

THE ELSEVIER FOUNDATION

Annual Report 2022





We’re committed to doing our part to advance the UN Sustainable Development Goals. Look for the icons throughout the report to understand how our partnerships support the SDGs.

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President of the Elsevier Foundation

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“As the world begins to emerge from the pandemic, we have redoubled our commitment to inclusive health and research and sought to integrate more intersectionality, consolidate our SDG focus areas and grow new partnerships.”

Foreword

The world in which we live has been significantly marked by the pandemic, spurring astonishing scientific progress, accelerating technological capacity but also exacerbating health disparities and revealing inequities across the Global South and North. In response, the Elsevier Foundation has sought to address these trends, aligning our inclusive research and health portfolio even more closely with the UN Sustainable Development Goals (SDGs). Over the past two years, we have grown our partnerships in areas where we feel we have a strong role to play: Gender, Health, Reduced Inequalities and Climate Action and sought to identify a cross cutting, intersectional focus. Our investment in time, resources and dialogue has also helped us to leverage key content, data, analytics, channels and expertise from Elsevier, our core funder. Over the past year, we have evolved two core program areas: addressing the needs of underrepresented early career researchers and building our Climate Action program.

Supporting Climate Action

The Foundation plays an integral role in helping Elsevier meet social and environmental goals. In 2021, Elsevier was able to make real strides in addressing the climate emergency by committing to the internationally recognized Climate Pledge and announcing their commitment to becoming Net Zero by 2040, a decade before the Paris Climate Agreement Goal of 2050. Elsevier also established a Climate Advisory Board of research experts to help guide change, committing to clear targets to reduce carbon emissions and launching a new study, the [Clean Energy: Pathways to Net Zero Report](#). The Report revealed an explosion of research on SDG7: Affordable and Clean Energy and SDG13 Climate Action.

Using this evidence base, the Elsevier Foundation launched a series of new Climate Action partnerships in 2021. Together

with the World Academy of Sciences (TWAS), we established research grants for projects led by women scientists that address concrete problems in climate change through collaboration and interdisciplinary research. We also held the first Chemistry for Climate Action Challenge to support chemistry research that play a key role in facing climate change in developing countries. Within the Challenge, we recognized the pivotal role that women can play in adapting to climate change and policymaking, underscoring our commitment intersectionality to sex and gender integration in SDG research. Finally, we worked closely with the Organization for Women in Science for the Developing World (OWSD) to refocus the awards on SDG challenges and celebrated 6 talented women scientists working in Climate Action research in 2022.

Early Career Researcher Partnerships

We also evolved our partnerships in inclusive research. When launching the Elsevier Foundation some 15 years ago, we met with many research leaders about the need to support early career women scientists and address the loss of critical talent during family building years. Over a decade of grants, we explored many different interventions universities, professional associations and societies. However, we have found that this issue has only been exacerbated by the Covid pandemic. Elsevier's [2020 Global Gender Report](#) tells us that the infamous “leaky pipeline” has not gone away. While the representation of women in research is increasing, substantial inequity remains in terms of output, citations, awarded grants and collaborations. And among active authors from 2014–2018, the lowest ratio of women to men was found in physics, computer science, mathematics, engineering and energy.

In addition, the US National Academies of Science 2021 report, [The impact of COVID-19 on the Careers of Women in Academic Sciences, Engineering, and Medicine](#) revealed that the disruptions caused by the pandemic endanger the engagement, experience and retention of women in academic STEM, and may roll back many of the gains made. It underscored that structural racism is an omnipresent stressor for women of color, who already feel isolated in many fields and disciplines. We learned that interventions to ensure equity for all women in STEM must take intersectionality into account.

Based on these findings and the guidance of our Board, we launched our new Early Career Researcher partnerships portfolio in 2022. By taking an integrated, intersectional and evidence-based approach to supporting the career progression of early career women scientists and researchers from underrepresented racial and ethnic groups, we hope to make a real contribution. Our 7 new partnerships are based in Japan, China, Singapore, Germany, the UK and the US, and address the specific challenges faced by early-career researchers in their regions with using localized approaches.

So as the world begins to emerge from the pandemic, we have redoubled our commitment to inclusive health and research, integrating a more intersectional approach and consolidating our SDG focus areas. As we have grown new partnerships, we have also continued to leverage our ability to convene stakeholders and tap Elsevier's content, data, analytics and networks to bring stakeholders together and drive meaningful change.

12th April, 2022

Youngsuk “YS” Chi
President, The Elsevier Foundation

The Elsevier Foundation Board

The Elsevier Foundation is [governed by a Board](#) of 5 external and 6 Ex-Officio members. External Board members serve 3-year renewable terms and represent a broad range of expertise in sustainability, development, diversity, education, research and global health. Ex-Officio members are leaders within Elsevier and RELX who are deeply supportive of the Foundation’s mission. The President of the Board, YoungSuk ‘YS’ Chi, presides over the Board meetings, which provides strategic guidance on program priorities, new partnerships, emerging issues and best practices as well as sound ethical, financial and legal governance.



Youngsuk “YS” Chi
President, The Elsevier Foundation
Chairman, Elsevier
Director, Corporate Affairs, RELX



Joyeeta Gupta
Full Professor
Environment & Development
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Nikunj Jinsi
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Yuko Harayama
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Beverly Malone
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Esra Erkal
Executive Vice President
Global Communications
Elsevier



Jan Herzoff
President
Health Markets
Elsevier



Kevonne Holloway
Managing Director
Global Content Partners
Elsevier

The Elsevier Foundation Team

On a day-to-day basis, the Elsevier Foundation is run by a [small core team](#) consisting of a Director, Partnerships Director and Coordinator, as well as a Communications Director who also oversees Elsevier's corporate responsibility programs, and specially appointed treasurer, legal counse and advisors. In addition to annual programmatic funding, Elsevier provides funding to cover the administrative costs of running the Foundation and in-kind support through office space, marketing, media outreach and volunteer support as needed from throughout the company.



Ylann Schemm
Director
The Elsevier Foundation
Elsevier



Domiziana Francescon
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Maha Rhannam
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Rebecca Clear
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Maria Markova
Treasurer
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Kenneth R. Thomson II
Legal Council
RELX



Mevan Samarasinghe
VP and Technical Fellow
Elsevier
Elsevier Foundation Advisor

“For us, partnering is about engaging, brainstorming and co-creating together, making our partnerships as impactful as they can be.”

Our work

The [Elsevier Foundation](#) contributes over \$1.5 million a year to non-profit organizations through partnerships which incubate new approaches, highlight inequities and catalyze change toward the UN Sustainable Development Goals.

Funded by Elsevier, a global information analytics company specializing in science and health, the Elsevier Foundation is part of Elsevier's [corporate responsibility program](#), and is able to leverage Elsevier's funding, networks and unique insights in content, data, and analytics to expand its impact in gender, health, climate action and reduced inequalities.

Funded in 2005, the Elsevier Foundation has contributed over \$15 million in grants to support over 100 partners in 70 countries around the world, championing inclusive health and research.

From 2005-2015, the Elsevier Foundation awarded over 100 grants worth millions of dollars to non-profit organizations focusing on library training, education, infrastructure digitization, as well as nurse faculties, career skills and recognition, benchmarking studies and the advancement of early to mid-career women scholars.

In 2016, the Elsevier Foundation launched a series of new partnerships supporting innovations in inclusive health and research — more effectively aligning to the key science, health and technology challenges, as outlined in the [UN Sustainable Development Goals](#). The Elsevier Foundation also provides matching funds for donations to charitable organizations employees personally support to encourage their generosity and community involvement.

On a day to day basis, the Elsevier Foundation is run by a small [core team](#), and is governed by its [Board](#) of external and Ex-Officio members.

Our programs

Over the past five years, we have re-aligned our programs to address key challenges in science, health and diversity identified by the UN Sustainable Development Goals. We have also recognized that technology is increasingly playing a role in helping the world to tackle these and evolved our approach into a tech-enabled, partnership-driven model. This has enabled us to develop our knowledge and networks while facilitating closer, more sustained and impactful involvement in the work of our partners.

The projects we support are strongly intersectional. In 2020, we simplified our program structure to highlight our commitment to supporting underserved communities around the world for better health outcomes and a more sustainable research ecosystem.

Inclusive Health

Information technology can significantly advance the delivery of healthcare for vulnerable populations. Our partnerships support organizations working to improve health outcomes in underserved communities around the world through the innovative use of health information.



Inclusive Research

The future of science requires a robust and diverse workforce drawn from all corners of society. Our programs advance women in science, encourage underserved youth to choose STEM careers, and widen access to academic knowledge for scientists in developing countries.



Employee Giving

To encourage community involvement and maximize the impact of charitable giving, the Elsevier Foundation contributes to global disaster relief efforts and provides matching funds to eligible charities supported by Elsevier employees.



II. Our 2021 partnerships

Inclusive health



Amref Health Africa
Leap mLearning

Rollout of an mLearning app for community health workers, to promote Covid prevention and treatment modules in Ethiopia.



Amref Health Africa
Leap data analytics project

Improve the effectiveness of community health worker training by leveraging the power of data.



National League for Nursing
NLN/Elsevier Innovation in Technology
Excellence Program

A new faculty coaching course for nurse educators within 5 HBCUs Schools of Nursing supported by state of the art technology and pedagogical techniques.



Historically Black Colleges and Universities
Schools of Nursing Scholarship Fund

Scholarships fund to provide additional support for the nurses of tomorrow.



MSF/Epicentre
Niger Research Center

Support the capacity and visibility of this critical West African research center to deliver better emergency care in the region.



Julius L. Chambers Biomedical &
Biotechnology Research Institute
Implementation Science Program

Build research capacity and increase the rapid adoption of evidence-based interventions to address health disparities in diverse communities.



Sansum Diabetes Research Institute
Latino Diabetes Community Scientists

Reduce healthcare barriers and disparities for the Latino community at risk of type 2 diabetes.



Black Women's Health Alliance
Millennial Sister Circle

Improve healthcare outcomes and reduce health disparities for young African American women through prevention and empowerment.



Amref Health Africa

Leap mLearning

Location: Ethiopia

Target group: Health extension workers and their communities

Budget: \$40,000 a year (2020-2021).



Primary outcome

Drive lasting health change for communities in Sub-Saharan Africa by offering affordable, high quality education and training enabled by digital learning solutions for health workers.

Overview

Leap is Amref Health Africa’s mobile learning solution for training health care workers. It uses a mobile learning approach to train and empower health workers to use their mobile devices. This enables them to learn at their own pace while in the community, addressing both the interpersonal and community aspects of learning.

Ethiopia’s healthcare challenges. Despite the efforts made in the past two decades to increase the number and skills of health work forces, Ethiopia still has a very low health workforce density, specifically medical doctors, health officers, nurses and midwives. Health extension workers (HEWs), the frontline health workers that provide primary care in Ethiopia, can fill a significant part of this gap. For this reason, the Ethiopian Ministry of Health is working to upgrade and increase the number of HEWs in remote areas and to streamline their education and practice. As part of the Ethiopian government’s comprehensive COVID-19 approach, Amref has been commissioned to [roll out Leap to train health workers](#).

Amref’s solution: train community health workers through mobile learning. Traditional face-to-face learning practices will not be sufficient to train health extension workers at the pace and scale required to fill the health workers gap in Ethiopia. By deploying Leap, Amref can rapidly scale up the training of health workers. More than 90% of Ethiopia’s geographic area has access to mobile service which offers tremendous opportunities in efficient health training delivery.

Goals

- Train and empower HEWs to learn at their own pace and with their own mobile devices while in the community, providing for both the interpersonal and community aspects of learning.
- Enhance the quality of digitized learning content available to HEWs.
- Build the digital skills of key stakeholders at the institutional level to support decision making on digital learning initiatives.

Milestones

In 2021, Amref successfully trained **25,600+** Ethiopian health workers on COVID-19 prevention and treatment through their mobile phones, enabling them to educate the population about preventative measures. This success showed the tremendous potential of reaching health workers on their mobile phones and revealed key challenges to scaling digital learning. To better understand how Amref could reach more health workers, Amref conducted in-depth market research and developed their Digital Learning Strategy 2022-2026. The four pillars include:

- Building the digital skills capacity of educators and learners in health education system to benefit from digital learning.
- Promoting the improvement and utilization of the digital learning infrastructure.
- Selecting, adapting, customizing and developing digital learning technology platforms.
- Digitizing the learning content and delivery.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

A custom dashboard is expected to be integrated within the Ethiopian Ministry of Health’s information system. For the training of educators and health workers Amref utilizes Level 2, testing of their knowledge related to essential services and/or COVID-19.

Challenges

Challenges for scaling digital learning in Ethiopia relate to the currently available infrastructure, including poor digital literacy, unreliable ICT, ongoing conflict and limited resource availability.

While youth and health workers of the future increasingly demand digital solutions, decision makers and educators may be reluctant to adopt digital learning at scale. The costs of digital learning and inequitable access to education present further challenges.

Future plans

Tis project is a first step to scale digital learning in Ethiopia and an opportunity for Amref to roll out its new Digital Learning strategy. This will require the availability of appropriately skilled professionals, clear structure, proper information management systems, sound governance and management, a sustainable financing mechanism and a marketing approach.

Amref also plans to establish a consortium to scale up digital learning in Ethiopia, working closely with the Ministries of Education and Health, donors, industry and NGOs, to encourage all sectors to endorse a common strategic plan to embed digital technologies into the existing education and training system.

“I loved doing the mobile learning. I was the top performer maybe six or seven times, can you imagine? Some of the other CHVs are a lot younger than me. But I beat them almost every time! Why? Because I’m interested! I like to learn anything that helps me help people.”

— AMINA, Community Health Volunteer, Kilifi, Kenya





Amref Health Africa

Leap data analytics project



Primary outcome

Improving the effectiveness of community health worker training by leveraging the power of data harnessed through Amref's Leap mlearning platform.

Background

Only 48% or 615 million people in Africa receive the healthcare services they need. While health outcomes in Africa are slowly improving, they remain low: the continent has 17% of the world's population, but accounts for 23% of the global burden of disease.

Sub-Saharan Africa is also facing a chronic lack of well-trained front line health workers who can play a pivotal role by reducing the impact of diseases such as COVID-19. Social distancing measures further limit the ability to deliver and scale traditional face-to-face learning methods. For vulnerable and under served populations in low- and middle-income countries, Community health workers (CHWs) are often women and offer the first point of care.

Amref's mobile or mlearning solution Leap, aimed at equipping CHWs with essential skills, can address this challenge. Leap operates in 9 sub-Saharan countries including Kenya where it has been operational for over five years, training over 70,000 community health workers across the nation.

Location: Kenya

Target group: Community health workers in Africa

Budget: in kind.

Description

As a major, African-driven health NGO, Amref is well-positioned to develop data analytics services. It operates between local communities and healthcare systems and develops proprietary tools (such as Leap) that facilitate data gathering and treatment.

In 2021, Elsevier has provided technical expertise and coaching through skills-based volunteering. The collaboration, led by Elsevier Foundation's Health Advisor Mev Samarasinghe, VP and Technical Fellow at Elsevier, assessed the feasibility of using Leap data to determine the retrospective and predictive analytics of learner behavior. A team of Elsevier and Amref data scientists reviewed detailed learner behavior captured from sample learners. For each learner, multiple spreadsheets were analyzed comprising quiz data, job aids, SMS communications, and more. By providing guidance on how to develop an efficient 'data first' mindset, the project represents a necessary step for Amref to be able to scale up Leap in different countries.

Goals

- Determine the efficacy of data collection systems to improve Leap programming and deployment
- Conduct a data audit of a comprehensive learner data set to understand the quality and availability of data, and whether it can be used to answer key questions (Q2-3 2021)
- Develop data visualization & analyst skills: (Q1-3 2022)

Milestones

- Elsevier's data science team contributed to:
 - Conduct a feasibility analysis of Leap mLearning data
 - For each of Amref's business objective, identify the data coverage and any gaps to meet the objective
 - Recommend concrete next steps in how to use data to draw the conclusions and meet the objectives
 - Conduct a technical training session for the Amref technology and product team
- Amref engaged a key county government within Kenya to leverage the insights from the dashboard in their decision making processes.

Challenges

- Engineering and deploying an efficient data model in a production environment that enables continuous data input and output represents a significant challenge.
- Accessing data has often proven challenging given restrictions from a third-party Amref vendor due to Personally Identifiable Information (PII) that needs to be handled with care.

Level of evidence

- Quasi-experimental
- Pre-post or cross-sectional
- Point-in-time study
- Performance metrics/stats
- Anecdotal evidence

Additional partners

Verdonck, Klooster & Associates performed a parallel data analytics exploratory project on Leap data related to COVID-19 training for community health workers, further increasing Amref's understanding of the possibilities inherent in the data.

Future Plans:

This project is anchored on the Leap mlearning platform. Once Amref has refined its data analytics approach in Kenya, it will be expanded to the 8 other sub-Saharan countries which currently use Leap.

In 2022, the Elsevier Foundation and Amref teams will explore an additional collaboration with DataKind, an organization which helps non-profits to evolve their use of data to advance the UN SDGs. Ultimately, our goal is to help Amref to advance a more sustainable, data-driven approach to the healthcare and training they provide across Africa.

In addition to Leap, Amref also deploys other digital platforms including M-Jali, which is used to gather and leverage data at the household level. Currently, there are parallel data analytics projects underway with M-Jali. Amref hopes to integrate these different projects to create one integrated view of community health workers and their communities.





MSF/Epimetre Niger Research Center

Location: Niger

Target group: Epimetre Niger staff, local communities, health researchers and policymakers in West Africa.

Budget: \$100,000 a year (2016-2022).



Primary outcome

Building the capacity of Epimetre Niger’s medical and scientific staff, reinforcing Epimetre’s ties to the local authorities to guarantee an effective and rapid response to health crises.

Overview

In Niger, infectious diseases and child malnutrition are the principle causes of mortality. In 2009 Epimetre, MSF’s research and training arm, established its third research center in Niger, adding to existing ones in Paris and Uganda. Their goal was to create a West African hub to develop implementable solutions to clinical and public health issues. Since then, the Niger Research Center has developed a strong research portfolio and built capacity to investigate epidemics, conduct clinical trials and prevalence surveys and implement alerting and monitoring systems while working closely with the Niger Ministry of Health. However, Niger and the Sahel remain one of the least developed regions in the world with poor academic, research and health infrastructure.

Our partnership supports the visibility and policymaking engagement of the [Niger Hub](#) within the West African health community as well as the training of Epimetre Niger’s staff. Key scientific staff such as field investigators, lab technicians, epidemiologists and clinical statisticians have received advanced individual and institutional training in technical areas and have been able to present at Epimetre’s Scientific and Medical Days, attend courses and conferences, build international networks and take up other training assignments in MSF programs and African research centers.

Goals

- Provide opportunities outside of Niger for medical and scientific staff to receive additional training to further their careers.
- Provide opportunities for staff to promote visibility and encourage discussion on the most pressing issues in medical research.
- Encourage staff from Niger and surrounding countries to be mentored and mentor others to sustain a vibrant research culture in West Africa.

Milestones

- Through seed funding from the Elsevier Foundation, Epimetre was awarded a joint 2021 grant for \$1.9million from the African Academy of Sciences for professional development in Niger as part of a consortium with KEMRI, Oxford, LSHTM, University of Glasgow, and the Center for Infectious Disease in Zambia.
- With mentoring and support from the Organization for Women in Science for the Developing World (OWSD) and Epimetre, both longstanding Elsevier Foundation partners, the first chapter of OWSD was launched in Niger.
- Group trainings and certifications were provided in research conduct and ethics to Epimetre staff members.
- 3 staff members participated in English language training for medical and scientific personnel and have since been able to take on additional responsibilities with international, anglophone partners, including presentations at study consortium meetings.
- Launched a monthly seminar series to provide additional opportunities for capacity building on topics such as: financial management, international research financing landscape, the role of CROs, different ethical standards, communications to non-scientific audiences and more.
- Epimetre staff members presented at the Centre de Recherche Médicale et Sanitaire Scientific Day (Niamey, November 2021) & Epimetre Scientific Day (June 2021).
- 3 staff member are in the final stages of acceptance for a PhD program in the US, a first for Epimetre Niger.

Challenges

- Despite the difficulties posed by Covid-19, the Epimetre team was able to rapidly adapt to virtual communications, resuming travel of key staff to Niger whenever possible. The pandemic has also accelerated staff’s technological literacy and ability to work in a virtual environment.
- The regions' ongoing instability continues to put additional security pressure on staff, and underscores the need to rely on new virtual ways of working for the longer term to ensure consistent and adequate support to staff members.

Future plans

- Host further OWSD chapter activities in Niger in addition to concerted efforts to recruit and retain more female scientific staff at Epimetre.
- Work with the Epimetre Niger staff to complete the Research Fairness Initiative reporting framework, which aims to promote and validate responsible and fair practices in international collaborative research and innovation for health.
- Further capacity building opportunities for Epimetre staff.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

“This support has allowed me to finally devote time to learning and being comfortable in English, enabling me to be more confident with international partners. It has made a big difference in my ability to collaborate.” — OUSMANE GUINDO, General Manager, Epimetre Niger





Julius L. Chambers Biomedical & Biotechnology Research Institute

Implementation Science Program

NC Central University

Location: North Carolina, US

Target group: researchers, underserved communities in North Carolina.

Budget: \$100,000 a year (2020-2022).



Primary outcome

Facilitate the rapid adoption of evidence-based interventions to address health disparities in minority and underserved communities.

Overview

According to the National Institutes of Health U.S. Library of Medicine, on average it takes 17 years for new evidence-based information to make its way into the routine practices of most clinicians. Patients with diseases that disproportionately affect minority populations may be even slower to benefit from new findings. This is exacerbated by the low numbers of underrepresented minorities in the scientific community, less than 8%.

North Carolina Central University's [Julius L. Chambers Biomedical Biotechnology Research Institute](#) (BBRI) conducts multidisciplinary and inter-institutional research focused on health issues that disproportionately affect minority and underserved populations. As part of a historically black college and university (HBCU), BBRI provides graduate students with research-intensive experience that enhances their access to careers in the biomedical sciences.

The Elsevier Foundation supports the Implementation Science Education and Training (ISET) program to combat health disparities and address important issues of reducing, and ultimately eliminating, health disparities as well as important issues of managing health outcomes in vulnerable communities. The ISET program supports new and early-stage investigators focused on health disparities research by providing training and mentoring in implementation science (IS), building capacity to submit successful IS-focused grants, addressing an IS gap among health disparity researchers, and developing a culture of IS across NCCU at all levels.

Goals

- Increase the number of health disparity researchers conducting implementation science research.
- Organize outreach and networking activities within the NCCU community.
- The Elsevier Foundation-funded projects funded for the 2022-2023 program year include:
 - Physical Activity Opportunities for African American Women” (PI: Amy Linder PhD, Department of Kinesiology and Karen Webb PhD, Department of Nursing)
 - “Racial Disparities and Social Workers in Primary Healthcare Settings” (PI: Charity Watkins PhD, Department of Social Work)

Milestones

Physical Activity Opportunities for African American Women:

- Investigate psychosocial determinants including structural racism which affect participation in physical activity interventions, with a specific focus on African American women.
- Implement and investigate the impact of technology-infused physical activity interventions in increasing participation and promoting overall health in Africa-American women at NCCU.
- Conducted the first cohort training in person in October 2021.

Racial Disparities and Social Workers in Primary Healthcare Settings:

- Determine whether the completion of the “Culturally and Linguistically Appropriate Services (CLAS) Improving Cultural Competency for Behavioral Health Professionals” training increases multicultural awareness, counseling relationships, knowledge, and skills among social work case managers as measured by the Multicultural Awareness Knowledge and Skills Survey.
- Explore the case managers’ perceptions of the CLAS training (i.e., preconceptions, what they learned, experiences with completing it, application to work).

Challenges

- In 2021, in person interactive training programs with IS experts and clinical site participation had to be postponed due to the pandemic.
- Researchers have been challenged to develop the appropriate language to address minority populations, especially when related to negative data/outcomes and how they are reported.
- Faculty continue to have competing priorities with teaching a full course load and finding enough time to conduct research that advances scholarship and contributes to vibrancy of researcher collaboration.

Future plans

- Develop IS modules to incorporate into academic curricula
- Award additional pilot project funding.
- Organize networking activities within NCCU faculty, students and underserved communities.
- Initiate a BBRI-hosted journal club meeting for IS continuing education.
- Host a multi-institution IS seminar series, with potential opportunities from neighboring academic partners (Duke, UNC Center for AIDS Research, Research Triangle Institute).

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

Main photo: Faculty of the Julius L. Chambers Biomedical & Biotechnology Research Institute with Director Dr. Deepak Kumar, at left. Below: BBRI's researcher Amy Linder, Elsevier Foundation Board Member Kevonne Holloway, Elsevier Foundation Director Ylann Schemm, Dr. Deepak Kumar, BBRI's researcher Charity Watkins (l. to r., left photo); Ylann Schemm and Dr. Johnson O. Akinleye, Chancellor of NCCU (right photo).





National League for Nursing NLN/Elsevier Innovation in Technology Excellence program



Primary outcome

Use innovations in simulation and technology to drive teaching excellence in HBCUs; developing online products to both enhance faculty skills and expertise, meet the needs of learners and promote student's critical thinking skills.

Overview

While many nurse educators are experts in the art and science of nursing, they may not always be experts in teaching and learning. Engaging students in contextual learning using technology and dialogue shifts the focus from learners as doers of actions to learners as meaning makers. Innovation in technology and teaching are increasingly becoming an essential tool for nurse educators in preparing students to provide safe and quality care in diverse healthcare settings.

This need is even greater in Historically Black Colleges and Universities (HBCUs) Schools of Nursing, where resources for faculty development are often limited and the students come from underrepresented populations. The [National League for Nursing's Coaching for Excellence in Nursing program](#) provides nursing faculty in HBCUs the opportunity to enhance their coaching skills and facilitate student learning through innovative technology. The course includes e-learning modules that provide context for understanding nursing students' challenges and how educators can help with the transition to professional practice.

Location: US (Alabama, North Carolina, Virginia)

Budget: \$60,000 (2020), \$100,000 a year (2021-2022).

Target group: Nursing Faculty teaching in 5 Historically Black Colleges and Universities:

- Hampton University
- North Carolina Agricultural and Technical State University
- Tuskegee University
- Winston-Salem State University
- North Carolina Central University

Goals

- Enhance faculty expertise with active teaching and learning strategies to meet students' needs, understand challenges and promote reflective learning.
- Develop faculty expertise to enhance the teacher/learner relationship to provide effective feedback to students through online learning environment.

Milestones

The Coaching for Excellence Course provided a five-hour online course with the goal of developing critical dialogue techniques to enhance students' thinking:

- **10** nursing faculty from 5 HBCUs enrolled in the NLN Coaching for Excellence course. Performance score increased from an average score of 9 to 11 out of 12.
- **95%** of faculty agreed that the modules enhanced their skills to give effective feedback, better understand adult learning theories and styles, and appreciate the unique attributes of learners and how these shape their learning.
- **95%** of faculty agreed that the course provided new ideas and assisted in making gradual change in the teaching learning process and helped them make improvements in teaching and learning that are beyond the status quo.

In addition, faculty attended a two-hour live synchronous interactive webinar expanding on their dialogue techniques to incorporate specific neuroscience teaching strategies that would help to also engage learner dialogue and reasoning.

Main photo: Hampton University School of Nursing students and educator using simulation technologies. Below: Winston-Salem State University nursing faculty teaching (left), and a maternal newborn class (right).

Challenges

- Providing faculty development using technology was a challenge, as many faculties are still not familiar with the use of technology in teaching and learning.
- The COVID-19 pandemic continued to create challenges for the project. In response, NLN staff modified the timeline for faculty to complete the course.

Challenges

- NLN will expand the project throughout 2022 to engage past cohorts into a community of nursing education practice. NLN has surveyed faculty on development needs: results showed that opportunities for collaboration, networking and mentoring was high on their list of needs. Communities of practice not only help to strengthen processes of enhancing knowledge but facilitate interaction with one another as faculty colleagues.
- NLN will provide 3 Teaching Thinking Next Gen Learning interactive webinars to immerse faculty members in neuroscience skill building and provide a platform for dialogue and faculty development.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. **Point-in-time study**
4. Performance metrics/stats
5. Anecdotal evidence

At the end of the Fall 2021 semester, faculty enrolling in the course and their learners were surveyed on their perceptions on educational best practices using the NLN Educational Best Practices Questionnaire Curriculum (EPQ-C), including: faculty and student interaction, collaborative learning, active learning, feedback, time on task, high expectations, and diverse learning. This showed a difference in faculty vs students' perception of the learning environment as a space that promotes active participation and challenges thinking and abilities.





Historically Black Colleges and Universities Schools of Nursing Scholarship Fund

Location: US (Alabama, North Carolina, Virginia)

Budget: \$50,000 a year (2020-2022).

Target group: Nursing students in 5 Historically Black Colleges and Universities.



Overview

For many Black students, choosing a nursing school in an HBCUs provides substantial encouragement and support to thrive in their careers while focusing research and outreach on the needs of minorities. Building off of the National League of Nursing/Elsevier HBCU Excellence in Technology Innovation program, the scholarship fund provides each of the five participating HBCU Schools of Nursing with a \$10,000 scholarship fund to provide additional support for the nurses of tomorrow.

Hampton University School of Nursing

- 4 beneficiaries
- The candidate was selected by the Dean of the School of Nursing based on the minimum grade point average requirement of 2.75 and has a demonstrated financial need.

COVID-19 has brought many unforeseen consequences, including students not returning, difficulty obtaining clinical hours, and increasing the shortages of qualified faculty who had to take on new responsibilities to help with pandemic relief. The move to remote learning was intense: many faculty had to quickly develop new technological skills and pedagogical methods. Clinical sights became non-existent, and faculty had to learn how to teach skills and other needed competencies in a virtual environment. Hampton University now asks students to practice clinical skills on their relatives, where possible. This difficult task led to stress, anxiety, and increased frustration for the students.

North Carolina Central University School of Nursing

- 10 beneficiaries: 8 female, 2 male students
- Each student received \$1,000

Beneficiaries were chosen based on financial need and participation in service activities. The nursing program quickly transitioned to remote learning during the Spring 2020, and faculty members and students were given laptops. NC Central University has an office of professional development and a distance education department that offered classes for online instruction, ensuring student success. Students and faculty members faced additional challenges such as taking care of family members and loss of income.

During the Spring 2020 there was an increased use of simulation technologies for junior students, while senior students were able to complete the majority of their clinical rotations. Faculty members developed the first COVID-19 screening survey to allow maternity students the opportunity to complete on campus simulations. Students were able to graduate on time and with needed clinical experience.

“The impact of this partnership allowed students to focus their attention on nursing course.” — Faculty member

Tuskegee University School of Nursing and Allied Health

- 4 beneficiaries: female students, age 22-26.
- Each student received \$2,500

Scholarships awards were based on the identified need for assistance from the Office of Financial Aid and were awarded during the Professional Phase of the Nursing Program. The students who received the awards had exhausted existing resources available to them. The transition from face to face to virtual instruction required substantial innovation for the University and the students. Some of the students didn't have the necessary technology or space to create a quiet environment conducive for teaching and learning.

One of the challenges faced was trying to ensure that the quality of education was not compromised. There was a need for review and remediation sessions before and after presentation of concepts and testing. Increased office hours were a necessity as many students needed time to "talk about" what was happening in their lives.

“I am a first-generation college student, and my family has no idea how hard this process can be.” — Nursing student

Main photo: North Carolina Central University School of Nursing students use clinical technologies to guide their practice.

North Carolina A&T University School of Nursing

- 10 beneficiaries: freshmen and sophomore pre-nursing students, all female, 60% out of state
- Each student received \$1,000

Beneficiaries were chosen based on financial and/or specific needs. The impact of COVID-19 on both students and faculty was quite high. Specifically, the mental health of students, faculty, and staff suffered from increased uncertainty and stress, and lack of social interaction. The sudden elimination of clinical spaces also played a key role, as did faculty turnover and burnout. However, the School of Nursing also saw a positive increase in students and faculty being able to confidently use virtual simulation and other clinical technologies.

“I was able to use the funds for acquiring calculators, lab coats, goggles, and other essential school supplies.” — Nursing student

Winston-Salem State University Nursing Program

- 10 beneficiaries, female students, age 21-36.
- Each student received \$1,000

Due to the pandemic, clinical and practical experiences for nursing students were immediately halted in March 2020, limiting rotations for all students. The Nursing School immediately pivoted from traditional teaching methodologies to an on-line platform creating which created significant challenges for both faculty and students e.g., access and the need to adapt to online teaching and learning. Faculty engaged in development opportunities to build their online pedagogical skills and enhance their ability to provide effective coaching to their peers and the learners.

Unsurprisingly, the School of Nursing found it challenging to shift rapidly from traditional teaching modalities to an online environment. Accreditation options for the ANE (Advanced Nurse Educator) and RN-to-BSN (registered nurses acquiring a bachelor of science in nursing) pathways were instrumental in providing support to faculty teaching online for the first time.

“Faculty found the coaching program was effective, efficient, and provided valuable tools as they coached and counselled students, particularly during the time of national change brought on by the COVID pandemic.” — Faculty member



Sansum Diabetes Research Institute

Latino Diabetes Community Scientists

Location: US (California)

Target group: Hispanic/Latino families

Budget: \$100,000 a year (2020-2022).



Primary outcome

Reduce the disproportionate burden of diabetes affecting Hispanic/Latino communities in the United States through research, education and care, including use of digital health technologies and the creation of *Especialistas*, a community health champion role.

Overview

U.S. Hispanics/Latinos bear a disproportionate burden of type 2 diabetes (T2D). Social and environmental factors (access to care, low rates of research participation and low health literacy) account for 90% of the risk for T2D progression. The aim of the [Sansum Diabetes Research Institute](#) (SDRI) is to develop community rapport to strengthen the health literacy and research expertise of *Especialistas* or Community Scientists, and create an evidence-based technology-diversity-health nexus.

Community Scientists. Hispanic/Latino adults make up almost 40% of California’s population, but only 8% of nurses and 5% of doctors. *Especialistas* are drawn from the local population and take lead roles in (a) establishing and maintaining community trust; (b) participant recruitment and retention; (c) removing barriers to participation in research and development; (d) increasing self-efficacy; and (e) providing cultural oversight to the creation of supporting materials.

Mil Familias. The Mil Familias study enrolls 400 individuals living with T2D. The primary objective of this study is to determine how genetic, biological, psychological, behavioral, and social environmental influences impact the progression of T2D and associated cardiovascular complications over time. This includes the use of wearable technologies to measure health outcomes.

Accessible research findings. Hispanics/Latinos have less access to published research findings: even “publicly available” diabetes information is not written at an appropriate health literacy level in English, let alone Spanish. To democratize research findings, SDRI selects the most relevant recent articles on clinical trial results and health guidelines on Diabetes and Covid, summarizes the research, replacing medical and technical jargon with accessible English and Spanish to mitigate the health literacy and numeracy barriers.

Milestones

- In 2021, **145+** families and +200 individuals recruited into Mil Familias and **100+** participants into the Farming for Life program.
- Launch of Veggie IQ to create the first-ever “Youth Scientists” program. Youth Scientists are predominantly Mexican-American high school students participating in an after-school program that uses science and digital health to highlight the links between real food and physical and mental well-being to address health inequalities affecting their community. In December 2021, **15** students graduated.
- Completion of assessment project of the feasibility and acceptability of offering wearable digital health technologies to Hispanic/Latino adults at-risk of or living with diabetes. The study has been completed, and data are currently being analyzed, to be published in 2022.
- Begun offering free HbA1c testing and diabetes education: **100+** individuals have already been screened.
- Vaccination program established in early 2021 for Covid-19 at-risk adults, **200+** doses administered.
- Continued to expand its website, publishing +800 posts in English and Spanish, summarizing the latest research on diabetes and Covid.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

SDRI uses publication as a major metric of success. In 2021, 11 articles were published based on the 2021 SDRI-Elsevier Foundation partnerships.

Future plans

- Embed modules of Veggie IQ in K-12 classes at local schools and expand the after-school program for additional underserved Hispanic youth.
- Increase HbA1c screenings from 100 to 2000 in 2022 for underserved adults with poorly controlled type 2 diabetes.
- Launch the Elsevier Nexus for Health Equity, with the goal of achieving equity in healthcare via democratization of knowledge and access to evidence-based digital health technologies. The Nexus will further develop the concept of Community Scientists to support additional underserved communities. SDRI will collaborate with companies to expand access to and use of digital health technologies by underserved populations; support new training modules to be delivered by Community Scientists; create free digital resources and work with partners to help create novel technologies based on the prerequisite concepts of trust, access, and self-efficacy.
- SDRI advocates the need to scale up their programs considering the increased challenges faced by Hispanic/Latino adults living with diabetes in the Covid-19 pandemic context. To ensure that underserved communities are not excluded, they would like to expand the partnership to engage with companies involved in digital health, increase access to existing devices, and provide input during research and development phases of new technologies.

“For virtual health care, addressing trust, access, and self-efficacy will be catalysts for change, ensuring that every person with diabetes can attain their full health potential: the very definition of equity.”

— DAVID KERR, Director of Research and Innovation, SDRI. *The Lancet Diabetes & Endocrinology*, V. 9, I. 8, 2021, pp. 480-482.





Black Women's Health Alliance Millennial Sister Circle

Location: US (Philadelphia)
Target group: Black women
20-39 years of age
Budget: \$25,000 a year
(2020-2022).

3
GOOD HEALTH AND WELL-BEING

10
REDUCED INEQUALITIES

Related Goals

Primary outcome

Improve healthcare outcomes and eliminate or reduce health disparities experienced by women of African Ancestry, other women of color, and their families through advocacy, education, research and support activities, programs and services.

Overview

The Philadelphia Black Women’s Health Alliance was first established in 1983 by 100 Philadelphia women who attended the First National Conference on Black Women’s Health Issues in Atlanta, GA. Its mission is critical: to improve health care outcomes and reduce health disparities for African American and other minority women and families through advocacy, education, research and support services. Health and racial disparities, as well as systemic inequalities, are stark: African American women are 60% more likely to have high blood pressure compared to non-Hispanic white women and 1.8 times more likely to have diabetes. They also are more likely to die from breast and cervical cancer, though not more likely to be diagnosed with it.

The [PBWHA’s Millennial Sister Circle](#) (MSC) Initiative builds on the success of their earlier program, the Prime-Time Sister Circle, a which dramatically improved the health outcomes of more than 310 African American women, aged 40-75 years through a holistic approach to health and well-being and is being delivered in partnership with the Gaston & Porter Health Improvement Center and the Strategic Live Solutions Group. The MSC seeks to increase knowledge and improve attitudes and behaviors, empowering Millennial African American women to take charge of their health outcomes and reduce their emotional and physical health disparities earlier in their lives. The program aims to educate, equip, and encourage participants to own their health in the areas of stress management, mental and emotional health, substance use, financial wellness, and romantic relationships.

Goals

- Improved stress management, including relationships and systemic inequities.
- Improved acceptance of, and removed stigma associated with, mental health support and services.
- Improved financial management.
- Increased improvement in drug and alcohol management
- Increased awareness and improvement in nutrition, portion control and physical activity.
- Knowledge of blood pressure control and measurement.

Milestones

- 5 intervention virtual sessions have been conducted on the selected subjects (1 orientation, 4 content sessions).
- 16 Participants enrolled and 10 participants attended.
- 4-chapter curriculum and resource guides produced.
- Collection of clinical and psychosocial data.
- Distribution of MSC Wellness Boxes to participants.
- MSC App developed and provided.
- Meeting the analysis of the program evaluation data to better inform modifications needed for the 2022 offering of MSC.

Level of evidence

- Quasi-experimental
- Pre-post or cross-sectional
- Point-in-time study
- Performance metrics/stats
- Anecdotal evidence

Pre- and post-surveys on knowledge, attitudes, skills, behaviors and beliefs for content areas: mental and emotional health, medical trust/distrust, general health, COVID-19 and social support. Clinical data analyzed at the group level and tracked from one series to the next.

•

Challenges

- Multiple team members were infected with COVID during development, which impacted scheduling and collaboration. This was especially challenging in the virtual environment.
- As MSC’s subject matter experts and nurses work in fields heavily impacted by COVID, they were less available than initially hoped. Because of this, the program team was only able to collect clinical data once rather than the initially planned pre and post data collection points.
- Lack of funds to adequately pay members of the MSC team resulted in high turnover: the team frequently needed to train and onboard new staff, which slowed down overall progress.
- BWHA was challenged with difficulty recruiting and hiring key staff to fill vacant and newly created positions. Reduced capacity resulted in adjusting program timelines and benchmarks.

Future plans

- Hold future MSC series, each including a minimum of 4 intervention sessions.
- Expand MSC to include the collection of more clinical data, offer blended and/or in-person attendance options, and collaborate with older and younger black women for a comprehensive, intergenerational impact.

“I am so very thankful for the opportunity to pilot the MSC Program. It provides a model that responds to the voices and needs of millennial Black women, as evidenced by evaluation and analysis of surveys of more than 300 millennial Black women and the results of two focus groups.” — PARTICIPANT, First MSC cohort

Photo on the right:: the MSC started recruiting in October 2021. Photo on the right: BWHA's Dr. Brenda Shelton Dunston (center) with Elsevier Foundation Board Member Kevonne Holloway (left) and Elsevier Foundation Director Ylann Schemm (right) .



II. Our 2021 partnerships

Inclusive research



Medical Library Association
Librarians without Borders

Provide information literacy training to boost the use of peer reviewed resources by low income researchers.



COACH University of Oregon
Water First!

Expert workshops to build capacity, collaboration and networks to African women scientists working in water research.



OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World

Celebrating over 50 women across 22 low income countries for their talent and contributions to research.



The Elsevier Foundation Chemistry for Climate Action Challenge

Honoring innovative green and sustainable chemistry solutions which address climate change research.



Black Girls CODE
Philadelphia CODE Club

Deliver a culturally-sensitive and community-focused Coding Club for underserved girls of color.



Girls Inc. of NYC
Pre-G3: The Elsevier Foundation Data Analytics Preparatory Program

Targeted program to equip and empower underserved teen girls by teaching data analytics through a social justice lens.



The World Academy of Sciences
Women in climate action research

Support projects led by women scientists to address climate change issues through interdisciplinary research.



GenderInSITE
Women's participation in science academies

Benchmark study to map gender transformation in global science.



IMC Weekendschool
Amsterdam STEM program

Inspire pre-teens from underserved communities to explore STEM careers and pursue their goals.



Imperial College London
Maker Challenge

Helping talented teens from underserved communities to explore their ideas, creative design and new technologies.



OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World

Location: Low-income countries

Target group: Women scientists who have received their PhDs within the previous 10 years.

Budget: \$60,000 a year (2011, 2013-2018), \$80,000 a year (2019-2021).



Primary outcome

Increase the number and influence of women in science in the developing world. The premise is simple: the more diverse the pool of scientists, the more robust the science. Women scientists often make life-changing contributions to the advancement of the Sustainable Development Goals (SDGs), identifying problems and finding solutions that others have not considered.

Overview

Women scientists in developing countries often experience isolation, lack of role models and visibility. For the past ten years, the Organization for Women in Science (OWSD) has collaborated with the Elsevier Foundation to address these issues through an [awards and recognition program for talented early career women scientists](#) from Africa, the Arab region, Asia and the Pacific region and Latin America and the Caribbean.

Each winner receives a cash prize of USD 5,000 and is sponsored to attend the annual meeting of the American Association for the Advancement of Science (AAAS), held each year in February. The winners are presented with their awards at a special AAAS networking ceremony, and have the opportunity to attend workshops and sessions, meet experts in their fields, visit local laboratories and institutions, and attend a celebratory networking dinner organized by the Elsevier Foundation.

In 2021, the awards were re-focused to align more closely with the United Nations SDGs. The awards' annual focus was shifted from specific scientific disciplines to broader SDG topics and research areas. The 2022-2026 awards cycle is focused on: 2022: Climate action and the environment (SDG13, 14, 15) 2023: Food Security, agricultural productivity and sustainable food production (SDG2), 2024: Water, sanitation and hygiene (SDG6), 2025: Inclusive Health (SDG3), 2026: Sustainable, affordable and reliable energy (SDG7).

Goals

- Recognize the achievements of outstanding women scientists in developing countries, increasing their visibility and helping to advance their careers.
- Inspire and support future generations of women scientists, who often struggle in a research environment that is often indifferent and even hostile to their needs and expertise.

Milestones

- Since 2013, **51** talented women scientists from **24** countries have won the awards. In 2022, **6** researchers were awarded as, one reviewer noted: "This year's selection was challenging because there were many outstanding candidates. In the end, the reviewers agreed that there was a tie between two candidates for the fifth award and that it should be shared between both of them."
- In February 2022, the winners presented their experience during a panel event and discussion hosted online at the AAAS meeting, moderated by the Elsevier Foundation Director.
- Since 2019, many winners received an additional travel grant to continue broadening their networks and amplifying the impact of the award by attending conferences and workshops.
- Since 2014, a supplementary cash award of \$2,500 per winner has been made by private donors, Dr. Gil Ommen, past AAAS President, and his partner, Martha Darling, to complement the funding from the Elsevier Foundation.
- The Selection Committee meeting for the 2022 Climate Action Awards was held online, which provided an opportunity to form a more diverse committee. Out of a total 26 reviewers, **25** were from developing countries and 16 were closely linked to OWSD including: past OWSD-Elsevier Foundation winners, Early Career alumnae and OWSD Executive Board members. Additionally, 2 Elsevier Climate Advisory Board Members also joined the Selection Committee to help identify the most impressive candidates.

Challenges

- In 2021, the fund for travel grants to awardees could not be used and were reserved to support the awardees in 2022.

Future plans

- Integrate the winners into the broader OWSD network of 6000+ members as mentors and advisors to support OWSD national chapter members, PhD and Early Career Fellows.
- Host two Award ceremonies during the virtual International Conference on Gender Action and Climate Change (hosted by OWSD and the Istanbul Aydın University, March 2022) and the EuroScience Open Forum in the Netherlands (July 2022).

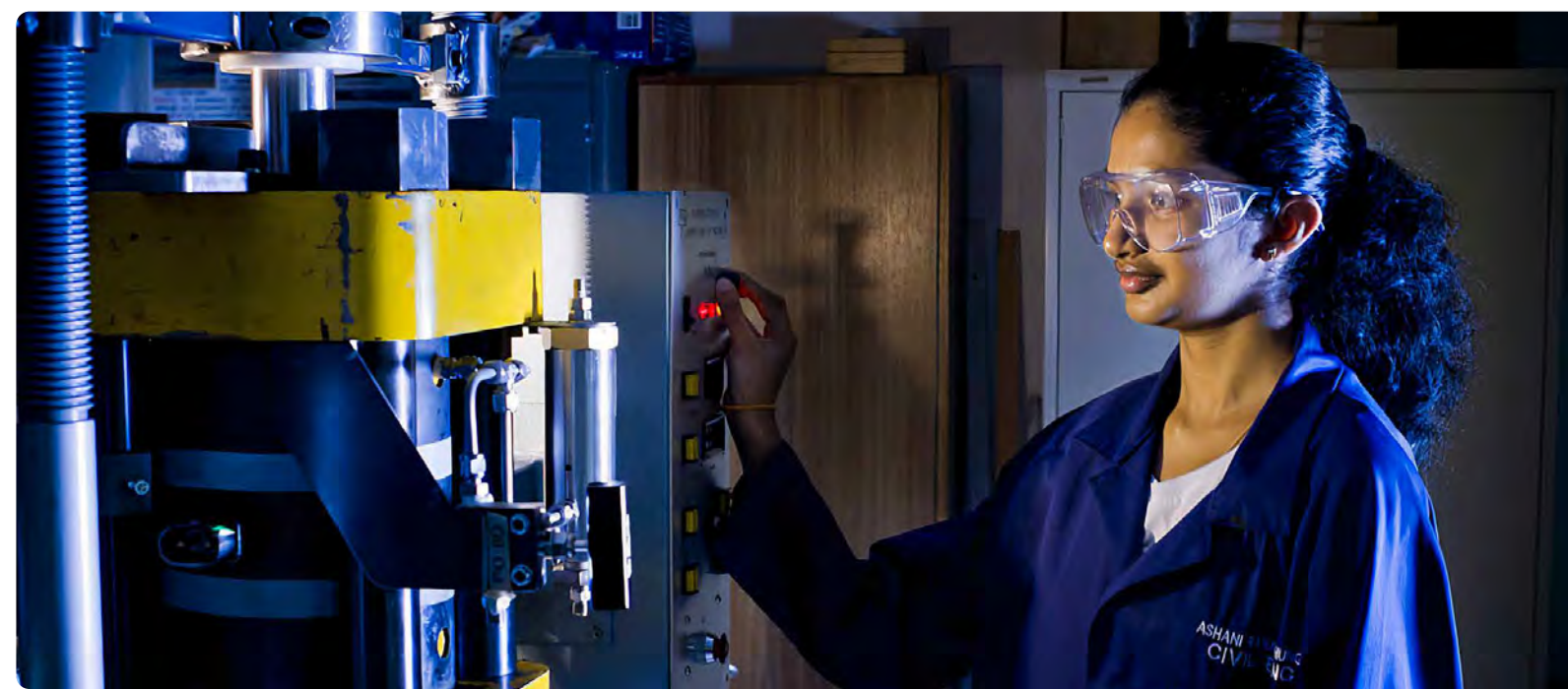
Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. **Anecdotal evidence**

Spotlight on: **2022 winners** — Climate Action

- **Abeer Ahmed Qaed Ahmed**, Yemen, in Microbiology and Environmental Science. For her work on solutions to pressing problems such as carbon emissions, drug-resistant pathogens and fossil fuel dependence.
- **Ashani Savinda Ranathunga**, Sri Lanka, in Geotechnical Engineering. For her work turning industrial & agricultural waste into soil for ground improvement & mine rehabilitation.
- **Gawsia Wahidunnessa Chowdhury**, Bangladesh, in Aquatic Ecology. For her work on conservation of aquatic ecosystems and threatened species.
- **Heyddy Calderon**, Nicaragua, in Hydrology. For her work to provide secure and sustainable water sources for vulnerable populations.
- **Flor de Mayo Gonzáles Miranda**, Guatemala, in Environmental Engineering. For her work engineering better landslide prevention for vulnerable areas
- **Myriam Mujawamariya**, Rwanda, in Tropical forest ecology and Ecophysiology. For her research on the responses of native tree species in Rwanda to climate change.

Main photo: Dr. Myriam Mujawamariya explaining photosynthesis measurements to students. Below: Ashani Ranathunga in her lab. Both are part of the 2022 Award winners cohort.





The Elsevier Foundation Chemistry for Climate Action Challenge

Location: Global, applications focus on challenges in developing countries.

Target group: Researchers

Budget: \$55,000 a year (2018-2020), \$28,000 a year (2021-2023).



Primary outcome

The Challenge awards projects that use green and sustainable chemistry solutions to tackle some of the developing world's greatest challenges identified by the UN Sustainable Development Goals.

Overview

Climate change is the most important challenge affecting the future of our planet as underscored by the latest Intergovernmental Panel on Climate Change (IPCC) reports. The need for sustainable ideas to tackle global issues is now more pressing than ever, and chemistry can play a key role in finding practical solutions to urgent challenges and advance the achievement of the UN Sustainable Development Goals agenda.

After 5 successful editions of the Elsevier Foundation Green & Sustainable Chemistry Challenge, and thousands of proposals from around the world, the Challenge was relaunched with a new focus on Climate Action (SDG 13). Jointly run with Elsevier Chemistry journals, the [Chemistry for Climate Action Challenge](#) aims to raise awareness and build networks around how chemistry can help us make crucial progress towards the UN SDGs. The Challenge invites applicants from around the world to submit ideas for chemistry solutions to address sustainability challenges— energy, water, waste reduction, recyclability, chemistry, agriculture, medicine and more in low-income countries.

In addition to SDG13 Climate Action, the Challenge also supports SDG5 Gender Equality, recognizing the pivotal role that women play in combating climate change. Projects submitted to the Challenge must integrate a gender dimension (such as addressing the role of women in adapting to climate shifts and participating in policymaking and leadership roles) into their projects. The winning projects will receive a prize of €25,000 each.

Goals

- Highlight innovative green chemistry projects that address issues in developing countries with a strong emphasis on climate resilience.
- Encourage sustainability science, international collaboration, and scientific exchange in developing countries.
- Create visibility for an emerging field in the chemistry world.
- Support the integration of sex and gender dimensions in chemistry research.

Milestones

- In 2021, a total of **106** proposals were received from **48** countries.
- The top 5 finalists pitched their projects at the virtual Elsevier Green & Sustainable Chemistry Conference in November 2021.

Spotlight on: [2022 winners](#)

The 2021 winners demonstrated how green and sustainable chemistry offers tangible ways to support Climate Action (SDG13) in their local communities.

- Brenya Isaac**, from Ghana received €25,000 for his project “Biodegradable building and packaging materials made from coconut waste” which supports the manufacturing of biodegradable building materials from coconut waste, helping to reduce CO2 footprint and deforestation in Ghana while supporting local communities.
- Dr Hong Pham and Dr Dinh Van Khuong**, from Vietnam also received €25,000 for their project “Producing Nano filter and bio-degradable plastics from rice straws” which found a practical use for another form of organic waste that has caused serious pollution in Southeast Asia, i.e., rice straws.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. **Anecdotal evidence**

Future plans

The 2022 edition of the Challenge was launched in March 2022 and prizes will be awarded during the 2022 Elsevier SDG Inspiration Day in October 2022.

“What I cherish about chemistry is how it makes it easier to solve complex contemporary and future problems. As a researcher, I love to come up with alternative solutions that solve pertinent problems for people and society.” — BRENYA ISAAC, 2021 Winner, Ghana

“Involving women in sustainable development activities is very important because it will empower [...] and transform the idea of *leaving no one behind* into a reality. Integrating sex and gender dimensions in sustainability research will foster women participating in leadership and decision-making, or involving them in income-generating activities which would protect them from violence, poverty and sexual harrassment.” — HONG PHAM, 2021 Winner, Vietnam

Main photo: Dr. Hong Pham, 2021 Chemistry for Climate Action Challenge winner. Below: Brenya Isaac (left) and Dr. Dinh Ban Khuong, Chemistry for Climate Action Challenge winners.





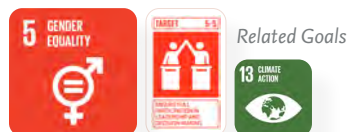
TWAS

Women in climate action research

Location: Low- and middle-income countries

Target group: Women researchers; communities where the projects take place

Budget: \$100,000 (2021-2023).



Primary outcome

Provide research grants for projects led by women scientists that address concrete problems in climate change through collaboration and interdisciplinary research.

Overview

Knowledge deriving from scientific research often suffers from not being applicable to real-life scenarios, especially in the Global South – slowing down tangible improvements. Greater progress in the livelihoods of individuals are achieved when research is done in cooperation with local populations, and when scientific know-how is effectively shared by those living in the same communities. UN Women reports that globally, one fourth of all economically active women are engaged in agriculture, where they regularly contend with climate consequences such as crop failure and experience an unequal burden of care for collecting increasingly scarce water and fuel.

Launched in 2021, the new TWAS partnership focuses on [women researchers working in climate action](#). It builds off of a 4 year partnership supporting the UN SDGs, the TWAS North South Collaboration in Sustainability (2015-2019) which included PhD travel grants, visiting professors, case studies competitions and a sustainability symposium at the TWAS General conference.

The new collaboration aims to empower women to lead concrete projects in climate action that take them outside the lab, deepening their scientific and soft skills such as project management and leadership. The program will award three grants to teams composed of 2–5 women researchers, technical experts or both. The team leaders will be invited to an initial in person or virtual training workshop. The project grant is designed to be flexible and modular, with a total value of USD 25,000 over the course of 3 years.

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Goals

- Promote gender equality by creating opportunities for women in climate action projects.
- Respond to and tackle communities' needs in line with the principles of sustainable development and focusing on the brunt of climatic changes.
- Effectively transfer knowledge from scientific research to real-life scenarios for practical and tangible change under the umbrella of the "climate action" SDG.

Milestones

In August 2021, TWAS began preparations for the key stages of the program including recruiting a dedicated TWAS program manager, developing guidelines, application forms, and webpages. The call for applications was jointly launched on February 19, 2022, with a particular focus on least developed countries and will close on May 19, 2022.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

Challenges

The major challenge experienced by the TWAS staff in 2021 was the need to start critical preparatory work without the benefit of a dedicated program manager.

Future plans

- Once the call for applications closes in May, the TWAS team will pre-screen and assign applications to reviewers who will then select the winners.
- TWAS will work with the Elsevier Foundation team to announce and amplify the awarded projects.
- When the project teams are in place, TWAS will design and conduct a skills-building workshop for the teams and support the set-up phase for the projects.
- The TWAS team will also design a tailored monitoring and evaluation framework to ensure that project goals are met and key lessons can be drawn from this critical climate work.

“The global climate emergency presents complex challenges that require an interdisciplinary approach, and it is paramount to build scientific knowledge for multifaceted, applied projects in the developing world. And because countries lagging in science and technology are more susceptible to disruptions from climate change, we are excited to implement this new program with a key focus on both women and climate action in the Global South.” — DR. ROMAIN MURENZI, Executive Director, TWAS





GenderInSITE

Women's participation in science academies

Location: 120 science academies worldwide

Target group: researchers and policymakers

Budget: \$20,000 a year (2016-2017); \$60,000 (2021).

Related Goals

Primary outcome

Survey 120 science organizations on women's participation: results allow for comparisons with a previous study undertaken in 2015, and provide important baseline information for much-needed gender transformation in global science.

Overview

Worldwide, women are poorly represented at decision-making and management levels in the Science, Innovation, Technology and Energy (SITE) sector. Applying a gender lens takes into account the vision, concerns and abilities of both women and men – and makes them more effective, often yield longer term solutions.

[GenderInSITE](#) is an international initiative which applies a gender lens to research for development. It promotes the role of women in SITE and increases the number of policies and programs globally that take gender into account. The Elsevier Foundation has partnered with GenderInSITE since 2011 and contributed to a series of education and innovation focused workshops. These have enabled policy makers to meet with scientists, researchers and other stakeholders to explore how best to apply a gender and science lens to specific SDGs in a local and regional context and to develop and disseminate the workshop recommendations to target key stakeholders.

GenderInSITE has explored additional funding streams when its core funding from SIDA ended in 2021. Steering Committee and review meetings concluded that GenderInSITE has established a significant brand and a regional presence that should be retained until new funding could be identified. In 2021, the Elsevier Foundation provided interim funding to enable GenderInSITE to finalize a special [IAP-ISC study on the participation of women in science academies](#) and identify new core funding. In addition, TWAS committed to supporting the part-time GenderInSITE secretariat in Trieste to ensure that website and social media activities were maintained.

- Goals**
- Seek core and project-based funding.
 - Maintain the GenderInSITE brand through targeted communication activities & continued service on relevant committees.
 - Complete current projects, e.g. GenderInSITE IAP-ISC study on women's participation in science academies.

Milestones

The study reporting on the inclusion and participation of women in over 120 science organizations was developed by GenderInSITE, in partnership with the InterAcademy Partnership (IAP), the International Science Council (ISC) and the Elsevier Foundation. It reports on the results of surveys conducted amongst science academies members of the IAP, as well as amongst international disciplinary unions and associations members of the ISC.

- The survey results allow for comparisons with a 2015 study and provides important baseline information for much-needed gender transformation in global science. Key insights find that women are still under-represented:
- While women's elected membership in senior academies has increased from **13%** (2015) to **16%** (2020), there are still 19 academies that report **10%** or less female membership.
 - Young academies are significantly more gender-balanced than their senior counterparts, with the average share of women's membership of respondents at **42%**.
 - Representation of women members of academies is lowest in the engineering, **10%**, and mathematical sciences, **8%**.
 - Almost two-thirds (**64%**) of ISC disciplinary unions and associations reported to have published findings to specifically address issues related to women or gender, but only a third (**34%**) have a strategy in place to increase women's participation in their activities. Even fewer (**16%**) reported having a budget to implement activities related to gender equality.

- The average share of women serving on governing bodies was **29%** for academies and **37%** for international disciplinary organizations.
- The report makes several key recommendations:
- Establishing a coalition for gender equality in global science to ensure a transformative action agenda.
 - Developing a central repository of gender-related policies and actions to identify best practices and guide those academies and disciplinary unions seeking to implement changes.
 - Applying a regional lens to gain insights and to advance the gender equality agenda.
 - Promoting women's leadership and service on governing bodies.

Future plans

Together, the IAP and ISC represent over 250 unique organizations globally, and cover science in its broadest sense, including the natural, engineering, medical, social sciences and the humanities. This collaboration supported by GenderInSITE represents a powerful, nascent coalition for gender equity in science working to build capacity and impact. While GenderInSITE was unable to identify immediate core funding, Dr. Roseanne Diab, the Director continues to explore options for embedding this important initiative in other organizations in 2022.

- Level of evidence**
1. Quasi-experimental
 2. Pre-post or cross-sectional
 3. **Point-in-time study**
 4. Performance metrics/stats
 5. Anecdotal evidence

DISCIPLINE-BASED ACTION

LOCAL CONSIDERATIONS

LEARN FROM YOUNG ACADEMIES

GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

SUPPORT

22% of the academies and 42% of the disciplinary unions and associations have a document or a policy of some kind that addresses sexual harassment in the workplace.

GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

REPRESENTATION

The average share of women's representation in senior academies is 16% — while the average share in young academies is 42%.

GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS

FORM COALITIONS

INFORMATION SHARING

MONITOR & EVALUATE

GENDER EQUALITY IN SCIENCE: INCLUSION AND PARTICIPATION OF WOMEN IN GLOBAL SCIENCE ORGANIZATIONS



Medical Library Association Librarians without Borders

Location: Low- and middle-income countries

Target group: Researchers, librarians, students and staff.

Budget: \$25,000 a year (2008-2016), \$45,000 a year (2016-2021).



Related Goals



Primary outcome

The MLA/Librarians without Borders® (LwB) project provides training to support the production of high-quality research in low- and middle-income countries through capacity development, fostering South-South and South-North research collaboration.

Overview

Before the digital revolution, practicing evidence-based health care, policymaking or education in developing countries was virtual impossible. In 2001, that slowly began to change, first with Hinari, WHO's biomedical free and low cost access to research program and later with open access and the launch of Research4Life (R4L), an umbrella program with 5 UN agency partner collections including Hinari. Today, Research4Life comprises 154,000 peer reviewed resources, 10,500 registered institutions and 200 publishing partners. Despite these gains in access, however, many researchers, doctors, librarians and policymakers in developing countries were still hampered by a lack of information literacy.

Over the past 15 years, [Librarians without Borders](#) has aimed to fill that gap with essential face-to-face, train-the-trainer workshops for the R4L community. Founded in 2007 by the Medical Library Association (MLA) and supported solely by the Elsevier Foundation, LwB has conducted a total of 100 workshops in forty-two countries and developed a decade worth of training modules. In 2016, an annual training grant scheme for librarians was developed resulting in a total of 25 training grants. The Elsevier Foundation funds are often leveraged with additional resources from UN agencies or participating institutions: the FAO Research4Life training MOOC, supported by the Elsevier Foundation in 2019, has further bolstered LwB's efforts to scale up virtual training during the pandemic. 2021 marked the Elsevier Foundation's 15th and final year of funding for this capacity building initiative.

Goals

- Support the training and promotion activities of the Research4Life programs to enhance the use of its resources.
- Increase the number of trainers based at R4L registered institutions whose activities will result in a cascading effect on users from their institutions.
- Build the R4L repository of learning and training with timely and relevant materials, a critical and ongoing activity.

Milestones

- Funded 5 training projects in 2021 in Uganda, Ethiopia, Tanzania, Kenya and Benin.
- Delivered a Hinari MOOC course, a regular Hinari course and a French MOOC in 2021. The French MOOC was the first significant training activity for users in Francophone countries and was funded by the UN Tech Bank. 2300+ individuals were able to access the course material and 1018 (43.7%) participants have completed the courses' exams.
- Conducted 3 blended virtual Master Trainer Course in 2021, targeting West Africa, East Africa and Asia. The course trained 200+ users and was focused on training the trainers. Participants were required to complete the MOOC prior to attending.
- Developed a new series of webinars that promoted underutilized and new Research4Life resources.
- Revised a set of 'training presentations' in December 2021 to reflect the launch of the new Research4Life content portal.
- Collaborated with the Pan American Health Organization to promote of Research4Life within the Americas, including the development of several whiteboard videos and webinars.

“This MOOC has long been the missing key needed to unlock the resource-wealth of the Research4Life programme for the benefit of our research and academic communities.”

— KWESI SEWE, University of Ghana

Challenges

- The pandemic accelerated the transition from face-to-face training activities to a comprehensive virtual training program. In 2019, the R4L Capacity Development team initiated this move with the development of the MOOC funded by the Elsevier Foundation. This in turn has enabled LwB to further develop virtual training.
- Due to the COVID-19 pandemic, three of the 2020 projects were completed and two are in process of being finalized. For the five 2021 projects, two have been completed, two are pending and one will be delivered by July 2022.

Level of evidence

1. Quasi-experimental
2. Pre-post ot cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

For the virtual Master Trainer Course, pre- and post-workshop surveys are completed; a six-month follow-up 'outputs' survey is also distributed. Anecdotal evidence is also collected as there are several open-ended questions within the post-workshop survey

Future plans

In 2022, support for Research4Life training through Librarians without Borders will draw to a close. After 15 years of support, Elsevier Foundation funding for Research4Life capacity building and training will shift to the new Country Connectors partnership (2022-2024) which promotes a South-to-South training paradigm. During the course of 2022, LwB will work to finalize the 5 final Hinari training grants and communicate the successes of this longstanding partnership to support Research4Life.

Main photo: Biliamin Popoola (third from left), from the University of Medical Sciences in Ondo City, Nigeria, delivers a 3-day course to train health sciences librarians on Research4Life. Below: Participants in a 2019 Research4Life training in Papua New Guinea.





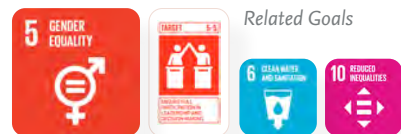
COACH University of Oregon

Water First!

Location: Africa

Target group: Women researchers and policymakers specialized in water science.

Budget: \$70,000 a year (2019-2021).



Primary outcome

Provide opportunities for women scientists, engineers and policy makers in Africa to be educated and empowered to assume those leadership roles in water research.

Overview

In sub-Saharan Africa, women bear 71% of the water collection burden, produce 90% of all food and comprise 70% of the agricultural workforce. Women are involved in water-related activities such as water conservation and storage, domestic cleaning, crop production and food preparation. Despite this, women have restricted access to the resources needed to secure and manage scarce water such as land, agricultural inputs, finance and credit. African women are at the forefront of the daily struggle for water security, but few are in key leadership positions in the water resources area. Lack of representation in decision-making roles removes women's vital contribution to water resource policymaking and management, and further exacerbates the existing disconnection between policy and implementation.

[Water First!](#) is one of the international programs directed by University of Oregon's COACH organization, working to increase the number and success of women in science and engineering careers. Since 1997, COACH has reached over 20,000 scientists in the U.S. and in 20+ developing countries. Water First! delivers workshops to women scientists to build capacity, create networks and provide professional skills development. Three initial Water First! conferences (Morocco in 2015, Namibia in 2016, and Rwanda in 2017) were funded by the U.S. State Department and served as a model for those supported by the Elsevier Foundation. Workshop materials were developed largely with funding from the U.S. Department of Energy.

Goals

- Foster a network of women researchers in Africa who have common interests in increasing international water research and support collaborative activities between women scientists in these countries.
- Leverage the Water First! network and the expertise of its participants to develop innovative and cross-disciplinary strategies for advancing the research and educational activities of women researchers and their students in these countries.
- Develop plans to maintain and grow this network and to extend its outreach to other scientists (men and women), communities, and institutions.

Milestones

- The first Elsevier Foundation-sponsored workshop was held in Ghana in September 2019 with **27** participants from across 15 African countries. A substantial proportion of the participants have continued their interactions through the COACH website, WhatsApp group, and email. To date, the WhatsApp group is very active with participants posting jobs, travel opportunities, conferences, etc. In addition, the WhatsApp group has been a strong gauge of how the group bonded in Ghana.
- In March 2021, the COACH team hosted a Water First! reunion for the Ghana workshop participants to continue engaging with the group and foster deeper connections.
- A virtual meeting was convened in the summer of 2021, including **17** participants specializing in water research.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

COACH conducts workshop networking surveys to determine the level of networking within the group. The information collected includes: Who did you know before coming to workshop?/Who did you meet for the first time at workshop?/ Who do you plan on keeping in contact in the future?. A follow-up survey is sent six months after the workshop.

Challenges

- Two of the planned in-person conferences in 202 had to be delayed. While COACH pivoted to virtual “check in” meetings, the impact on the partnership in terms of continuity was substantial due to the lack of in-person networking.
- Virtual conferences represent a challenge due to the participants’ slow or unreliable internet connections. For in-person meetings, challenges are largely related to political and economic conditions in Africa. Travel is often difficult from one African country to another, involving challenges in obtaining visas as well as often convoluted itineraries with few direct paths from some countries to others.
- Dr. Richmond has taken up a new position as Under Secretary for Science and Innovation at the US Department of Energy. This requires a new lead from the Water First! network to organize the 2022 workshops

Future plans

COACH will continue to facilitate and encourage online interactions and “check in” meetings among participants. To monitor networking progress, they will also send follow-up surveys to participants. As soon as conditions permit, COACH will plan another in-person event, hopefully during the course of 2022.

“Women’s lives are centered around water and yet, they aren’t working on policies and implementation. I want to see them become leaders, and that’s what Water First! is about.”

— PROF. GERI RICHMOND, Presidential Chair in Science and Founder of COACH, University of Oregon.

Main photo: Prof. Geri Richmond with the participants of the Water First! workshop in Rwanda. Below: participants in the 2019 Elsevier Foundation-sponsored Water First! workshop in Ghana.





Black Girls CODE

CODE Club Philadelphia



Related Goals

Location: US (Philadelphia)

Target group: Middle and high school girls from under-represented groups.

Budget: \$25,000 a year (2020-2022). Due to the pandemic, a no-cost extension has been granted.

When girls don't see themselves represented in their classrooms or in the fields in which they have an interest, they often choose a different path. Black Girls CODE provides this important representation and also delivers programs in a culturally sensitive and supportive way. Their programs effectively redirect this pattern of under-representation and empower the next generation of female tech leaders. BGC has a broad impact on a large number of girls by introducing them to STEM and computer science, fostering their interest and skill building, and ultimately creating a community of learners and a network of support and resources on which students can lean.

Goals

The CODE Club in Philadelphia will be launched in 2022. It will:

- Provide students with a unique experience to acquire valuable coding and STEM skills.
- Position these students to secure high-powered career positions in the growing technology sector, creating a pathway for them to become the future leaders and innovators in the technology field.

Challenges

- During the Covid-19 pandemic,, Black Girls CODE postponed all in-person events as of March 2020. BGC was able to rapidly roll out their virtual learning opportunities with “Black Girls CODE Goes Virtual!”. Throughout the year, BGC staff carefully and creatively weighed options to provide educational and fun STEM activities and tools to keep students and the broader community, connected and engaged with one another.
- In 2020, Black Girls CODE held an impressive **170** virtual events with more than **9,500** participants.
- Due to the pandemic, BGC was not able to establish the necessary school and coaching network in Philadelphia to launch a new coding club.

Future plans

In 2021, the Elsevier Foundation planned to support a CODE Club in Philadelphia, offering a series of interactive sessions throughout the duration of this 4-6 week summer program that includes mobile app development, web development, and game development. However, the impact of the pandemic meant that program had to be delayed. The Elsevier Foundation has granted Black Girls CODE a no-cost extension until 2023.

The program will provide participants with intensive training sessions to develop skills sets in one or more coding technologies. In addition to classroom instruction, office hours will also be available for participants throughout the duration of the program.

“Over the last three years with BGC, I have become fluent in languages like HTML, CSS, and Javascript. I have been taught community skills, how to work with team members, and fostered self-care between my coding sessions. BGC has given me confidence in coding with girls and boys my age or older, made me more open to opportunities/classes involving technology, and has given me the skill set I need to launch my own business ”

— SYDNEY BROWN, BGC student. As the CODE club has not yet launched, the quote is from a current BGC student in the Future Tech Boss program. Sydney uses technology as a vessel to empower local entrepreneurs in her community. After participating in BGC workshops and garnering new skills, the 16-year-old launched her own web design business creating websites for small businesses in the Greater Detroit Area.

Primary outcome

Offer an effective, culturally-sensitive, community focused STEM curriculum - and additionally provide soft skills training and core community building to foster deeper personal transformation, professional growth, and community ties for girls of color.

Overview

[Black Girls CODE](#) is devoted to showing the world that Black girls can code, and do so much more. By reaching out to the community through technology focused programs and events, Black Girls CODE introduces computer programming and technology to girls from underrepresented communities in technology areas such as web design, robotics, gaming, mobile app development and more. Black Girls CODE works to close the digital divide while simultaneously addressing the gender gap prevalent in the tech industry which comprises less than 20% women and only 3% women of color. There is an urgent need to engage larger numbers of women from communities of color in Information Technology careers. BGC seeks to inspire and support many more girls, from economically disenfranchised communities to find clear pathways out of poverty for themselves and, very often, for their families.

The mission of Black Girls CODE is to directly address the issue of racial equity by providing girls of color with an opportunity for early exposure to STEM focused technical careers, and by providing role models from the pool of existing female technologists to “shift the equation” and to feed the pipeline creating the next generation of leaders and builders in technology.





Girls Inc. of New York City

Pre-G3: The Elsevier Foundation Data Analytics Preparatory Program

Location: New York City

Target group: Girls aged 12-15 years

Budget: \$100,000 a year (2019-2021), \$75,000 a year (2022-2023).



Related Goals

Primary outcome

Girls completing Pre-G3 have a firm grasp of core skills and concepts in statistics and probability, greater confidence in their ability to succeed in a more rigorous mathematically focused course, and a stronger interest in continuing their study of data analytics.

Overview

Women hold just 25% of data science-related jobs and minority women have an even less advantageous employment outlook, according to a 2021 report by National Center for Women & Information Technology. In 2020, less than two in 10 women in the data workforce were minorities: Asian (7%), African American (3%) and Hispanic (2%).

Through its programming, Girls Inc, serving girls ages 6 to 18 at 1,400+ sites in 400 cities across the US and Canada, has prepared them to study in STEM fields and attain college and postgraduate degrees. GINYC has introduced hundreds of high schoolers to the field of data analytics through Generation Giga Girls (G3): The Moody's Data Analytics Program. However, the demand for more programming, serving girls at an even earlier age, has become a critical priority. GINYC partnered with the Elsevier Foundation to expand the pipeline, launching a first-of-its-kind introduction to data analytics for girls as young as 8th grade using a social justice lens.

Underserved girls often lack the basic skills required to thrive in intensive programs like G3. [Pre-G3](#) fills that gap by creating a holistic, developmentally-appropriate introduction to data analytics, media literacy, critical thinking, and soft skills – addressing the broader questions of What is data? and Why should we care about data?.

“We talked about topics that were affecting us, like COVID infection rates and issues around racial injustice. It was a much needed safe space during a time of chaos and uncertainty.” — ISABELLA, GINYC student, 12 years old

Goals

- Improve math scores and overall academic scores.
- Increase curiosity and sense of self-efficacy in STEM, with a particular emphasis on data science.
- Increase belief in the importance of data analytics and stem
- Develop positive feedback loop between the girls' interest, knowledge, and skills.
- Increase the percentage of students readiness for high school-level study in STEM fields.
- Ensure that more than 50% of girls who complete Pre-G3 will participate in the follow up G3 program.
- Increase the percentage of students readiness for college-level study in STEM fields.
- Increase the number of students who graduate from a post-secondary institution with a degree in a STEM field.

Milestones

- In 202-21 Pre-G3 moved online and continued to serve **150** middle school girls: 85% joined through a blended-learning model, delivering curriculum both in-person and virtually.
- From February to June 2021, **150** new girls were enrolled in an abbreviated version for GINYC's outreach programs.
- Hosted a 5-week virtual summer camp, with the NYC Department of Education and the Department of Youth & Community Development, to introduce **200** girls to data analytics through entrepreneurship. Participants identified gaps of services in their communities and created apps and companies to address those in a “Shark Tank” inspired competition where they pitched ideas to founders and CEOs.
- Throughout the 2020-2021 academic year, girls in the GINYC programs continued to make improvements in academics, college readiness, and socioemotional competencies. Girls in the Pre-G3 demonstrated significant improvement in key areas, increasing knowledge about data analytics and improving problem-solving skills.
- 100% of girls enrolled in university in 2021, and girls from the GINYC programs continue to be far more likely than peers to begin college immediately after high school.
- 99% of girls in the Project REACH 2020-2021 continue to be enrolled in college; 88% of them went to four-year schools in 2020 and 93% were enrolled full-time.

Challenges

- In 2021, COVID continued to create challenges for schools, with more than 85% of students continuing virtual learning. To support them, GINYC delivered a hybrid learning model.
- 2021 continued to be a challenge, academically, socially and emotionally for GINYC students, who struggled with anxiety and depression due to social isolation. Parents who chose to keep children home struggled to find engaging activities.
- Academic cost of remote learning proved challenge to assess, due to cancelled exams, lack of standardized testing etc.

Future plans

- There is substantial demand for the data analytics program; 10+ schools have contacted GINYC in 2021 to deliver Pre-G3. To meet demands & increase the number of minority girls in STEM, the most effective strategy is to train teachers to deliver the program.
- The new GINYC Fast-Track Teacher Training Institute will ensure that teachers have the knowledge, skills and attitudes they need to deliver the program effectively. The objectives are to demonstrate mastery of the Pre-G3 content, ability to connect with students and an ability to relate to the target demographic.

Level of evidence

1. **Quasi-experimental**
2. Pre-post ot cross-sectional
3. **Point-in-time study**
4. **Performance metrics/stats**
5. Anecdotal evidence

GINYC applies an Outcomes Measurement Strategy to help illustrate measurable differences. GINYC contracts REVA Group to evaluate behavioral outcomes and academic performance, using pre- and post- program surveys, teachers' observations, self-reported behavior change, focus groups, evaluation of standardized tests & report cards.

Main photo: Mariama answers a question in a lesson about probability and fairness in a class of the Pre-G3 Elsevier Data Analytics Preparatory Program. Below: Marguerite Copeland, Program Specialist for Girls Inc. of NYC, flips a coin during a lesson about probability.





IMC Weekendschool

Amsterdam STEM outreach

Location: Amsterdam West, The Netherlands

Target group: 10-14 years old

Budget: \$25,000 a year (2016-2021).



Related Goals



Primary outcome

Inspire students about career perspectives and help them to develop a specific set of competencies, including self-confidence and a professional network to achieve their goals in the future.

Overview

Encouraging careers among young people from communities with limited educational resources and few professional role models is crucial. For the past 21 years, the [IMC Weekendschool](#) (IMC) has offered an enrichment program for children in underprivileged neighborhoods across 10 of the Netherlands' largest cities. Over the course of the 3-year IMC curriculum, teachers, professionals, and volunteer coaches introduce 10–14 years old students to a wide range of disciplines while helping them to connect more fully to society, develop communication and conflict resolution skills and all-around character development to improve their career prospects.

Since 2015, the Elsevier Foundation has supported the Science and Health programs for the Amsterdam West-based Weekend School. The proximity of the Amsterdam West School to the Elsevier office has enabled colleagues to volunteer over the years. From 2019–2021, we also provided additional funding for the development and rollout of a new IMC Weekend School Technology program. With an average annual cost of €170,000 for the Amsterdam West location of the IMC Weekendschool, the Elsevier Foundation grant contributes to ca 12% of the annual budget.

Goals

- Stimulate identification with the lecturers, enabling students to experience what it is to be a professional and undertake a task that simulates a professional assignment.
- Deepen students' understanding about each field of study or work and how it can hold viable career opportunities for them.
- Develop students' essential life skills such as presenting, working together as a team, awareness of self and others, and exercising influence.
- Work with the students to generate enthusiasm, stimulate imagination and creativity, and develop critical thinking.

Milestones

- The Elsevier Foundation supported 2 modules in 2021 and a third module at the end of 2020 for a total of **10** weekend classes focused on Technology, Science and Health.
- **75** students attended the Science program, **40** students the Health program and **35** students the Technology one. **25** voluntary guest teachers were involved across the 3 modules.
- Health module: focus on the professions of doctor, nurse, neuroscientist and pharmacist, as well as exercises to understand the functions of different organs, and practical first aid interventions.
- Technology module: focus on computational thinking, binary language, artificial intelligence, coding, internet security, game design, VR-simulation and robotics.
- Science module: focus on stimulating curiosity, creativity and logical reasoning by conducting tests and experiments.
- A new theme was introduced for third year students: Gender, Sexuality and Consent.
- Collaboration with volunteers, families and alumni was further professionalized with a new training for volunteers, parent/caretaker council to better connect with families, and an alumni council to organize events for graduates. The IMCoach project enables young people 14-27 yrs old to volunteer and receive an EU-recognized social service certificate.
- During the pandemic, students were supported with online tuition, personal check-ins, educational spaces for vaccine questions, a special focus on impact of the pandemic and mental health, and in a few exceptional cases, free holidays for families living in tight quarters.

Challenges

Recruitment for the 19th cohort, who started their 3-year curriculum in October 2021, was a challenge due to covid-19 closures. Additionally, the team experienced high staff turnover and had to invest substantial time in training new team members.

Future plans

- Upgrade the content for all modules to ensure high standard in terms of pedagogy, didactics and organization.
- Integrate topics such as ethical values, gender equality, mental health as well as connections to local neighborhoods and world citizenship into the curriculum.

Level of evidence

1. Quasi-experimental
2. Pre-post or cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

The IMC Weekendschool uses both quantitative and qualitative data gathering, and point-in-time studies.

“I have learned that there are more ways to walk an educational path [...] I can get to study for the profession I really wish for.” —

RAYHANA, third year student

Main photo: IMC Weekendschool alumna Maryam Lyousoufi teaches current students about the field of medicine. Below: students build bottle rockets during astronomy class.





Imperial College London Maker Challenge

Location: London

Target group: 14-18 years old

Budget: \$100,000 a year (2016-2018); \$50,000 a year (2019-2021).



Primary outcome

Provide creative design and technical opportunities for local young people that are outside of their normal daily experience, and for students whose schools do not offer this exposure to experiential learning.

Overview

With the [Maker Challenge Program](#) (MCP), Imperial College London (ICL) pioneered a new form of outreach at White City, inspiring teenagers from disadvantaged backgrounds to experience and interact with science through their own creativity. It offers young people aged 14-18 from one of London's most disadvantaged urban communities the opportunity to engage in a creative, innovative and entrepreneurial program designed to build practical and soft skills by taking an idea to working prototype, and potentially beyond.

The Maker Challenge builds on decades of Imperial's more traditional STEM outreach. The program is based in White City and forms part of the larger "Invention Rooms" center which includes ICL's advanced hackerspace and a community engagement space. Participants develop a wide range of vocational technical skills using a variety of tools and equipment including traditional as well as cutting edge technology, such as 3D printers, laser cutters and scanners. In addition, they receive practical business skills training from the Imperial Business School on communication and negotiation, planning, financial management, marketing and sales. 2021 marked the Elsevier Foundation's 6th and final year of early-stage funding for this important youth initiative.

"We need to listen to their needs, tap into their talents and, crucially, open our doors. The impact will be transformative, boosting opportunity, aspiration and innovation in White City and beyond for decades to come." — MAGGIE DALLMAN, Associate Provost, Imperial College London

Goals

- Develop technical vocational and business skills.
- Develop critical life skills necessary for employment: team-working, problem-solving, presenting and effective communication.
- Support personal growth, confidence and self-esteem.
- Provide opportunities to consider alternative career routes.

Milestones

- Participants attended **15** online training sessions and submitted their projects as a webpage and a video.
- Spring Cohort 1: 20 participants, 55% female; 45% male, 15 different schools.
 - Winners developed a new range of environmentally sustainable cricket equipment, a study app to help maximize time while studying, a shoe add-on to generate electricity while walking and an electronic device that eliminates the need to manually switch lights off.
- Spring Cohort 2: 20 participants, 50% female; 50% male, 20 different schools
 - Winners developed a home security app and device, sustainable products that teach young children about different cultures, shoes with adjustable heel height for optimum comfort and style and an inconspicuous broach shaped like a bee which when pressed will call an emergency number, track location or sound an alarm.
- Fall Cohort: 20 participants, 40% female; 60% male, 14 different schools.
 - Winners developed boots with a fast-working GPS installed, a portable interactive robot to help with daily tasks, a local-multiplayer game that works in a web environment and a device that tracks skateboarding tricks performance.
- The MCP team continues to work to broaden the types of young people applying, and support less academically literate applicants with phone and online help.
- 14 MCP students applied for study positions at Imperial College London, three were offered places and two took up this offer. The team continues to support their participants with workshops on various aspects of University application process, as well as post-education employment.

Challenges

- The pandemic continued to pose challenges in program delivery, staffing and participant recruitment. The virtual MCP, which ran smoothly and had good application and retention rates and received positive feedback. However, the workshop space is not being used to its full advantage and the team is keen to return to in-person programs.
- Recruitment remains at a 2:1 ratio of applications to places. ICL continued to use alternative channels to promote the program (school governors, youth groups and community forums), and will resume visiting schools in 2022.

Future plans

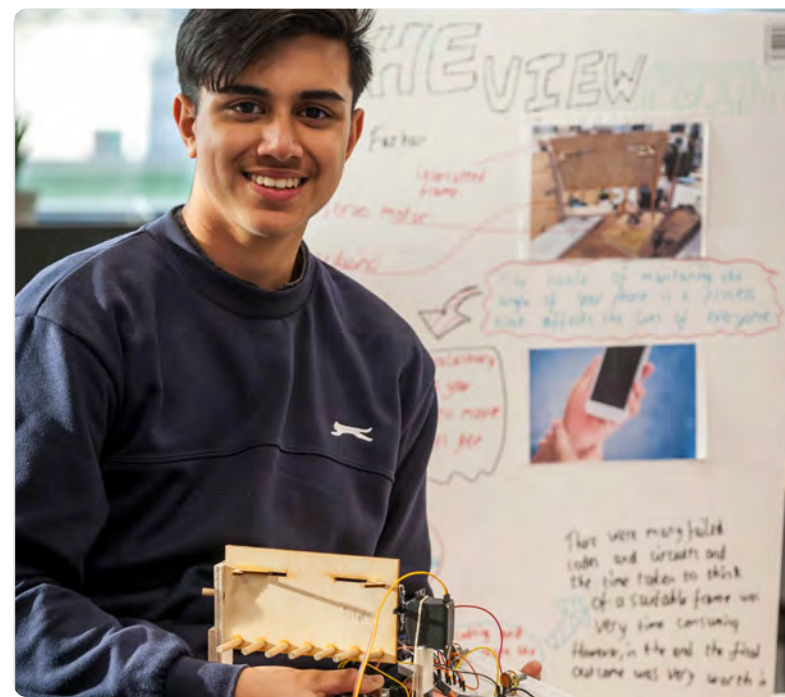
- Refine best online practices whilst face to face activity is limited
- Begin implementation of face to face sessions and 'catch up' training for graduates who have never been in the Maker Space
- Engage and recruit disengaged young people who have lower motivation.
- Further develop methodology & resource to provide information and advice on apprenticeships, education and careers.
- Start implementation of a program of work placements and experience opportunities with local business partners.

Level of evidence

1. Quasi-experimental
2. Pre-post of cross-sectional
3. Point-in-time study
4. Performance metrics/stats
5. Anecdotal evidence

Pre- and post-participation surveys to map baseline attitudes to STEM subjects, gather feedback and gauge aptitudes for comprehension and studies. Observational feedback from mentors, staff and parents/carers.

Photos: Participants in the Maker Challenge present their ideas during showcase events at the Imperial College London Makerspace in White City.



III. Early career researchers

2022 Partnerships portfolio



Above: Winners of the 2020 Agents of Change Award LaNell Williams (right), a PhD candidate at Harvard, with her colleagues in the Women+ of Color Project: Lavontria Aaron, a PhD candidate at John Hopkins University, and Juliana Garcia-Mejia and Jamila Pegues, NSF Graduate Research Fellows in Astronomy at Harvard. Next page: participants at Falling Walls workshops and events for women in science, including Dr. Juliana Chan, Publisher of the Asian Scientist Magazine (photo on the right).

Primary outcome

New portfolio to support inclusive research partnerships for women scientists and researchers from underrepresented minority groups to progress their careers.

Overview

In 2022, the Elsevier Foundation will support inclusive career progression through a series of innovative partnerships, which will nurture underrepresented early career researchers' ability to secure funding, expand their networks, gain recognition and increase representation in their field.

The new partnerships draw on recommendations from Elsevier's 2022 I&D Advisory Board Report, which highlights the need to support women and other underrepresented groups in academic research. Evidence from Elsevier's 2020 global gender report also indicates that while the representation of women in research is increasing, substantial inequality remains in terms of output, citations, awarded grants and collaborations, especially in the physical sciences and engineering. Women researchers and scientists were further disadvantaged during the pandemic, often bearing a disproportionate burden of family care. Structural racism also continues to be a prevalent stressor for researchers of color, who already feel isolated in many fields and disciplines.

Based on these findings and guidance, we have invested in 7 new partnerships in Japan, China, Singapore, Germany, the UK and the US which address the specific challenges faced by early-career researchers in their regions. The new partnerships will each receive between \$15,000 and \$50,000 for an initial pilot year of funding with possible renewed funding in years 2 and 3. The new portfolio builds on our existing early career researcher portfolio which includes the OWSD Elsevier Foundation Awards for Early Career women scientists from developing countries, Water First! workshops for African women scientists, TWAS women in climate action research and the Chemistry for Climate Action Challenge, in addition to many youth STEM pipeline programs.

Partnerships

- [Asian Scientist-Elsevier Foundation Salon for Leadership in STEM](#): Our partnership with the Asian Scientist magazine will offer a two-day intensive leadership program to equip women with the skills required for professional development and success. It is designed to create a safe space for women to gather, exchange ideas, get inspired and support one another in their professional journey. Location: Singapore | Budget: \$50,000 pilot
- [Falling Walls Female Science Talents Program](#): Our new partnership supports the broad-based promotion of talented women scientist and the promotion of exceptional 'Rising Stars'. It will help young talented women to make the transition from science to industry, offering them an international stage at the Berlin Science Week in November each year, and providing networks to help them to be internationally visible. Location: Germany | Budget: \$50,000 pilot
- [Rising Black Scientists Awards](#): This partnership will support the expansion of the successful Cell Press Rising Black Scientist award to also include physical scientists working in the disciplines of chemistry, engineering, physics, material science, data science, and other related disciplines. Location: US | Budget: \$22,000
- [Agents of Change Awards](#): Our goal is to expand the reach of the successful Materials Today Agents of Change awards which recognize initiatives that are taking practical steps to encourage an actively inclusive materials science research community. The 2022 awards will recognize initiatives and programs focusing on intersectionality within the materials science research community. Location: Global | Budget: \$15,000
- [Best Practice in Supporting BAME Researchers](#): Through our new partnership with Vitae, a UK non-profit championing the needs of early career researchers, we will convene UK grant recipients to share best practice around successful Black and Ethnic Minority (BAME) researcher support programs. This project aims to establish the right priorities to enhance the progression of Black researchers, catalyze innovative responses, and share good practice and tackle underrepresentation. Location: UK | Budget: \$50,000 pilot
- [Envisioning Futures](#): Through our partnership, Riken, Japan's largest research institute, will map the journeys of distinguished Japanese women scientists with a series of oral histories, shedding light on challenges and best practices in a country with a persistently low numbers of women researchers and research leaders. These experiences will serve to support women researchers to progress their careers and offer policy makers guidance for positive interventions. Location: Japan | Budget: \$40,000 pilot
- [Women in Science Workshops in China](#): In China, women researchers receive only 10% of funding and represent only 5% of academic staff at the Chinese Academy of Sciences. We will work with the Chinese Association of Women in Science & Technology to pilot a series of workshops offering leadership and networking training, speaking and academic writing skills at Elsevier-hosted academic conferences in China. Location: China | Budget: \$40,000 pilot

“The Salon for Leadership in STEM is anchored on raw conversations. With support from the Elsevier Foundation, we wanted to create a safe space for women in STEM to exchange ideas, find inspiration, and support one another in their professional journey.” — DR. JULIANA

CHAN, Publisher of the Asian Scientist Magazine



IV. The Elsevier Foundation Matching Gift program

To support community engagement, the Elsevier Foundation provides annual matching funds to charitable organizations supported by Elsevier employees. Each year, we earmark \$200,000 to match employee’s individual and group donations to eligible non-profit organizations around the world. This fund is also used to support global disaster relief efforts championed by Elsevier colleagues. By matching employee gifts, both employee and Foundation resources are leveraged for maximum community benefit, ensuring that colleagues feel connected to the world around them.

“The Matching Gift makes it possible for colleagues to play a positive role in their local and global communities. Whether colleagues are doing charity runs or holding book sales, fashion days, pub quizzes or simply giving quietly under-the-radar, Elsevier employees’ generosity is overwhelming and their fundraising impressive..” — YLANN SCHEMM Director, The Elsevier Foundation



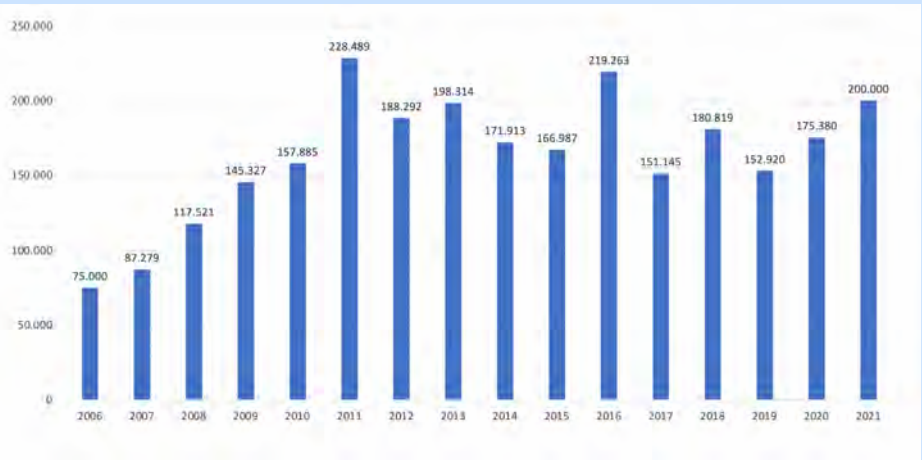
In March 2022, the Elsevier Foundation joined the RELX divisions’ Employee Giving Program (Lexis Nexis Legal and Professional, Risk Solutions and Reed Exhibitions) migrating our Matching Gift offering to the Benevity platform for charitable donation-management. As a new Matching Gift vendor, Benevity will offer significant economies of scale and expanded international giving. Benefits include:

- Single, consistent culture of giving worldwide
- Opportunity to manage giving campaigns across the company
- Direct payroll giving
- Integration into Elsevier’s Workday HR platform
- Reduced and streamlined approvals
- Centralized reporting

“One of things I love about Elsevier is the opportunity to stretch my donation funds further with the gift matching benefit. Our new Employee Giving platform not only makes this process simpler but it enables you to increase the impact of your donation. There are so many in need and Elsevier is answering the call to amplify our charitable donations.” — KEVONNE HOLLOWAY, Managing Director, Global Content Partners, Elsevier



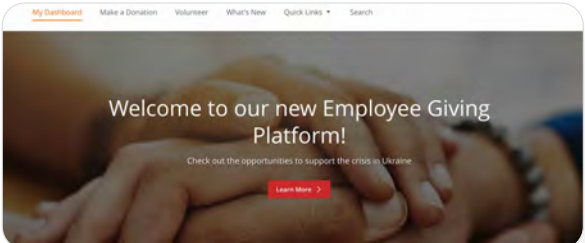
Overview of Matching Gift expenditures 2006-2021



Breakdown of 2021 Gift Matching

- US Gift Matching
- Individual level: \$35,000
 - Office level: \$20,000
- International Gift Matching
- Individual: \$14,000
 - Office level: \$10,000
 - Exchange rate fees: \$4,000
- Admin costs
- \$19,000

The table presents an overview of over a decade of Gift Matching. The spike in 2011 reflects a large scale response to the earthquake and Fukushima disaster relief efforts in Japan; while the spike in 2016 was due to an additional \$20,000 in disaster relief to the Red Cross for the Louisiana flooding. The US matches also continue to comprise about 90% of all matches.





Employee Giving

Our new Employee Giving platform

Published by Rebecca Stockdale on Friday, March 18, 2022 2:00 PM

I am delighted to let you know about our new Employee Giving platform which we're sharing with colleagues across RELX. This is where all employees' can have their charitable donations gift matched by the Elsevier Foundation up to US\$1,000 per year*.

Did you know?
Over the last three years, Elsevier has matched over **US\$470,000** of colleague donations.

This is now easier than ever with our new platform where you can simply donate directly to your favorite charity! through the platform as well as request matches to donations you've made elsewhere through the Elsevier Foundation. It's all accessed through SSO (Single Sign On), can be found by searching for "Matched giving" on PeopleHUB, and you only have to choose a few setting options the first time you go in.

V. Research4Life

Over the past two decades, [Research4Life](#) (R4L) has worked to bridge the digital divide, providing free or low-cost access to research for publicly funded institutions in the world's least resourced countries. As a unique public-private partnership between UN agencies, universities and publishers, it aims to reduce the knowledge gap, stimulating productive and effective research, and promoting international collaborative research.

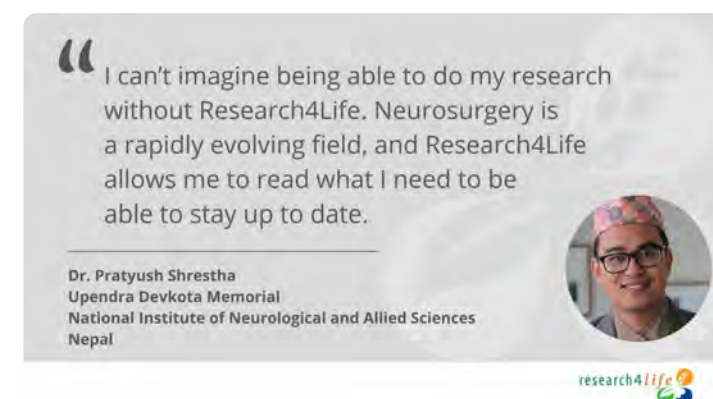
Research4Life is central to Elsevier's goal of achieving universal access to research information: as a founding and driving partner, Elsevier contributes over 20% of the peer reviewed resources in Research4Life, encompassing databases such as Science Direct, Scopus, Clinical Key, Mendeley and Embase.

Every 5 years, Research4Life conducts a series of strategic reviews to support the evolution of its strategy. Conducted in 2020 and 2021, the landscape, user and infrastructure reviews clearly show that the landscape in which Research4Life is operating is evolving rapidly and that the partnership has not yet achieved its full potential in terms of awareness, reach, understanding, effective usage and impact due to under-resourcing. To respond to Research4Life's unmet resource need and enable the partnership to scale up capacity building, the Friends of Research4Life (FoR4L) was established as a US-based 501(c)(3) charitable organization with an independent governance structure and Board of Directors.

The mission of Friends of Research4Life is to serve as an effective fundraising vehicle and accelerate Research4Life's goal to provide much-needed access to peer-reviewed research, extend Research4Life training initiatives that help level the playing field for researchers in lower- and middle-income countries, significantly increase awareness and usage of the resources offered by the Research4Life publishing partners, and facilitate the research communication process.

“This is really about increasing impact. Friends of Research4Life will enable us to catalyze support for Research4Life, so that we can scale up the important contributions made over the past two decades in access, information literacy and capacity building in developing countries. We invite like-minded organizations to join us in ramping up support.” — YLANN SCHEMM, Chair, Research4Life Executive Council.

154,000+ total resources
30,000+ journals
131,000+ books
155+ other information resources
10,500+ registered institutions
125+ countries
200+ publishers partners
5 UN Agencies

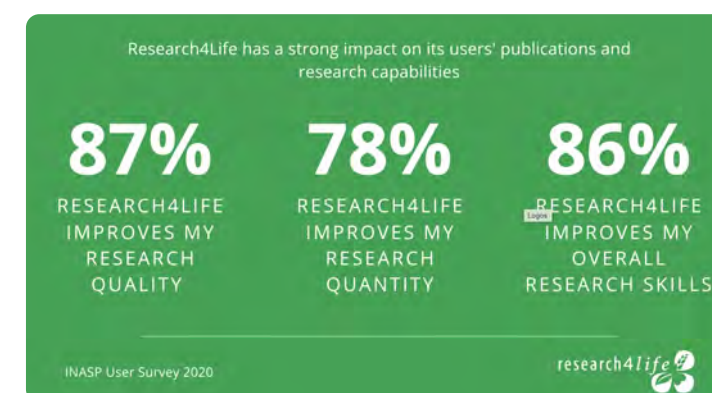


Unique contributions

The Elsevier Foundation contributes important resources to Research4Life information literacy capacity building:

- Ylann Schemm, Director of the Elsevier Foundation, has worked with Research4Life since 2009 and currently serves as Chair of Research4Life's Executive Council. Domiziana Francescon, Elsevier Foundation Partnerships Manager, is the Co-Chair of the Communications and Marketing team. In addition, colleagues throughout Elsevier are involved in a range of Research4Life taskforces e.g. eligibility, fundraising, technology and training.
- Over the years, the Elsevier Foundation has played a key role in supporting capacity building for Research4Life, providing over \$500,000 in grants to support training since 2008. This includes funds for the first FAO-led training MOOC and a decade of support for the Medical Library Association's Librarians without Borders® program supporting 25 training grants for librarians and 90 training workshops in 40+ countries.
- In 2022, the Elsevier Foundation will support Research4Life's newly launched [Country Connectors project](#). This new training approach aims to address the need for local interventions to heighten awareness and strengthen capacity of information use and management, as well as build communities of evidence users within national and regional settings. Coupled with well-planned implementation frameworks per region and country, this tailored approach will produce high impact for Research4Life.

“The wealth of information available in Research4Life can transform your research for life. It has worked for me. It will surely work for you.” — SAMUEL TETTEH, Senior Lecturer, University of Cape Coast, Ghana



Strategic plan to 2030

For the past 20 years Research4Life has sought to bridge the digital research divide for researchers, librarians, doctors, policymakers, and many others in developing countries – equipping them with the access and tools they need to find evidence-based research and make robust decisions based on trusted, peer reviewed information.

While the pandemic has underscored the critical role that science plays in society, it has also revealed just how rapidly the world in which we operate has evolved since Research4Life was founded. This realization has helped Research4Life to consider its own role as a public private partnership as it shapes its 2022 Strategic Plan.

Based on a series of strategic reviews with partners, users and experts, Research4Life will expand its focus beyond access to knowledge. To truly support a more inclusive and equitable research ecosystem and make progress on the UN SDGs, Research4Life will take a more holistic approach, supporting its community of users with both access and capacity building as both consumers and producers of research.



VI. Media outreach

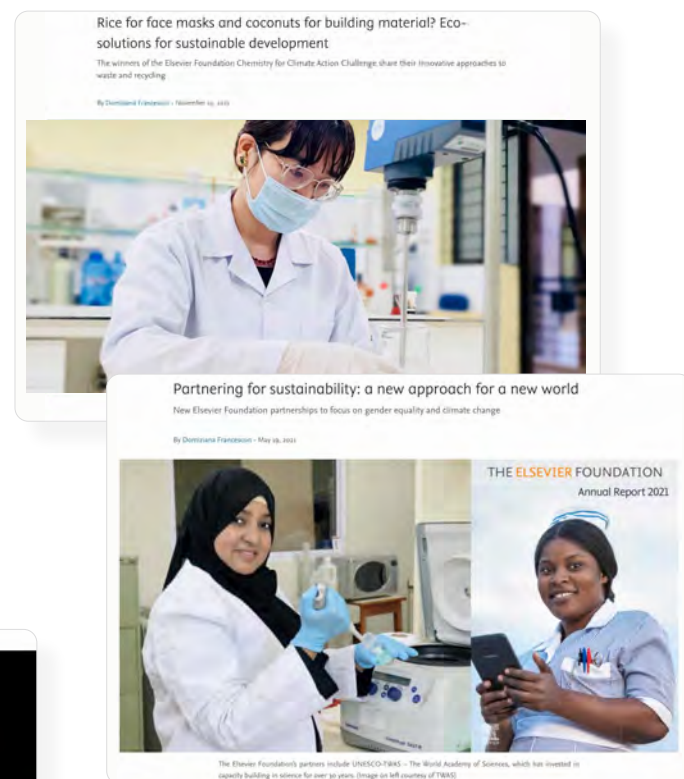
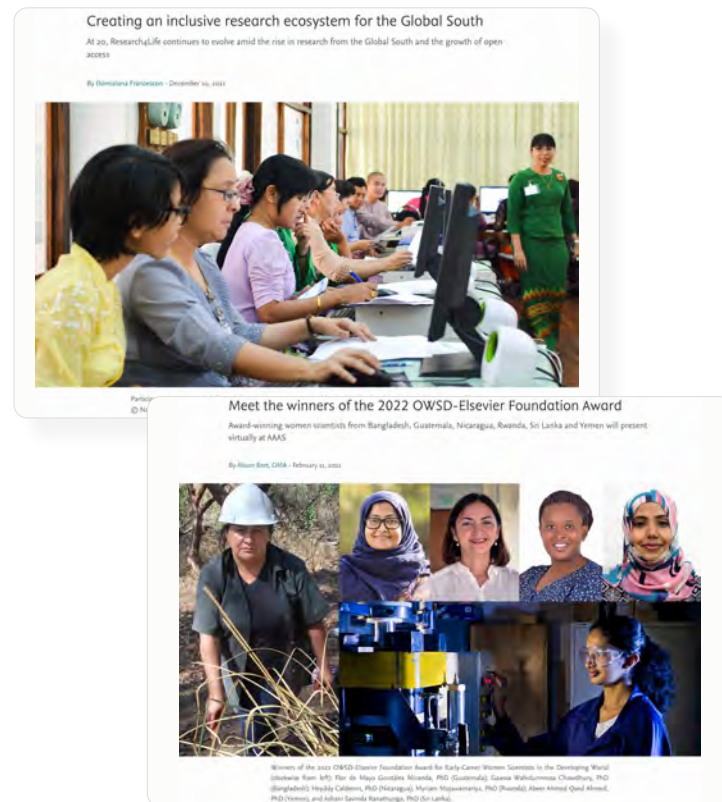
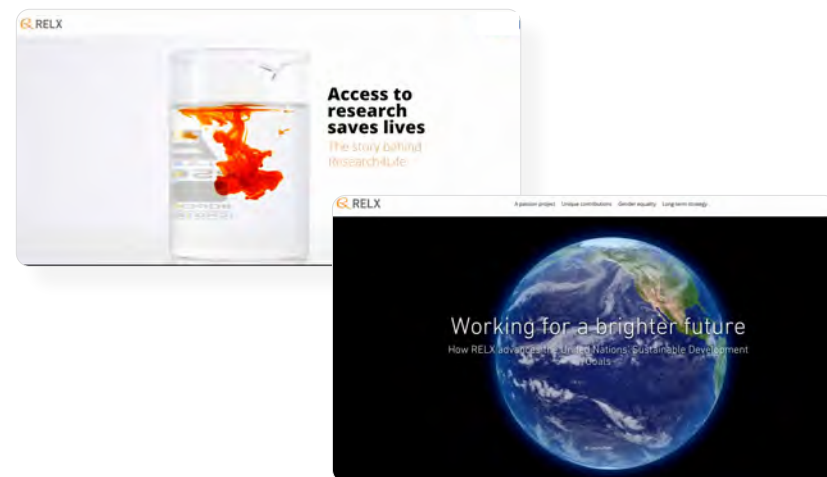
Media coverage

Creating visibility for our Elsevier Foundation partnerships is one of our core priorities. By raising awareness around the issues and partners we support, we are able to connect directly with our communities. In 2021, we targeted traditional or ‘earned’ media through pitches and press releases, with a total of **14** articles featured in a range of outlets including global wires service Reuters.

Though traditional media remains challenging given our ‘good news’ focus and a busy news cycle in our areas of focus, each year we receive attention from mainstream media for our OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World — for which we are able to tap resources from Elsevier’s Global Communications team, e.g. to deliver Elsevier Connect articles, press releases, media pitching, and a steady flow of social media content, from Twitter posts to LinkedIn blogs spotlighting the winners.

In addition, we produced a steady series of articles in [Elsevier Connect](#), Elsevier’s online news magazine with a readership of 2.2 million in 2021. Over the course of 2016 to 2021, we have written **78** articles for Elsevier Connect exploring our partnerships. We also actively leverage our social media and website channels to showcase our partnerships and projects throughout the year.

Elsevier's parent company RELX has written two articles featuring the Foundation's programs and partnerships, [Access to research saves lives: The story behind Research4Life](#) and [Working for a brighter future](#), both highlighting our commitment to the success of the UN Sustainable Development Goals.



Website

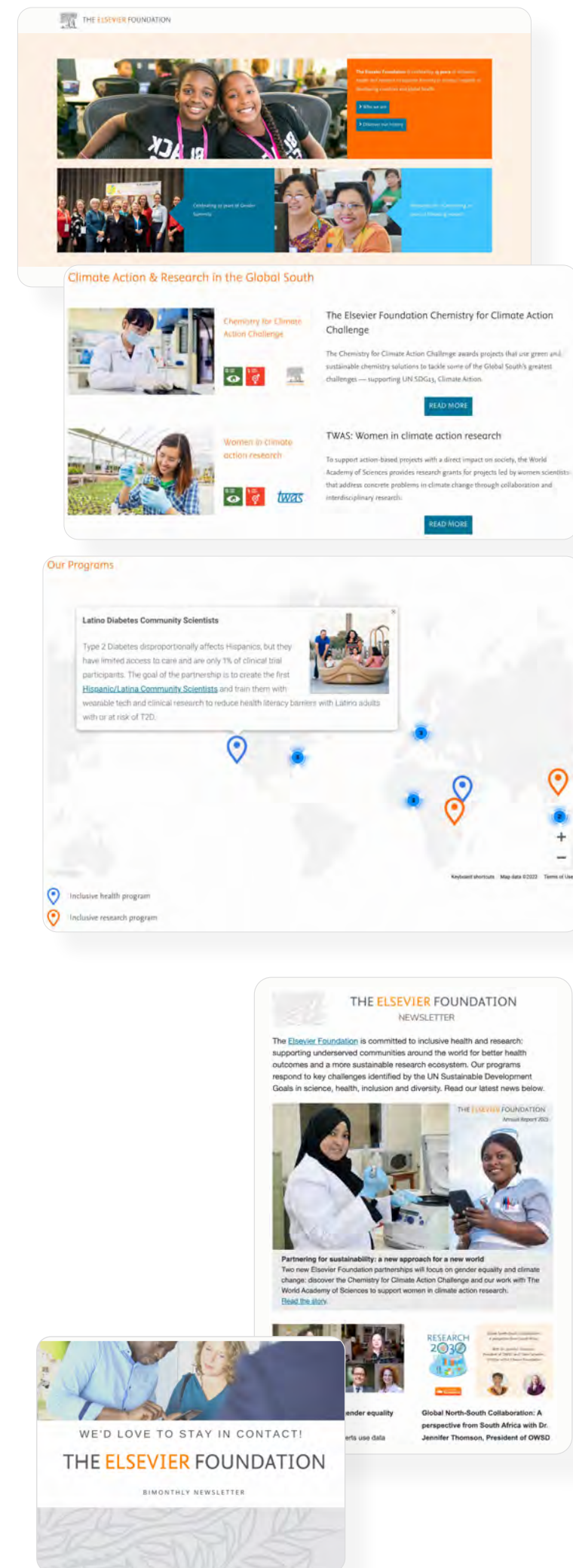
We strive to maintain a [dynamic website](#) by sharing new content on a weekly basis. The website is supported by WordPress, a cost effective, open-source content management system, incurring few costs beyond hosting and occasional wireframe updates. In 2021, the website underwent a redesign of its homepage and news page to better align to Elsevier branding, featuring a new interactive map to showcase the geographical distribution of our partnerships.

We have also added a new tagging feature to allow for the exploration of topics, articles, blog posts and partnerships by SDGs, highlighting our commitment to the Goals. We have on average **3,250** monthly visitors with the majority coming from the US, the UK, China and India, followed by the Philippines, The Netherlands and Germany. This geographic spread reflects our efforts to reach audiences in developed and emerging countries while raising the profile of the Foundation among like-minded organizations, partners, journalists and others in our sector.

Newsletter

As we grow our community of partners working in inclusive health and research areas, we also share the latest Elsevier Foundation milestones and updated through our [bimonthly newsletter](#), which we started in Q4 2019.

The newsletter is sent to an internal audience of **8000+** Elsevier employees, with the aim to familiarize our colleagues with the Foundation's work, and share stories of meaningful social impact. Externally we reach an audience of **2000+** partners. In the future, we have to continue growing our audience through targeted social media messaging, as well as by tapping our partner's networks, to ensure further dissemination.



VI. Media outreach

Social media

Social media brings its own rewards and special challenges. Maintaining active channels, in addition to a dynamic website, is labor intensive for a small team and requires careful prioritization. However, we believe that the channels which we have developed provide us with a direct connection to our communities. We are working to enhance engagement with influencers such as partners, journalists and others in our sector.

During 2021, we have redesigned our assets to better align with Elsevier branding, aiming for a professional, modern look in the social media content we produce.

LinkedIn

LinkedIn has proven to be extremely valuable for non-profit organizations due to its large audience of business-to-business professionals who are looking for connections and relevant stories. In 2020, we launched the Foundation's [LinkedIn page](#), set up as a showcase page linked to the main Elsevier account, enabling us to benefit directly from their significant presence on the platform. As the majority of our partners and stakeholders use LinkedIn, an active profile on this platform allows us to extend our reach and engagement with our target audiences. Our goal is to serve as a regular provider of dynamic content around inclusive research, health and sustainability.

Since 2020, we have steadily increased our number of followers and page views, reaching a total of **745** followers in April 2022. Featuring the OWSD-Elsevier Foundation Women in Science Awards on LinkedIn has also enabled us to gain momentum with increased engagement and reach around the winners in February 2022. We will continue to highlight key moments such as this to build our engagement, and we are increasingly showcasing relevant content from across Elsevier — which enables us to tap into a larger audience base.



Twitter

2021 has been an important year for the Foundation' [Twitter channel](#), which has evolved into our chosen vehicle to provide live updates from events at which we have a presence. We actively increased our social media engagement with partners and audiences during events such as the Chemistry for Climate Action Challenge, Gender Summit Europe and the OWSD-Elsevier Foundation Awards for Women in Science in the Developing World.

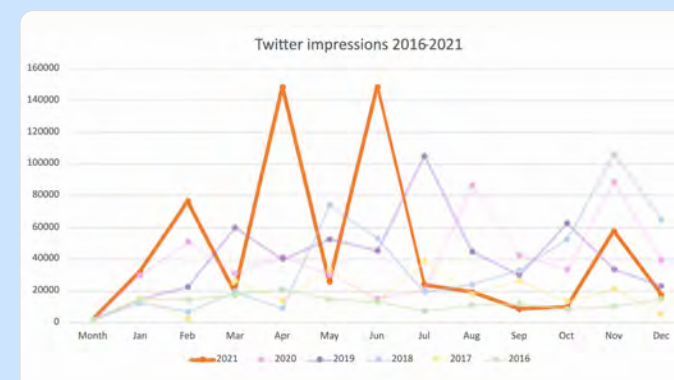
By live-tweeting during these events, we were able to intensify interaction with our audiences, increasing our Twitter engagement rate by **10%** overall from Q1 2021 to Q1 2022, rising from **1.02%** to **1.13%**: Twitter average engagement rate for NGOs is around 0.04%. Our engagement rate per post has also significantly increased, demonstrating that while our overall engagement scores remained stable, our audience has increased their interaction with top news shared via Twitter. We were also able to maintain our reach throughout 2021.

In 2022, we plan to enhance engagement by tapping more deeply into partners' content and sharing expertise on sustainability and inclusive health & research through a targeted Twitter plan.



Collaboration with colleagues in Elsevier and RELX who conduct regular social media campaigns yields better results for the Foundation. Outreach around United Nations Awareness Days (e.g. Earth Day, International Women's Day) allows us to highlight partnerships and share a portfolio of academic content made available by Elsevier.

This collaboration was essential to the successful delivery of the OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World, tapping Elsevier's communications expertise to increase engagement and reach. Twitter impressions and engagement also increase when posts are tied to a specific event and spotlight partnerships, helping us to further amplify our reach. Successful examples include Chemistry for Climate Action Challenge, Gender Summit, AAAS Annual Meeting OWSD-Elsevier Foundation panel session, Academic Publishing Europe conference, and more.



VII. The Elsevier Foundation and Elsevier: Advancing the UN SDGs

Science, research and innovation are fundamental to achieving the sustainable and equitable future envisaged by the UN Sustainable Development Goals. With an ambitious 2030 target, there are only 10 years left to accelerate action and drive positive change. From Elsevier’s publishing portfolios and analytics capabilities, to supporting unique partnerships and working with the global research and health communities, we believe that it is possible to achieve significant progress towards the Goals. The Elsevier Foundation forms an integral part of Elsevier’s [corporate responsibility program](#), which centers on unique contributions to sustainable development in health, gender, reduced inequalities and climate.

Inclusive Health



Health is our most valuable asset and we believe that everyone deserves access to the best possible care. The Lancet [Global Health Commissions](#) identify key actions and inform policy makers by bringing together experts to reflect on burning health issues. Our [analytics reports](#) shed light on the latest HIV/AIDS, Alzheimer and melanoma research – and since 2020, the [Coronavirus Resource Center](#) provides free expert, curated information for the research and health community. The Elsevier Foundation provides a special focus on [inclusive health partnerships](#) tackling health disparities and increasing access to training and care for those who need it most.

Will data analytics be the key to improving patient outcomes?

A new global report by Elsevier providing insights on the future of healthcare is coming soon

Health

GG

The best approach to getting the word out in minority communities is for nurses to actually go into the communities so they can educate, perform screenings, and speak to the people about preventative healthcare.

Jasmiry Bennett, DNP, APRN, ACNP-BC
Nurse Practitioner Specialist, Yale
Editor-in-Chief, Journal of Vascular Nursing

Gender Equality



Elsevier's mission is to help science and healthcare realize its full potential through quality content, analytics and inclusion. But if research has blind spots, datasets are incomplete or medical treatments don't incorporate gender dimensions, we cannot truly serve our communities. We bring together the best minds in our [I&D Advisory Board](#), cooperating on meaningful partnerships with the [Gender Summit](#), providing [awards for women in STEM](#) through the Elsevier Foundation, and [publishing research](#) on women’s participation, career progression and perceptions. Our recent report, [Making progress towards a more inclusive research ecosystem](#), captures the meaningful interventions we are making to create greater diversity in editorial boards, conferences and research.

GG

Sustainability research suffers from gender blindness. Unless this changes, the implementation of SDGs will not achieve the successes it could, and women will be left behind.

Elizabeth Pollitzer
Director
Portia / Gender Summit

I believe strongly that to move the needle on all dimensions of diversity & inclusion it requires advocacy and collaboration, supported by evidence-based policies, measurement and accountability.

Kumsal Bayazit
CEO, Elsevier

Reduced Inequalities



Science and research are key drivers for positive global societal change. As a partner in the research community, Elsevier has a role to play in reducing inequalities. We are a founding and driving partner of [Research4Life](#), a UN-publisher partnership providing training and access to research in developing countries. We support inclusive initiatives such as [patient access](#), the [Rising Black Scientists Awards](#), and are committed to [reducing biases in the publishing industry](#). At the [Elsevier Foundation](#), we work to increase opportunities, visibility and inclusion for STEM researchers from the Global South, women scientists and underserved youth.

Elsevier Inclusion & Diversity Advisory Board

Making progress towards a more inclusive research ecosystem

Find out more >

Data is the greatest tool for decision making. I hope that it will really help us to have transparent and accountable health systems to make especially sure that marginalized and underprivileged communities are not left behind.

Nargis Rahimi
Co-founder, Shifo Foundation

GG

To build a truly inclusive research culture, we must have a dedicated focus on the Global South.

Yann Schemm
Director, Elsevier Foundation and Corporate Responsibility, Elsevier
Chair, Research4Life Executive Council

Climate Action



The world is at a defining moment where we are experiencing dramatic changes to our ecosystems. At Elsevier, we are using data combined with content and subject expertise to gain unique insights into how research can accelerate efforts to mitigate the effects of climate change, as highlighted in the latest [Net Zero report](#). Our [Climate Advisory Board](#) convenes distinguished experts in the fields of climate research. We are committed to [achieving net zero emissions before 2040](#) and support [partnerships to advance climate action](#) through the Elsevier Foundation.

Pathways to Net Zero: The Impact of Clean Energy Research

Evaluate national trends, funding opportunities and policy insights

Find out more >

“It’s only recently that climate change and migration have been linked, especially in terms of health, so we’re hoping this is the beginning of a journey of understanding and action.”

Jocalyn Clark, PhD
Executive Editor
The Lancet

10+ green chemistry projects

awarded through the Chemistry for Climate Action Challenge.

THE ELSEVIER FOUNDATION

VIII. Financial overview

2020-2022 Program allocations

		2020	2021	2022
INCLUSIVE HEALTH				
Amref Health Africa	Innovate for Life	\$50,000		
Amref Health Africa	Leap mLearning	\$40,000	\$40,000	\$50,000
Black Women's Health Alliance	Millennial Sister Circle	\$25,000	\$25,000	\$25,000
HBCU Scholarships	NLN HBCU program cohort	\$50,000	\$50,000	\$50,000
Julius L. Chambers Biomedical Biotechnology Research Institute	Implementation Science Program	\$100,000	\$100,000	\$100,000
MSF/Epicentre	Niger Research Center	\$100,000	\$50,000	\$100,000
National League for Nursing	NLN/Elsevier HBCU Innovation in Technology Excellence program	\$60,000	\$100,000	\$100,000
Sansum Diabetes Research Institute	Latino Diabetes Community Scientists	\$60,000	\$100,000	\$100,000
INCLUSIVE RESEARCH				
Black Girls CODE	Philadelphia Code Club	\$25,000	\$0 (no cost extension)	\$25,000
COACH University of Oregon	Water First! workshops	\$70,000	\$70,000	
Girls Inc. of New York	Pre–G3: The Elsevier Foundation Data Analytics Preparatory Program	\$100,000	\$100,000	\$75,000
Imperial College London	Maker Challenge	\$50,000	\$50,000	
IMC Weekendschool	Amsterdam health, science and technology outreach	\$25,000	\$25,000	\$25,000
The Elsevier Foundation	Chemistry Challenge	\$50,000	\$28,000	\$28,000
Medical Library Association	Librarians without Borders/ Research4Life training	\$45,000	\$45,000	
Research4Life	Country Connectors		\$70,000	\$70,000
OWSD	Awards for Women in Science	\$86,000	\$60,000	100,000
TWAS	Gender Equality & Climate Action		\$100,000	100,000

		2020	2021	2022
GenderinSITE	Report women representation		\$60,000	
Aidsfonds	Tanya Marlo			\$50,000
Elsevier Materials Sciences	Agents of Change Awards			\$15,000
Cell Press	Rising Black Scientists Awards			\$22,000
Falling Walls Foundation				\$50,000
Vitae				\$50,000
RIKEN				\$40,000
Asian Scientst				\$50,000
Matching Gift		\$200,000	\$200,000	\$200,000
TOTAL		\$1,136,000	\$1,273,000	\$1,425,000

2020-2022 Overview of programs

	2020	2021	2022
INCLUSIVE HEALTH	\$485,000	\$465,000	\$525,000
INCLUSIVE RESEARCH	\$451,000	\$608,000	\$700,000
MATCHING GIFT	\$175,380	\$200,000	\$200,000
ADMIN	\$90,000	\$90,000	\$90,000
TOTAL	\$1,201,380	\$1,363,000	\$1,515,000

IX. Board biographies



Joyeeta Gupta
Full Professor
Environment and
Development in
the Global South
University of
Amsterdam

Joyeeta Gupta is full professor of environment and development in the global south at the Amsterdam Institute for Social Science Research of the University of Amsterdam and IHE Delft Institute for Water Education. She is also the Faculty Professor on Sustainability (2019-2024) and leads the programme group on Governance and Inclusive Development, managing 10 permanent faculty members, 3-4 post-docs and approximately 60 PhD candidates. Finally, she is also the Co-Convener of the University's Centre for Sustainable Development Studies, for which she coordinates and leads all related activities, including the recent and successful third annual (virtual) conference - which saw over 1900 registrations and participants from over 30 countries. Joyeeta Gupta is co-chair of UNEP's Global Environment Outlook-6 (2016-2019), published by Cambridge University Press, which was presented to governments participating in the United Nations Environment Assembly in 2019, and was covered in newspapers worldwide. It has just won the Association of American Publishers PROSE award for Environmental Science. She has also been named as co-chair of the Earth Commission (2019-2021), set up by Future Earth and supported by the Global Challenges Foundation, together with Johan Rockström and Dahe Qin.



Yuko Harayama
(Former)
Executive Director
International
Affairs
RIKEN

Dr. Yuko Harayama was an Executive Director in charge of international affairs, the promotion of early career researchers and diversity at RIKEN, Japan's largest research organization for basic and applied science. Prior to joining RIKEN in 2020, Dr. Harayama spent 5 years at the Cabinet Office of Japan serving as an Executive Member of the Council for Science and Technology Policy, Cabinet Office of Japan. She is the former Deputy Director of the Directorate for Science, Technology and Innovation, OECD. She is a Legion D'Honneur recipient (Chevalier), and was awarded honorary doctorate from the University of Neuchâtel. Previously, she was Professor in the Department of Management Science and Technology at the Graduate School of Engineering of Tohoku University. She holds a Ph.D. in education sciences and a Ph.D. in economics, both from the University of Geneva.



Nikunj Jinsi
(Former) Global
Head
Venture Capital
International
Finance
Corporation

Nikunj Jinsi has over 20 years of venture capital investment experience in developing markets and advises several global finance institutions on developing their venture programs for emerging markets. In addition, Mr Jinsi is currently involved in founding multiple innovative investment platforms, each leveraging his unique investment background in developing markets. Until mid-2019, Mr. Jinsi spent 16 years with the International Finance Corporation (IFC) where he built the largest EM focused venture platform, in terms of footprint coverage, and headed a team of over 30 investment professionals in eight locations globally. He has held board positions in several leading technology companies in Emerging Markets and been involved in 12 investments that have gone on to be unicorns. Mr Jinsi is currently the founding Chairman of EMPEA's Venture Capital chapter. Prior to joining IFC in Washington DC, Mr. Jinsi spent nine years living and working in Asia. He was a Managing Director for one of Asia's leading venture funds. Earlier he spent four years in the Asian TMT investment banking industry providing M&A and corporate finance services to clients throughout the region. In addition, Mr Jinsi was the co-founder of South East Asia's largest independent marketing communications agency, which was successfully sold to the Omnicom Group. Mr. Jinsi started his career working as a Project Engineer/Manager at KPN, in The Hague, The Netherlands. Mr Jinsi, a Dutch national, has an MBA degree from Stanford University, which he attended as a Fulbright Scholar, and an MSc. degree in Electrical Engineering, from Delft University of Technology, The Netherlands.



Beverly Malone
CEO
National League
for Nursing

Beverly Malone's tenure at the NLN has been marked by a retooling of the League's mission to reflect the core values of caring, diversity, integrity and excellence, and a focus on advancing the health of the nation and the global community. She was ranked amongst the 100 Most Influential People in Healthcare by Modern Healthcare magazine in 2010, 2015 and 2021; and in 2016 she claimed 39th place amongst leading policymakers, activists, health care professionals and corporate figures in health care, insurance and pharmaceutical industries. She was elected to the Institute of Medicine and tapped to join the board of the Kaiser Family Foundation. She served on the Institute of Medicine's Forum on the Future of Nursing Education, contributing to IOM's groundbreaking report "The Future of Nursing: Leading Change, Advancing Health", and on the Advisory Committee on Minority Health, a federal panel established to advise the secretary of Health and Human Services. Her career has mixed policy, education, administration and clinical practice. She has worked as a surgical staff nurse, clinical nurse specialist, director of nursing and assistant administrator of nursing. In 1996, she was elected two terms president of the American Nurses Association. In 2000, she became deputy assistant secretary for health within the US Department of Health and Human Services, following 4 years of service on President Bill Clinton's Advisory Commission on Consumer Protection and Quality in the Healthcare Industry. Prior to joining NLN, she was general secretary of the Royal College of Nursing, the UK largest professional union of nurses 2001-2007. She also served 2002-2006 as a member of the UK delegation to the World Health Assembly; the Commonwealth Nurses Federation; and the Higher Education Funding Council for England.



Emilie Marcus
Executive Strategy
Officer
David Geffen
School of
Medicine
UCLA

Emilie Marcus is the Executive Strategy Officer at the UCLA David Geffen School of Medicine where she is responsible for working with the leadership of the school and hospital system to drive alignment between medical and graduate school education, biomedical research and clinical care for optimized health outcomes. Prior to joining UCLA in 2018, Emilie spent 20 years at Cell Press with the last 7 years as CEO and the last 15 years as Editor-in-Chief of the journal Cell. Under her leadership, Cell Press expanded beyond biomedicine to become an all-science publisher, launching successful journals in chemistry and energy and the new interdisciplinary journal iScience. She also introduced industry leading innovations in peer-review, methods reporting to support reproducibility and expediting access to early versions of articles that are under consideration for publication. As Editor-in-Chief of Cell, Emilie was responsible for setting the long-term strategy for the journal and assessing cutting-edge high-impact conceptual advances in biomedical research globally. She is often looked to as a thought leader on issues facing scientific publishing including the value and robustness of the peer-review process, handling potential conflicts, scientific ethics and misconduct, supporting rigor and reproducibility, the impact of new information technologies and new publishing business models, and the uses and abuses of the impact factor as a measure of quality. Prior to joining Cell Press, Emilie had a successful research career, first at Yale University, where she received her PhD in Biology/Neuroscience in 1993, and then at the Salk Institute and University of California at San Diego. Emilie was also Editor of Neuron from 2001 to 2003.

Ex-officio Board biographies



Márcia Balisciano
Global Head of ESG and Corporate Responsibility
RELX

Márcia Balisciano, MBE, Ph.D., is founding global head of ESG and corporate responsibility at RELX, a global provider of information-based analytics, decision tools and events with 33,000+ people and operations in 40 countries. Engaging colleagues throughout the business, she works to ensure RELX's extra-financial performance furthers competitive advantage and stakeholder confidence. She is Chair of the UN Global Compact Network UK and a Board member of the Foundation for the Global Compact; Chair of the Corporate Responsibility and Sustainability Council of the Conference Board; and a founding Board member of the Ban Ki-moon Centre for Global Citizens. She is founding director of London museum and educational facility Benjamin Franklin House and previously was special advisor to the American Chamber of Commerce (UK). A Fellow of the Royal Society of Arts, she holds an MA in International Relations from the University of Chicago, and a PHD in Economic History from the London School of Economics. She is a Member of the British Empire (MBE), an honour awarded by the Queen, and lives in London with her husband and two boys.



Kumsal Bayazit
CEO
Elsevier

As Chief Executive Officer, Kumsal Bayazit is a strong advocate of research and innovation, leading Elsevier's 8,600 people in their mission to help researchers and healthcare professionals advance science and improve health outcomes for the benefit of society. Kumsal joined Elsevier as CEO in February 2019 from Elsevier's parent company, RELX, an R&D-driven FTSE 20 company and global provider of information-based analytics, data services and decision tools. Since 2004, Kumsal has held multiple management positions in the Exhibitions, Legal and Risk divisions, including as Chief Strategy Officer of RELX. Kumsal also chairs the Technology Forum at RELX, responsible for technology, risk management and cyber security strategy across RELX, and oversees the coordination of 9,000 technologists and data scientists. Prior to joining RELX, she spent several years at Bain & Company in their New York, Los Angeles, Johannesburg and Sydney offices. Kumsal earned an MBA from Harvard Business School and is a graduate of the University of California, Berkeley, where she received a bachelor's degree in Economics with honors.



Youngsuk "YS" Chi
Chairman,
Elsevier
Director of Corporate Affairs
RELX
President
The Elsevier Foundation

YoungSuk 'YS' Chi is an international businessman and a leader in the media and technology industry, and currently serves Elsevier and RELX Group in several different capacities. In his primary role as head of Corporate Affairs for RELX Group, he is responsible for government affairs, corporate communications, corporate responsibility, and Asia strategy for Elsevier's parent company. As non-executive Chairman of Elsevier, he works directly with governments, Elsevier customers and in industry associations worldwide. Mr. Chi also serves as President of the International Publishers Association, a global organization that represents the interests of more than 50 publishing industry association members from countries around the world. Early in his career, as Chief Operating Officer of Ingram Book Group, Mr. Chi founded Lightning Source, the first ever print-on-demand distributor and e-book services provider. After holding several senior executive positions at Ingram Book Group's parent company, he became President and Chief Operating Officer of Random House. Mr. Chi has also earned widespread respect for his ability to work across cultures. As founding Chairman of Random House Asia, he led efforts to make Random House the first foreign trade book publisher with local language publishing in Japan and Korea. Mr. Chi has served on numerous charitable, educational and industry boards, including Princeton University, Korean American Community Foundation and McCarter Theatre. He is also a member of the Executive Committee of the boards of Association of American Publishers and International Association of Scientific, Technical & Medical Publishers.



Esra Erkal
Executive Vice President
Global Communications
Elsevier

Esra Erkal is Executive Vice President, Global Communications. In 2019 Esra joined Elsevier from Coty, the global beauty company, where she was Chief Corporate Affairs Officer. Before joining Elsevier, Esra spent over seven years at AstraZeneca as the Global Head of Communications. Prior to that, Esra was an Executive Director of the Advertising Standards Authority in charge of Policy, Public Affairs and Communications, where she played a critical role in establishing internet regulation for the first time and transformed the way the watchdog works with industry to maintain responsible marketing standards. Previously, she was Head of Corporate Communications and External Affairs for the L'Oréal Group where she led the L'Oréal / UNESCO for Women in Science laureate programme. Esra is passionate about scientific progress and is a long-standing Trustee and Chairman of the British Skin Foundation, a charity dedicated to advancing research into skin cancer and skin health.



Jan Herzoff
President
Health Markets
Elsevier

Jan Herzoff is President of Elsevier's global healthcare businesses, which deliver information analytics solutions to hospital systems and academic institutions. In 2012 Jan joined RELX, the corporate group of which Elsevier is a part. He has a broad range of experience in Healthcare businesses across several sectors and has held multiple positions with Elsevier, most recently as Managing Director for APAC Health in Singapore with focus on key growth markets like China, India and Japan. He was previously General Manager of Elsevier's International Education business in London, where he was instrumental in driving the transformation from print to electronic through key product launches and acquisitions. Before joining RELX, Jan was an Engagement Manager at McKinsey & Company in Munich, Germany. He holds a PhD and Masters in Information Systems from the London School of Economics and graduated with a Masters in Finance and Accounting from the University of Bayreuth, Germany.



Kevonne Holloway
Managing Director
Global Content Partners
Elsevier

Kevonne Holloway is the Managing Director of Elsevier's Global Content Partners organization, which creates content for Elsevier's books, eBooks, and digital solutions. The content provides the foundation for nursing and medical school student education, is sought by healthcare educators, and is used by practicing clinicians and researchers worldwide. Kevonne is a respected leader in healthcare academic publishing and technology solutions. She brings more than 15 years of health industry experience to her role, managing and implementing pivotal strategic initiatives to provide rich content for Elsevier's growing digital footprint, which directly improves the customer experience by enriching and advancing outcomes. Kevonne's strong background in finance, operations, and management enables her to solve complex problems and turn challenges into opportunities. Her dynamic and inspirational leadership style and passion for supporting customers' content needs motivate her team to bring Elsevier's mission to life and achieve key objectives. Kevonne takes great pride in leading by example, developing others, helping them perform at their best, and giving back to the community. She is also a leading member and decisive voice on Elsevier's Race and Ethnicity Task Force, which is committed to eradicating racial bias from healthcare and research. Before joining Elsevier, Kevonne worked at Pharmacia, Johnson & Johnson, and Synovate Healthcare. She completed her undergraduate studies in Finance at North Carolina Central University in Durham, North Carolina, and earned a Master of Business Administration from Maryville University in St. Louis, Missouri. Kevonne is an active member of the Alpha Kappa Alpha Sorority, Incorporated and regularly mentors first-generation female college students at her alma mater, North Carolina Central University. In her free time, Kevonne spends as much time as possible with her family in North Carolina, where she can usually be found chasing after her two young nephews.

Team biographies



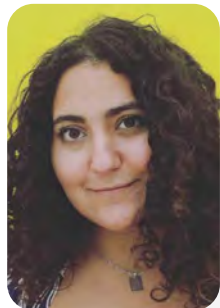
Ylann Schemm
Director
The Elsevier
Foundation
Elsevier

As the Elsevier Foundation's Director, Ylann Schemm drives technology-enabled partnerships to advance diversity in science, build research capacity and support global health around the world. She has been an integral part of the Foundation's growth since joining as a Program Officer in 2008. In 2020, Ylann was appointed Chair of the Executive Council of Research4Life, a UN-publisher partnership to bridge access gaps for researchers and doctors in developing countries. In addition, Ylann is Elsevier's VP of Corporate Responsibility, building on 20 years of corporate relations and responsibility roles and focusing on key technology, gender and sustainability collaborations. Prior to joining Elsevier in 2005, Ylann held various roles in publishing and the non-profit sector, representing the European Platform for Dutch Education at the European Commission. She started her career as a writer and researcher for Time Life Books and holds an MA in Film & Television Studies from the University of Amsterdam and a BA, magna cum laude in English from Amherst College in Massachusetts. Ylann is both American and Dutch and based in Amsterdam.



Domiziana
Francescon
Partnerships
Director
The Elsevier
Foundation
Elsevier

Domiziana Francescon serves as the Elsevier Foundation's Partnerships Director and is a strong supporter of the company's Corporate Responsibility program. She also works as Program Director for Elsevier's externally focused partnerships, especially in sustainability and Inclusion & Diversity spaces. Additionally, Domiziana is the Co-Chair of the Communications team of Research4Life, a UN-publisher partnership to bridge access gaps for researchers and doctors in developing countries. Domiziana obtained a master's degree in Book and Digital Media Studies at Leiden University in the Netherlands, with a specialization in Publishing Studies.



Maha Rhannam
Coordinator
The Elsevier
Foundation
Elsevier

Maha Rhannam works as a coordinator for the Elsevier Foundation, supporting in that the Foundation's partnerships and activities, as well as promoting the its activities online. Maha obtained a master's degree in International Development Studies from the University of Amsterdam. Prior to that, she served as a sustainability analyst for Vigeo-Eiris, a CSR rating agency. She also has extensive experience in research, having worked as a research assistant on various projects related to education and gender-based violence in sub-Saharan Africa. She grew up in Morocco and is based in Amsterdam.



Rebecca Clear
Communications
Director
Corporate
Responsibility
Elsevier

Rebecca joins Elsevier from the global conservation charity, the World Wide Fund for Nature, where since 2017, she has served as the Head of Media Relations for WWF International, leading on a range of proactive communications projects and issue management. Prior to this, she spent two years with WWF-UK working on business media and corporate stewardship communications. Rebecca brings a wealth of experience gathered over many years in the non-profit sector, as well as private and social enterprise, and from earlier in her career at the BBC.



Maria Markova
Treasurer
Elsevier

In her role as Elsevier Foundation treasurer, Maria Markova supports the funding of non-profit organizations around the world. Maria is a Finance Manager in Group Financial Planning and Analysis team at Elsevier, focusing on Health side of business. She previously worked as a Business Controller for Corporate Functions at Elsevier and as a Senior Associate at PwC. Maria acquired her Master of Business Administration (MBA) degree at Oxford University and is a Chartered Management Accountant.



Kenneth R.
Thomson II
Legal Council
RELX

Kenneth R. Thompson II was appointed as RELX Group General Counsel on October 1, 2011. In his role, he has global responsibility for the intellectual property, privacy, governance, compliance and securities law functions for RELX Group. Prior to serving in this capacity, Mr. Thompson served as the Executive Vice President and Global Chief Legal Officer for LexisNexis, an operating division of RELX Group.



Mevan
Samarasinghe
VP and Technical
Fellow
Elsevier
Elsevier Foundation
Advisor

Mev Samarasinghe is VP and Technical Fellow in Elsevier Health Markets. His focus is on driving digital health innovation by connecting and leveraging data assets across the company. His career has focused on delivering search, content discovery and data science solutions in multiple industries. Mev is passionate about improving patient outcomes and research discovery by combining technology with trusted medical and scientific knowledge.

THE ELSEVIER FOUNDATION

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In the cover picture:

*Dr Pham Hong of Thuyloi University in
Hanoi, Vietnam - winner of the 2021
Chemistry for Climate Action Challenge*

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