfizer Inc. may be subject to rescission.

II. Requirements

Date RFP Issued

- July 28, 2023

Clinical Area

- Health Equity

Background

- Under the auspices of its **Multicultural Health Equity Collective (The Collective)** and **The Institute of Translational Equitable Medicine (ITEM)**, Pfizer is committed to supporting stakeholders to help develop community-based approaches to advance solutions that address systemic drivers of racial health inequities. Systemic and structural racism are forms of racism that are pervasively and deeply embedded in systems, laws, written or unwritten policies, and entrenched practices and beliefs that produce, condone, and perpetuate widespread unfair treatment and oppression of people of color, with adverse health consequences. This RFP is intended to advance ongoing efforts initiated at the Health Equity in Action Summit: Optimal Interventions to Systemic Drivers of Racial Health Inequities, which took place in October 2022. This summit brought together over 100 distinguished thought leaders in the field of Health Equity, with a shared commitment to drive tangible progress in four key impact areas: Healthcare Facilities and Delivery, Workforce Pathways, Research and Data and Health Policy. This RFP serves as a catalyst enabling the implementation of innovative strategies and solutions identified during the summit. Funded projects will facilitate expanding and enhancing initiatives addressing systemic disparities and barriers to equitable healthcare. We aim to continue the momentum generated

at the summit, propelling forward transformative actions that lead to meaningful improvements in health outcomes and ensure equitable access to quality health care for all.

- The summit attendees highlighted the importance of addressing the multifactorial causes of health disparities which necessitates robust collaborations among researchers, community members and organizations, health service providers, public health agencies, policymakers, and other stakeholders. Relevant to this RFP, several concepts and actions arose from the summit to disrupt health inequities some of which were:

  o Incorporate a community-based approach throughout the healthcare delivery system and incorporate culturally appropriate solutions.
  o Empower those with lived experiences to use their voice to drive solutions for meaningful issues within their communities.
  o Increase and sustain collaborations with community partners to develop and execute transformative equity goals.
  o Support capacity building of community-based organizations.
  o Recognize that system problems require system solutions; tailor and adopt processes and health policies to align with the communities being served.
  o Foster a diverse and inclusive workforce to increase access to culturally competent and high-quality care.
  o Support diversity at all levels of the healthcare workforce, including in research and decision-making bodies.
  o Increase HCP education on health disparities and their drivers to increase cultural humility.
  o Increase diversity at all levels of the healthcare workforce, leadership, decision-making bodies, and research scientist.
  o Educate local communities about the advantages of data sharing with multi-sector partners to ensure research and development equity.
  o Address issues beyond racial equity, consider intersectionality of other sociodemographic factors related to equity, including but not limited to gender, Socioeconomic status (SES), disability status.

General Area of Interest for this RFP:

Projects that focus on advancing health equity in either of the four prioritized tracks: 1. **Healthcare Facilities and Delivery**, 2. **Workforce Pathways**, 3. **Health Policy** and 4. **Research and Development** will be considered for Pfizer Independent Grant support.

The objective is to support the implementation of innovative strategies and solutions that address systemic drivers of health disparities, barriers to equitable health care, diversity in the healthcare workforce and participation in clinical trials. Although a formative component may be necessary for some projects, we prioritize initiatives that assess or implement specific interventions or solutions (e.g., policies, programs, practices) that aim to mitigate the negative effects of structural and systemic racism and enhance outcomes related to health, well-being, and equity.

We are particularly interested in community-engaged initiatives focused on racial equity by addressing the direct impacts of structural racism on the well-being and health of individuals and communities belonging to diverse racial and ethnic backgrounds, including but not limited to Black, Latina/o/x, Indigenous, Asian, Pacific Islander, and other racial and ethnic groups. Additionally, we recognize the interconnectedness of racism with other forms of marginalization, such as low income, immigration status, disability, LGBTQ+ identification, and gender.

Please note that the potential areas of focus described for each track are intended to provide a broad overview and do not imply exclusivity in terms of the support provided. There is room for consideration of other areas within the scope of each track.

Also, please note Tracks 1,2,3 are considered **Quality Improvement** and will follow the Quality Improvement grant application process. Track 4 is **Research** and will follow the Research grant application process.

Track 1: Healthcare Facilities and Delivery
The Healthcare Facilities and Delivery track focuses on addressing racism and promoting equitable healthcare solutions. It includes cultural competency training, improving healthcare systems, increasing access to quality care, addressing disparities, and developing solutions for dismantling systemic racism. The track also emphasizes unbiased patient-centered care, involving patients in decision-making, and addressing patient health and social needs. Its goal is to enhance healthcare facilities and delivery systems to ensure equity and improve health outcomes.

Track 2: Workforce Pathways
Workforce Pathways track aims to enhance the representation and retention of Black, Latina/o/x, Indigenous, Asian, Pacific Islander, and other racial and ethnic individuals in the U.S. healthcare system. It focuses on developing diverse and sustainable programs, providing accessible education for healthcare careers, and prioritizing equity and anti-racism in workforce development. Collaborations with multi-sector partners to establish effective pathways into healthcare. The track also promotes awareness of STEM career opportunities for youth from marginalized ethnic communities and enhances adaptability and preparedness for healthcare-related employment. The goal is to create an inclusive healthcare workforce that supports underrepresented populations/communities in pursuing successful careers.

Track 3: Health Policy
The Health Policy track addresses health disparities, systemic racism, and social determinants of health through community-led policy priorities. It promotes health equity, racial justice, and inclusive voting practices. The track engages policymakers, encourages civic participation, and considers the impact of the workforce and economic policies on Black, Latina/o/x, Indigenous, Asian, Pacific Islander, and other racial and ethnic individuals. The objective is to create an equitable and inclusive healthcare ecosystem through informed policy decisions and community-driven approaches.

Click **HERE** for instructions on **HOW TO APPLY** to Track 1: Healthcare Facilities and Delivery OR Track 2: Workforce Pathways OR Track 3: Health Policy

Track 4: Research and Data
The Research and Data track advances understanding of social determinants of health, systemic racism, and their impact. It supports the development of measures related to complex social constructs like structural racism and addressing health disparities. The track addresses barriers to underrepresented groups in clinical trials and promotes long-term engagement through strategies and evaluation. It emphasizes the use of novel research methods to understand and eliminate systemic racism and health disparities. The goal is to enhance understanding of factors influencing health inequities and inform mitigation strategies through innovative research and action-oriented solutions.

Click **HERE** for instructions on **HOW TO APPLY** to Track 4: Research and Data

Expected Approximate Monetary Range of Grant Applications:
- Individual projects requesting up to $250,000, as appropriate given the nature of the proposed project, will be considered. The estimated total available budget related to this RFP is $1,200,000.

- Award amounts include direct costs, institutional overhead costs (capped at 28% per Pfizer policy), and indirect costs.

Key Dates:
- RFP release date: **July 28, 2023**
- Grant Application due date: **September 11, 2023**
  Please note the deadline is 23:59 Eastern Standard Time (e.g., New York, GMT -5).
- Anticipated Grant Award Notification Date: **October 20, 2023**
- Grants will be distributed following a fully executed agreement.
- Anticipated Project Start and End Dates: **on or after November 20, 2023, for a duration of 2 years.**

Questions:
If you have questions regarding this RFP, please direct them in writing to the Grant Officer Camille Jimenez (Camille.Jimenez@pfizer.com), with the subject line "**Addressing Systemic Drivers of Racial Health Inequities – July 28, 2023**"
- Please click here to view Frequently Asked Questions regarding the Competitive Grant Program.

Review and Approval Process
- Grant requests received in response to a general RFP are reviewed by Pfizer to make final grant decisions.

Mechanism by which Applicants will be Notified:
- All applicants will be notified via email by the dates noted above.
- Applicants may be asked for additional clarification during the review period.

References
- Braveman, P.A., Arkin, E., Proctor, D., Kauh, T., and Holm, N. Systemic and structural racism: Definitions, examples, health damages, and approaches to dismantling. Health Affairs 41, No. 2 (2022): 171-178. https://www.healthaffairs.org/doi/epdf/10.1377/hlthaff.2021.01394. Last visited 5.27.23.
- Media statement from CDC director Rochelle P. Walensky, MD, MPH, on Racism and Health. Centers for Disease Control and Prevention, April 8, 2021. https://www.cdc.gov/media/releases/2021/s0408-racism-health.html. Last visited 3/25/23.
- DeSimone, MD, D.C. COVID-19 infections by race: What's behind the health disparities? Mayo Clinic, October 6, 2022. https://www.mayoclinic.org/diseases-conditions/coronavirus/expert-answers/coronavirus-infection-by-race/faq-20488802. Last visited 5/27/23.
- Evidence-based clinical and public health: Generating and applying the evidence. Department of Health and Human Services, Secretary's Advisory Committee on National Health Promotion and Disease Prevention Objectives for 2020, July 26, 2010.

About Pfizer Global Medical Grants, The Institute of Translational Equitable Medicine and the Pfizer Multicultural Health Equity Collective

Pfizer Global Medical Grants (GMG) supports the global healthcare community's independent initiatives (e.g., research, quality improvement, or education) to improve patient outcomes in areas of unmet medical need that are aligned with Pfizer's medical and/or scientific strategies.

Pfizer's GMG competitive grant program involves a publicly posted general Request for Proposal (RFP) that provides detail regarding a general area of interest, sets timelines for review and approval, and uses an internal Pfizer review process to make final grant decisions. Organizations are invited to submit an application addressing the areas of interest as outlined in the specific RFP.

Institute of Translational Equitable Medicine (ITEM) aims to advance health equity by integrating equity across Pfizer's end-to-end development pipeline. ITEM directs its efforts towards identifying and addressing root causes of healthcare disparities and disease drivers that disproportionately impact underserved and minority populations globally. Our partnerships with external stakeholders allow us to serve as a catalyst for change, supporting communities around the world to solve health disparities by closing gaps in research, capacity, knowledge, and practice.

Pfizer's Multicultural Health Equity Collective (The Collective) is committed to advancing health equity through partnership. A cooperative of Pfizer colleagues and 40+ partners across the United States — community groups, healthcare provider associations, legislative caucuses and patient advocacy groups — The Collective aims to close gaps in care impacting historically disregarded communities, while addressing drivers of inequitable health outcomes, including systemic racism, in healthcare.

The Collective serves as a convener of partners across the healthcare ecosystem and provides the space for a diverse group of organizations to collaborate, learn, and act together to make better health possible for the communities they serve.

Instructions on HOW TO APPLY to Track 1: Healthcare Facilities and Delivery OR Track 2: Workforce Pathways OR Track 3: Health Policy

How to Submit:

Note: Please read this section carefully since applications submitted not following these instructions will not be accepted and will be cancelled.

- Please go to www.cybergrants.com/pfizer/QI and sign in. First-time users should click "Create your password". *[Note: there are individual portals for each grant application type. Please be sure to use the URL above.]*
- Click the "Start a New Quality Improvement Application" button.
- In the application:
  - For the question "Competitive Grant?" select Yes
  - Select the following Competitive Grant Program Name: **2023 GMG US MHEC ITEM RFP**
  - Select one of the following Primary Areas of Interest: **1. Health Equity-Healthcare, 2. Health Equity-Workforce Pathways, 3. Health Equity-Health Policy**
- Requirements for submission:

  Complete all required sections of the online application and upload your project proposal (see Appendix 1) in the Full Proposal Submission field.
- If you encounter any technical difficulties with the website, please click the "Technical Questions" link at the bottom of the page.

IMPORTANT: Be advised applications submitted after the due date will not be reviewed.

Quality Improvement Grant Agreements:

- If your grant is approved, your institution will be required to enter into a written grant agreement with Pfizer. Please click here to view the core terms of the agreement.
- Under Pfizer's competitive grant program, modifications to grant agreements will not be reviewed unless a genuine conflict exists as between applicable law and the terms of the relevant grant agreement. Applicant is encouraged to share the core terms with counsel for approval prior to submitting an application.
- Except where prohibited by applicable law and, in any case, subject to review by Pfizer Legal, payment of grant funding may only be paid to the grantee organization.
- This RFP is supported by Pfizer Inc. and, if approved, payment will be sent from the United States.

Instructions on HOW TO APPLY to Track 4: Research and Data

How to Submit:

Note: Please read this section carefully since applications submitted not following these instructions will not be accepted and will be cancelled.

- Please go to www.cybergrants.com/pfizer/Research and sign in. First-time users should click "Create your password". *[Note: there are individual portals for each grant application type. Please be sure to use the URL above.]*
- Click the "Start a New Research Grant Application" button.

- In the application:
  - For the question "Competitive Grant?" select Yes
  - Select the following Competitive Grant Program Name: **2023 GMG US MHEC ITEM RFP**
  - Select the following Primary Area of Interest: **Health Equity-Research**

- Requirements for submission:

  Complete all required sections of the online application and upload your project proposal (see Appendix 2) in the Proposal/Protocol field.
- If you encounter any technical difficulties with the website, please click the "Technical Questions" link at the bottom of the page.

IMPORTANT: Be advised applications submitted after the due date will not be reviewed.

Research Grant Agreements:

- If your grant is approved, your institution will be required to enter into a written grant agreement with Pfizer. Please click here to view the core terms of the agreement.
- Under Pfizer's competitive grant program, modifications to grant agreements will not be reviewed unless a genuine conflict exists as between applicable law and the terms of the relevant grant agreement. Applicant is encouraged to share the core terms with counsel for approval prior to submitting an application.
- Except where prohibited by applicable law and, in any case, subject to review by Pfizer Legal, payment of grant funding may only be paid to the grantee organization.
- This RFP is supported by Pfizer Inc. and, if approved, payment will be sent from the United States

Appendix 1

Quality Improvement Project Full Proposal

Applies to Healthcare Facilities and Delivery or Workforce Pathways or Health Policy

Applications will be accepted via the online portal listed in the How to Submit section. Full Proposal documents should be no longer than 10-15 pages in length (12-point font and 1-inch margins) excluding Organization Detail and References. When uploading your Full Proposal please ensure it addresses the following sections:

Goals and Objectives

- Briefly state the overall goal of the project. Also describe how this goal aligns with the focus of the RFP and the goals of the applicant organization(s).
- List the overall objectives you plan to meet with your project both in terms of learning and expected outcomes. Objectives should describe the target population as well as the outcomes you expect to achieve as a result of conducting the project.

Assessment of Need for the Project

- Please include a quantitative baseline data summary, initial metrics (e.g., quality measures), or a project starting point (please cite data on gap analyses or relevant patient-level data that informs the stated objectives) in your target area. Describe the source and method used to collect the data. Describe how the data was analyzed to determine that a gap existed. If a full analysis has not yet been conducted, please include a description of your plan to obtain this information.

Target Audience

- Describe the primary audience(s) targeted for this project. Also indicate whom you believe will directly benefit from the project outcomes. Describe the overall population size as well as the size of your sample population.

Project Design and Methods

- Describe the planned project and the way it addresses the established need.
- If your methods include educational activities, please describe succinctly the topic(s) and format of those activities.

Innovation

- Explain what measures you have taken to assure that this project idea is original and does not duplicate other projects or materials already developed.
- Describe how this project builds upon existing work, pilot projects, or ongoing projects developed either by your institution or other institutions related to this project.

Evaluation and Outcomes

- In terms of the metrics used for the needs assessment, describe how you will determine if the practice gap was addressed for the target group. Describe how you expect to collect and analyze the data.
- Quantify the amount of change expected from this project in terms of your target audience.
- Describe how the project outcomes will be broadly disseminated.

Anticipated Project Timeline

- Provide an anticipated timeline for your project including project start/end dates.

Additional Information

- If there is any additional information you feel Pfizer should be aware of concerning the importance of this project, please summarize here.

Organization Detail

- Describe the attributes of the institutions / organizations / associations that will support and facilitate the execution of the project and the leadership of the proposed project. Articulate the specific role of each partner in the proposed project.

Budget Detail

- The budget amount requested must be in U.S. dollars (USD).
- While estimating your budget please keep the following items in mind:
- General organizational running costs such as insurances, heating, lighting, rent, building maintenance may be included. Pfizer does not provide funding for capital purchases (infrastructure expenses such as equipment, purchases of software or software licenses, technology or bricks and mortar). Equipment hire/leasing is acceptable and may be included in project budget.
- The inclusion of these costs cannot cause the amount requested to exceed the budget limit set forth in the RFP.
- It should be noted that grants awarded through GMG cannot be used to purchase Pfizer therapeutic agents (prescription or non-prescription).
- Pfizer maintains a company-wide, maximum allowed overhead rate of 28% for independent studies and projects. Please click here for details.

Appendix 2

Research Project Full Proposal

Applies to Health Equity-Research

Applications will be accepted via the online portal listed in the How to Submit section. Project Proposals/Protocols should be single-spaced using Calibri 12-point font and 1-inch margins. Note there is a 15-page limit exclusive of references. When uploading your Full Proposal please ensure it addresses the following sections:

Goals and Objectives

- Provide the main goal of the study and the study population (if applicable). Provide a detailed definition that is directly linked to the primary objective.

Assessment of Need for the Project

- This should reflect your study rationale. Provide a brief description of the medical/scientific question and the rationale of how this trial or study addresses the question.

Target Audience

- Describe the primary audience(s) targeted for this project. For Investigator Sponsored Clinical Trials, please specify the age, gender and other demographic information for trial population.
- Also indicate whom you believe will directly benefit from the project outcomes. Describe the overall population size as well as the size of your sample population.

Project Design and Methods

- Describe concisely the research design and methods for achieving the stated goals. For a clinical interventional study, include inclusion/exclusion criteria, treatment plan and statistical plan.

Innovation

- Explain what measures you have taken to assure that this project idea is original and does not duplicate other projects. Describe how this project builds upon existing work, pilot projects, or ongoing projects developed either by your institution or other institutions related to this project.

Evaluation and Outcomes

- Specify type and frequency of safety, efficacy, and/or outcome measures. Also indicate the method(s) used to assess measures.
- Provide a publication plan describing intended submission of abstracts to (a) congress(es) or intended submission of (a) publication(s) to peer-reviewed journals.

Anticipated Project Timeline

- Provide an anticipated timeline for your project including project start/end dates.
- An ISR grant request cannot be submitted for a study that has already commenced and was not originally supported by Pfizer.

Additional Information

- If there is any additional information you feel Pfizer should be aware of concerning the importance of this project, please summarize here.
- Early-career applicants: Letter(s) of support from mentor(s) and collaborators describing how the award will advance the applicant's career.

Organization Detail

- This information is used to assess the capability of the organizational resources available to perform the effort proposed. Identify the facilities to be used [laboratory, animal, clinical and "other"]. If appropriate, indicate their capacities, pertinent capabilities, relative proximity and extent of availability to the project.

Budget Detail

- The budget amount requested must be in U.S. dollars (USD).
- While estimating your budget please keep the following items in mind:
- General organizational running costs such as insurances, heating, lighting, rent, building maintenance may be included. Pfizer does not provide funding for capital purchases (infrastructure expenses such as equipment, purchases of software or software licenses, technology or bricks and mortar). Equipment hire/leasing is acceptable and may be included in project budget.
- The inclusion of these costs cannot cause the amount requested to exceed the budget limit set forth in the RFP.
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