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2019 UNFUNDED LIST

HONOREE:

National Medical Fellowships

Organization Website:

<https://nmfonline.org/>

Honoree Proposal Description:

National Medical Fellowships mission is to provide scholarships and support for underrepresented minority students in medicine and the health professions. They were included on the Fall 2018 Unfunded List, their 2018 proposal can be found by [clicking here](#).

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I. Executive & Organizational Summary

Mission & Goals

National Medical Fellowships (NMF) is building the next generation of healthcare leaders. NMF's mission is to provide scholarships and support to students from groups underrepresented in medicine and the health professions. NMF's goal is to identify and nurture tomorrow's diverse healthcare leaders, who will have the knowledge, skills, cultural competency and commitment to achieve health equity.

History

In the past 70 years, NMF awardees have pushed past cultural, economic, and educational barriers to excel academically and in service to their communities. Currently NMF is building a diverse provider pipeline by incorporating medical and other health professionals into program participation, building links with professional organizations that mentor students interested in health and science and give media-based messages about healthcare, and joining in advocacy on policy issues that relate to population health issues in our communities.

NMF has historically addressed the healthcare needs of underserved communities by supporting minority medical students who are committed to "giving back" to their communities and to serving in physician shortage areas. NMF programs help minority medical students overcome the formidable costs of obtaining a medical education and encourage them to consider careers that provide a health safety net of accessible primary healthcare in underserved communities. In traditional NMF programs, medical student populations are 56% African American, 27% Hispanic, 7% Vietnamese, 2% Native American/Pacific Islander.

NMF has a distinguished track record in supporting and promoting equity, diversity and inclusion primarily through its long-term programs in support of minority medical and health professional students. NMF has a proven ability in field engagement, in relationship building with diverse donors and community partners, in the fields of diversity, equity, and inclusion. Since its inception, NMF has continuously expanded its pipeline network of programs across the US, working closely with underserved communities to help them meet future diverse healthcare and workforce needs.

NMF programs serve targeted areas per funder request, but the majority of its programs are open to underrepresented minority medical students throughout the US who are enrolled in accredited US allopathic or osteopathic medical schools.

NMF currently has 26 scholarship and service-learning/leadership development programs for medical and health professions students in 22 cities states and the District of Columbia. These programs encourage awardees to achieve academic excellence and pursue careers that promote primary care and community leadership. Participating students are invited into the NMF Alumni network, which offers opportunities for continuing leadership development.

Since 1946, NMF has been supporting minority medical students and health professionals with an emphasis on training the next generation of primary care providers. NMF is proud of its comprehensive record of successful programs linked to community partnerships that have an important impact on a diverse physician workforce. Alumni data show that its minority medical students, now NMF Alumni, are as physicians more likely than others to practice in areas of greatest need – and to contribute to a more just and accessible healthcare system through research, policy, education and philanthropy.

II. Letter of Intent

Scope of Work: National Medical Fellowships (NMF) requests new funding of core operating support for The California Wellness Foundation/NMF Advocacy and Leadership Program, building on the funding priority of Opportunity Fund/Advancing Public Policy. NMF seeks to institute a pipeline of NMF current and future Alumni, who will serve as advocates for system and policy change in order to increase access to quality medical care for underserved populations and communities in California (CA). Due to their community backgrounds and service commitment, many physicians are committed to playing a crucial role in influencing political agendas related to healthcare and delivery, yet many are not aware of possible avenues and strategies of involvement. Focused in CA, this program will identify 10 (annually) qualified underrepresented minority (URM) students attending CA medical schools, who show leadership and commitment at an early stage of their careers and demonstrate interest in advancing healthcare policy in CA.

The primary goals of the program are to enhance the NMF Scholars' and Alumni's understanding of: (1) the complex legislative process, (2) current policies and issues, (3) the importance of advocacy, and (4) the process of effective stakeholder engagement and communication in order to achieve positive systems and policy change in healthcare. **Each Scholar** receives a \$5,000 award and participates in the three (3) key program requirements. The first is a 1.5-day Advocacy and Leadership Training Conference in Sacramento, CA, including general sessions on current health policy and agency implementation; stakeholder and community engagement; health and insurance involvement; and outreach communication interspersed with small and individual training meetings led by State and community representatives and other decision makers focusing on the potential role of physicians in health advocacy. The second component is a group of Scholar research projects (100-hours) on healthcare policy issues coupled with an NMF-produced educational and leadership training webinar on potential systems of change, including government agencies, hospital and insurance systems, and licensing processes, linked to NMF Alumni as training instructors and mentors. The third component is a one-day culminating event in which NMF Scholars and Alumni will advocate their researched strategies of practical change to enhance access of quality healthcare in underserved communities to an invited audience comprised of government legislators, community stakeholders, health agency and health/insurance systems leadership, and NMF Alumni and Friends in California. The program seeks to create an active coalition of current and future California physician-leaders that understand policies related to healthcare access; are trained in strategies to achieve the goal of increased access to quality healthcare on the pathway to health equity; and have confidence instilled through education and training so they can be effective advocates for the resolution of these important healthcare issues.

Health Issues to Address: In CA there are 72,000 active patient care physicians, yet only 14% are URM physicians. Of these physicians, 32% are over age 60. According to State data, there is a shortage of URM physicians and nurses who provide a disproportionate share of healthcare to minority and low-income communities. For example, 38% of CA population is Latino with only 4% Latino physicians; African-Americans comprise 6% of the state but only 3% of its physicians. In Los Angeles County in 2012, Latinos are 4% of the physicians, 8% of the RNs, and 49% of the population; in the Greater Bay Area, Latinos are 2% of the physicians, 4% of the RNs, and 24% of the population. According to CA workforce data, special efforts will be required to achieve workforce equity for Hispanic nurses and physicians in the next 50 years.

All NMF programs seek to address both health professions workforce diversity and also healthcare equity issues. In NMF programs, medical student populations are 56% African American, 27% Hispanic, and 2% Native American. NMF program data show that minority physicians in CA and the US are more likely than others to practice in disadvantaged, underserved, and minority communities. Studies addressing these issues pose solutions followed by NMF since its early days: intensified recruitment of qualified, diverse and culturally competent healthcare practitioners; and enhanced training of health service providers in medically underserved communities.

Physicians need to be involved in the legislative process to ensure positive health systems change. When equipped with the skills and knowledge of local CA legislature process and current policies, physicians are critical to influencing and improving the current and future healthcare policies serving CA's residents, especially those that have a major impact on CA's medically underserved populations.

Target Geographic Areas & Why: This funding opportunity will be used exclusively in CA where NMF has a powerful State presence with over 2800 NMF Alumni. Since 2010, NMF has provided 192 scholarships and training awards in California totaling more than \$1M. Of those receiving scholarships, 39% have been African American; 43% Hispanic/Latino; 11% Asian American; 3% Native American; and 2% Caucasian (first generation socio-economically disadvantaged). NMF is supported by a network of more than 18,000 Alumni who serve tens of millions of patients annually. NMF Community Alumni Councils located in the Bay Area, Los Angeles and Sacramento provide a critical basis of support with active and engaged leadership of 21 Alumni & Friends.

Utilization of Funds to Address Identified Issues: NMF carries out the following activities to implement this program, which provides enhanced training of future health providers in advocacy and health policy: 1) **Student recruitment** – program outreach to targeted CA medical school offices, on NMF website (www.nmfonline.org), email lists and social media tools to identify a pool of qualified URM students with leadership experience, documented financial need, and demonstrated interest in healthcare advocacy and policy; 2) **Scholar selection and award** – review of student online applications with final selection by an Advisory Committee of CA physician-leaders following established criteria guidelines; 3) **Online orientation** – discussion of program components and requirements including research project, participation in a series of webinar leadership trainings, and attendance at both a 1.5 day Advocacy and Policy Training

Conference and culminating event; 4) **Learning management system** - Canvas by Instructure to monitor Scholar progress and facilitate communication with NMF staff; and available digital professional development materials including NMF's video library, which includes webcasts presented by eminent health professionals and NMF partners; 5) **Webinar Leadership Training Series** – Scholars will learn from distinguished NMF Alumni who are currently involved in healthcare policy and health systems regarding government relations, hospital systems, insurance systems, and licensing processes; 6) **Advocacy and Policy Training Conference** – Scholars, NMF Alumni, and medical students in the Sacramento area will attend a 1.5 day training conference to learn the key components of legislation, policy, and programs so that they will be equipped with a skillset to make positive changes impacting CA's medically underserved communities; and 7) **Culminating Event** – Scholars will have the opportunity to present their research and advocate for healthcare changes to community stakeholders, local healthcare professionals, NMF Alumni and friends, and TCWF officers in conjunction with the NMF LA Champions of Health annual awardee event which provides Scholars with opportunities for professional networking.

Alignment of Work with *Advancing Public Policy*: Through visible policy and advocacy training activities that serve to foster the creation of more scholarship and training programs for minority medical and health professions students in CA, NMF in partnership with The California Wellness Foundation will continue its joint mission to: 1) train URM health professions students to address special health needs of communities; 2) increase representation of minority physicians and nurses in the health professions workforce; and 3) educate the public and policymakers about public health problems and needs of underserved populations. This pilot program will help fulfill the goal of the TCWF grantmaking portfolio, *Advancing Public Policy*, in seeking to “address issues from a systemic perspective” and “support efforts focused on improving policies or conditions for underserved Californians using public policy activities such as education, advocacy, civic engagement and analysis.” This pilot will address the social determinants of health as they relate to health policy and health equity, in order to solve problems and create healthier local communities in CA.

National Medical Fellowships					
TCWF/ NMF Advocacy and Leadership Program					
The California Wellness Foundation					
January 1, 2019 - December 31, 2019					
		Amount Requested - TCWF	Amount Requested - TCWF	Amount Requested - TCWF	Total Amount Requested
		Year 1	Year 2	Year 3	
Personnel					
NMF Program Manager (10%)		4,174	4,382	4,602	13,158
NMF Project Coordinator (15%)		6,000	6,300	6,615	18,915
Fringe Benefits (25%)		2,543	2,671	2,804	8,018
Total Personnel:	\$	12,717	13,353	14,021	40,091
TCWF/NMF Advocacy & Leadership Scholarships					
10 @ \$5,000 each		50,000	50,000	50,000	150,000
Mentor Stipends					
10 @ 500 each		5,000	5,000	5,000	15,000
Advocacy Training		6,800	6,800	6,800	20,400
Advocacy Training Event Expenses					
Venue and Equipment Rental, Catering		4,000	4,000	4,000	12,000
Advocacy Training Honorarium - 3 @ \$1,000 each		3,000	3,000	3,000	9,000
Advocacy Training Student Travel					
Includes airfare/train/mileage reimbursement, lodging, incidentals \$600 per student		6,000	6,000	6,000	18,000
Webinar Leadership Training					
\$500 per student		5,000	5,000	5,000	15,000
Culminating Event Expenses					
Venue and Equipment Rental, Catering		4,000	4,000	4,000	12,000
Culminating Event Student Travel					
Includes airfare/train/mileage reimbursement, lodging, incidentals \$600 per student		6,000	6,000	6,000	18,000
Student Tools and resources					
Learning management system; orientation online platform and material; NMF resource library; office supplies; materials and support for Advisory Committee and Mentors - \$250 per student		2,500	2,500	2,500	7,500
Recruitment & Scholarship Disbursement Activities					
Program recruitment outreach and materials (electronic and print); online application; scholar selection and award. Also includes scholar tracking and monitoring - \$250 per student		2,500	2,500	2,500	7,500
Staff Travel					
Travel for state-wide recruitment efforts, program events, etc 3 trips @ \$1,500 each trip - 2 people		9,000	9,000	9,000	27,000
Subtotal:	\$	116,517	117,153	117,821	351,491
Overhead (15%):		17,478	17,573	17,673	52,724
GRAND TOTAL:	\$	133,995	134,726	135,494	404,215