



GILEAD FOUNDATION CREATING POSSIBLE FUND™

2022 U.S. Funding Opportunity Announcement

Advancing Health Prosperity through Education Equity:
Building Healthy Lives by Dismantling Barriers to Successful Learning

CREATING POSSIBLE FUND

The Gilead Foundation has launched the Creating Possible Fund™ to catalyze innovative approaches to complex social issues. We are challenging changemakers to be bold and creative in either developing new evidence-based strategies, or equally valuable, facilitating the adoption of existing successful policies and interventions at scale.

EXECUTIVE SUMMARY

The Creating Possible Fund will allocate up to \$30 million over the next three years to organizations making systemic or scaled impact to advance equity in education. Depending on the nature of submitted proposals, we anticipate funding three to five grantees, with each receiving up to \$1-3M/year for up to three years.

Applicants should address the theme of “Advancing Health Prosperity through Education Equity,” with clear, measurable plans to tackle equity gaps in education and improve the physical and mental health and wellness of middle school and high school aged students in the United States.

The Gilead Foundation challenges changemakers to propose bold evidence-based approaches to drive impact at scale. The Creating Possible Fund encourages pursuit of outcomes with a sense of urgency and will favor organizations that are prepared to swiftly execute their strategy.

GUIDING PRINCIPLES

- Acknowledge and build on the legacy of research and experiential learning that currently exists
- Be evidence-based, adaptable and accessible
- Center equity and meaningfully engage diverse student populations and community members
- Design and deploy to create impact at scale
- Actively share knowledge to create the most value for society

PROPOSAL DELIVERABLES

The Gilead Foundation will consider proposals with key components focused on addressing policies and practices within the formal school setting and/or the broader neighborhood environment and social context. Examples of approaches include, but are not limited to:

The School System: Education Professionals and School Environment

- Equity-focused professional development for teachers and staff
- Interdisciplinary or cross-sector collaborations to implement policies and broad structural change (e.g. medical-legal partnerships)
- Reparative/restorative justice policies and practices
- Recruitment and retention of teachers and mentors of color (specifically Black and Hispanic/Latino male educators)

The Community Structure: Student Experience and Community Environment

- Formal cohorts of peer support to drive sustained success
- Positive integration of in-school and out-of-school curricula development and delivery
- Family and community engagement and expanded community-based partnerships
- Programs to increase holistic neighborhood health and safety, as students navigate physical barriers to accessing educational resources
- Accessibility of all post-secondary educational paths inclusive of university, community college and/or trade certification

The following topics are of particular interest to The Gilead Foundation:

- Support teacher preparation & retention of diverse educators in secondary education
- Serve the interests of excluded or marginalized students including uplifting essential family, community and social supports
- Policy changes to disrupt and dismantle the “school-to-prison” pipeline
- Community-wide and trauma-informed partnerships toward violence prevention and recovery
- Mitigating the health inequities caused by adverse childhood experiences (ACEs)
- Strategies for informing the mindsets of macro decision makers and countering anti-equity efforts in education

ELIGIBILITY AND SELECTION CRITERIA

Qualifications and key capabilities for applicant organizations include:

- Nonprofit status: IRS determination letter confirming current 501(c)3 tax status
- Proven track record of sound financial stewardship and ability to deliver impactful programming
- Core content expertise in U.S. education system, education policy, administration/management, and specific experience in education equity and/or health equity and social justice

- Knowledge of systems change and change management paradigms and the ability to identify high priority, high impact opportunities for action
- A data-driven approach and experience in collecting, evaluating, contextualizing and translating outcomes data for lay audiences
- Strong existing networks and the ability to develop new allies and successful stakeholder coalitions that both empower and create accountability
- Demonstrated capacity to develop and deliver a compelling narrative in ways that are accessible to a broad range of students, families and communities.
- Adaptable as public health guidance evolves (e.g., existing remote/virtual capabilities in response to COVID-19 protocols)

Successful proposals will clearly articulate the following:

- Early, robust and sustained outreach to community stakeholders to build allies who understand and support the change being proposed
- Early, robust, sustained, scalable communications strategy to maximize impact and catalyze stakeholder support
- Established metrics to track program impact, utilize key data points and share learnings

All proposals must include:

- Project/Program Model
 - Based in a health equity framework. We seek proposals that unequivocally demonstrate a path to health prosperity through advancing education equity.
 - A clear description of the evidence-based project/program model/intervention
 - Strategic approach and specific goals
 - Ways the program will build allies and inspire others to embrace the power to care and act for systems change, with description of stakeholders who will be critical to success
- Evaluation Plan
 - Topline evaluation plan or approach based in health equity framework
 - Relevant metrics to assess program impact/progress toward measures of success
- Communications and Community Engagement
 - Methodology to give voice to the people and communities identified in the proposal
 - Approach to communicating program intent and goals to stakeholders such that they become personally invested and support the change
 - Describe the tools/platforms that will be utilized to support named strategy, e.g., social media, multi-media, press coverage, speaking engagements/conferences, publications, etc.

REPORTING AND EVALUATION

- Grantees will be required to submit periodic progress reports, as to be defined in the donation agreement if awarded funding.
- The grant period for awards made through this funding opportunity will be up to a maximum of three years. We anticipate grant period to begin July 1, 2022, and end June 30, 2025.

KEY INFORMATION FOR PROPOSAL SUBMISSION

DATES AND DEADLINES

- **Deadline to submit Letter of Intent: March 15, 2022**
- Selected applicants notified of invitation to submit full proposal: March 31, 2022
- **Deadline to submit Full Proposals (by invitation only): April 29, 2022**
- Funding decisions announced: June 1, 2022
- Grant period start date: July 1, 2022

HOW TO APPLY

Potential applicants must submit a completed Letter of Intent (LOI) to GileadFoundation@gilead.com by 11:59 pm Eastern Time March 15, 2022. Please include “Creating Possible Fund LOI” in the subject line. See Appendix for the Letter of Intent template.

INQUIRIES

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

ADDITIONAL INFORMATION

DISCLAIMER STATEMENT

- The Gilead Foundation reserves the right to approve or decline any application for any reason at its sole discretion.
- An invitation to submit a proposal is not a promise of funding.
- Award of a previous Gilead Sciences, Inc. or Gilead Foundation grant does not imply that a subsequent grant will be awarded under any circumstances.

ABOUT THE GILEAD FOUNDATION

The Gilead Foundation is a 501 (c)(3) nonprofit organization endowed by Gilead Sciences, Inc. The foundation strives for health prosperity for all; and creates spheres of impact – in our company, in the community, in society – by encouraging a culture of giving, engaging in our local communities, and exploring innovative approaches to complex social issues.

ABOUT GILEAD SCIENCES

Gilead Sciences, Inc. is a biopharmaceutical company that has pursued and achieved breakthroughs in medicine for more than three decades, with the goal of creating a healthier world for all people. The company is committed to advancing innovative medicines to prevent and treat life-threatening diseases, including HIV, viral hepatitis and cancer. Gilead operates in more than 35 countries worldwide, with headquarters in Foster City, California.

GILEAD SCIENCES CONTACT INFORMATION

For more information about Gilead, please visit the company's website at www.gilead.com, follow Gilead on Twitter (@GileadSciences) or call Gilead Public Affairs at 1-800-GILEAD-5 or 1-650-574-3000.

APPENDIX A — Indirect Cost Guidelines

Indirect costs are overhead expenses incurred by the applicant organization as a result of the project but that are not easily identified with the specific project. Generally, indirect costs are defined as administrative or other expenses that are not directly allocable to a particular activity or project; rather, they are related to overall general infrastructure operations. Indirect costs are sometimes referred to as “overhead costs” and more recently by the government as “facilities and administrative costs.” Examples include executive oversight, accounting, grants management, legal expenses, utilities, technology support, and facility maintenance.

Gilead Foundation prefers, whenever possible, that specific allocable costs of an applicant organization’s project should be requested and justified in the proposal as direct costs, including those for dedicated ongoing project management, facilities and support (further definitions are provided below).

Gilead Foundation will consider supporting a consolidated indirect cost fee on a case-by-case basis, provided that it constitutes 10% or less of the total proposed project cost. For the purpose of funding the grants, Gilead has established basic definitions and guidance to be used by our applicants and prospective applicants (see below).

Through our philanthropy and grants programs, Gilead does not match the indirect-cost rates that the federal government may pay to its applicants and contractors. We recognize that this means that our applicants may need to engage in cost-sharing between projects, tap into unrestricted funds, or conduct other fundraising activities to cover unbudgeted operation costs.

Direct & Indirect Cost Definitions

Direct Costs	Indirect Costs
<ul style="list-style-type: none"> ⇒ Salaries of employees directly attributable to the execution of the project <ul style="list-style-type: none"> ○ Includes project management ○ Includes administrative support solely dedicated to the project ⇒ Fringe benefits of employees directly attributable to the execution of the project <ul style="list-style-type: none"> ○ Includes project management ○ Includes administrative support solely dedicated to the project ⇒ Travel for employees directly attributable to the execution of the project ⇒ Consultants whose work is directly attributable to the execution of the project ⇒ Supplies directly attributable to the execution of the project ⇒ Sub-awards directly attributable to the execution of the project ⇒ Sub-contracts directly attributable to the execution of the project ⇒ Equipment acquired for and directly attributable to the execution of the project ⇒ Facilities newly acquired and specifically used for the grant project (excludes existing facilities). Examples include: <ul style="list-style-type: none"> ○ A new field clinic ○ New testing laboratories ○ Project implementation unit office ⇒ Utilities for facilities acquired for and directly attributable to the execution of the project ⇒ Information technology acquired for and directly attributable to the execution of the project ⇒ Internal legal and or accounting staff and/or external legal counsel or accountants directly attributable to the project 	<ul style="list-style-type: none"> ⇒ Facilities not acquired specifically and exclusively for the project (e.g., Foundation, Institute, or University headquarters) ⇒ Utilities for facilities not acquired for and not directly attributable to the project ⇒ Information technology equipment and support not directly attributable to the project ⇒ General administrative support not directly attributable to the project. Examples are as follows: <ul style="list-style-type: none"> ○ Executive administrators ○ General ledger accounting ○ Grants accounting ○ General financial management ○ Internal audit function ○ IT support personnel ○ Facilities support personnel ○ Scientific support functions (not attributable to the project) ○ Environment health and safety personnel ○ Human resources ○ Library & information support ○ Shared procurement resources ○ General logistics support ○ Material management ○ Executive management ○ Other shared resources not directly attributable to the project ○ Institutional legal support ○ Research management costs ⇒ Depreciation on equipment ⇒ Insurance not directly attributable to a given project



Gilead Foundation Creating Possible Fund™

Letter of Intent

Overview

The Gilead Foundation is allocating up to \$30 million over the next three years to organizations working to create systemic or scaled improvements to education equity. Applicants should address the theme of “Advancing Health Prosperity through Education Equity,” with clear, measurable plans to tackle equity gaps in education and improve the physical and mental health and wellness of adolescent and transitional-aged students in the United States.

The Gilead Foundation challenges changemakers to propose bold evidence-based approaches to drive impact at scale. The Creating Possible Fund encourages pursuit of outcomes with a sense of urgency and will favor organizations that are prepared to swiftly execute their strategy in partnership with the communities identified in the proposal.

Eligibility Requirements

- Nonprofit status: IRS determination letter confirming current 501(c)3 tax status
- Requested funding amount and length of funding should be commensurate with the scope of the plan.
- 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 three years and the average award will be approximately \$1 - \$3 million USD, depending on the scope.

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 Eastern Time on March 15, 2022. Please include “Creating Possible 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: March 15, 2022**
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Section A	Applying Organization Information	
Organization Name		
Point of Contact Name and Title		
Tax ID Number		
Address		
Website		
Telephone		
Email		

Section B	Request	
Proposal Title		
Amount Requested from 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. Summarize the issues and barriers you seek to address and describe your strategy and framework for education and health equity.		

3. Outline the proposal components including goals and objectives, theory of change and expected outcomes.

4. Share your approach to communication and engagement among relevant stakeholders; how will this approach help achieve your goal?

5. Provide any other information you think will be helpful for 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 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 Gilead Foundation is subject to a contractual agreement setting out the terms of such funding; the contractual agreement must be signed and returned to 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 Gilead Foundation, we agree to disclose the source of funding on all project-specific materials and, if applicable, the organization website.
- We understand that 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