

THE ELSEVIER FOUNDATION

Annual Report 2023





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President, The Elsevier Foundation

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Executive Director, The Elsevier Foundation

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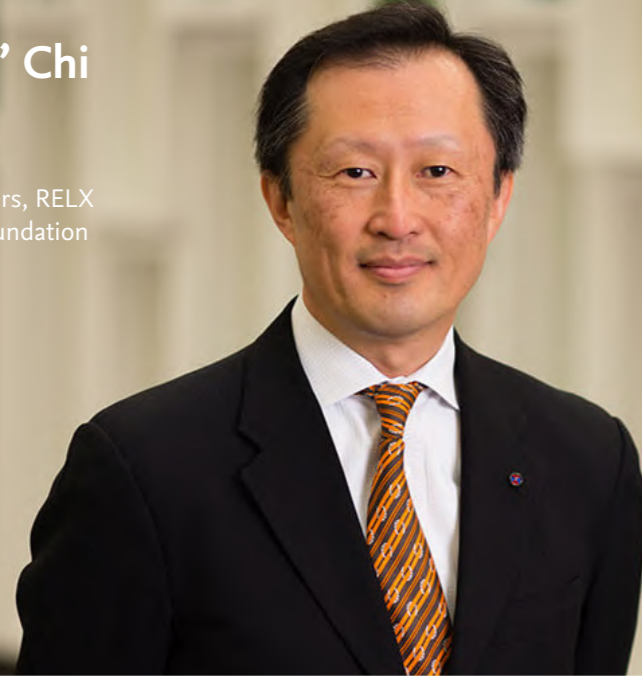
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Youngsuk “YS” Chi

Chairman, Elsevier
Director of Corporate Affairs, RELX
President, The Elsevier Foundation



“The world is at a defining moment, emerging from a global pandemic, plagued by inflation and experiencing dramatic changes to our ecosystems. It is critical that all actors contribute through their areas of greatest strength.”

Foreword

How can we make research more inclusive of the Global South? This is the critical question that Elsevier’s 2022 report [Pathways to Net Zero: Global South Research in the Transition to Clean Energy](#) raises. The report makes a compelling case: for clean energy and carbon capture research to succeed, researchers in the Global South need to be fully included in the conversation. From the report, we learn that only a small proportion of Net Zero Energy research is conducted in and for the Global South. Researchers from developing countries accounted for a fifth of publication authors and 9% of international collaborations while a very small percentage of researchers actually conducted Global South fieldwork.

Since we first launched our Innovative Libraries in Developing Countries and New Scholars programs back in 2006, inclusive research with a geographic and a gender lens has been one of the Elsevier Foundation’s prime drivers. All research, but especially research to advance the UN Sustainable Development Goals, benefits greatly from South-South and South-North collaboration with greater geographic and gender balance among researchers. The Elsevier Foundation works through partnerships to drive this effort, applying increasingly intersectional perspectives to our programs.

And intersectionality is crucial. From a 2018 analysis undertaken by Elsevier’s International Center for the Study of Research, we see that [SDG research that include sex or gender considerations is very low](#) — 14% for Zero Hunger and just 4% for Climate Action — pointing to the critical need to review SDG targets from a

gender perspective to ensure that the outcomes benefit women and men equally.

At COP 27 this past November, we announced 8 new [UNESCO-TWAS gender equity and climate action catalyst grants](#) at the 2022 United Nations Climate Change Conference. Ranging from sustainable home-gardens in Guatemala, to advancing climate literacy among women in Nepal and improving agroforestry livelihoods in Congo, the grants are concrete, action oriented and led by women researchers. The common thread? All of them strengthen gender equity, address the climate-related needs of local communities in the Global South and transfer knowledge from scientific research to real-life scenarios.

More recently, in February 2022, we awarded the 2023 [OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World](#) to 7 talented women for their research advancing UN SDG 2 Zero Hunger. A quarter of all women around the world are engaged in agriculture which makes them more vulnerable to both climate change and resource scarcity. Our aim is to spotlight the important food security research undertaken by women from the Global South who are inspiring role models for communities most affected by this issue. Visibility and recognition will help them build their international networks and careers, ensuring that they bring much needed perspectives to their research communities.

The world is at a defining moment, emerging from a global pandemic, plagued by inflation and experiencing dramatic changes to our ecosystems. It is critical that all actors and sectors contribute actively to the UN SDGs through their areas of greatest strength. For the Elsevier Foundation this means funding and deep collaboration with our partners. It also means extensive in-kind contributions from Elsevier who bring their expert networks and convening power as well content, data, analytics to bear on our partnerships. Through these means, we will continue to carefully review and calibrate our strategy for maximum impact, shaping unique intersectional partnerships to support more inclusive research and health communities.

12th April, 2023

Youngsuk “YS” Chi
President, The Elsevier Foundation



The Elsevier Foundation Board

The Elsevier Foundation is governed by a Board of 6 external and 5-6 Ex-Officio members. External Board members serve 3-year renewable terms, and are experts in sustainability, development, innovation, diversity, education, research and health. Ex-Officio members are leaders within Elsevier and RELX, Elsevier's parent company, who are deeply supportive of the Foundation's mission.

The Elsevier Foundation Board meets bi-annually to provide strategic guidance for the Foundation's programming and governance. Throughout the year, Board members also provide expertise and advice around new partnership development opportunities. The President of the Board, Youngsuk 'YS' Chi, presides over the annual meeting 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
in the Global South
 University of Amsterdam



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



Yuko Harayama
(Former) Executive Director for
International Affairs
 RIKEN



Beverly Malone
CEO
 National League for Nursing



Emilie Marcus
Executive Strategy Officer
 David Geffen School of Medicine
 UCLA



Kumsal Bayazit
CEO
 Elsevier



Márcia Balisciano
Global Head of ESG and Corporate Responsibility
 RELX



Esra Erkal
Executive Vice President
Global Communications
 Elsevier



Jan Herzoff
President
Health Markets
 Elsevier



Kevonne Holloway
Managing Director
Global Content Partners
 Elsevier

Welcoming New Board Members



Alexandra Brewis
President's Professor
Center for Evolution and Medicine Affiliated Faculty
 Arizona State University



Edwige Thomas
VP, Clinical Solutions
 Northwell Health Holdings



Michael Makanga
Executive Director
 European and Developing Countries Clinical Trials Partnership



Ylann Schemm

Executive Director,
The Elsevier Foundation



“18 years since launch, we have emerged stronger from this inventory of our strengths and challenges. In 2023, we look forward to sharing our new theory of change and purpose build strategy for the road ahead.”

- The Elsevier Foundation was ahead of its time and now Elsevier is catching up. There is an opportunity to really align and connect, which also would make the work of the Elsevier Foundation much more visible.

We also came away with thought-provoking steers about areas to focus on in the years ahead as we take time to craft a new roadmap and Theory of Change:

- The Elsevier Foundation can bring different voices together, other actors, the academies, the research funders, the universities, to agree what we mean for science to be inclusive.
- Position yourself as the change maker and actually measure what you're doing - by bringing leaders across different sectors of the company, in data, science, in publishing, in government relations, and actually count that as change.
- The Elsevier Foundation's distinct value is in supporting causes and charities almost like an incubator, to initiate and get on the cusp of scaling. We can recognize that there is a valuable and important problem to solve, and support that problem with seed funding, partnership, our convening power and perhaps even being the catalyst to being able to scale up their initiatives.

And so, 18 years since launch, we have emerged stronger from the inventory of our strengths and challenges, equipped with a new theory of change and purpose build strategy for the road ahead.

12th April, 2023

Ylann Schemm
Executive Director, The Elsevier Foundation

Our Evolving Vision: Where we want to be in 2030

The Elsevier Foundation is a catalyst for inclusive health and research partnerships, connecting key stakeholders to make a concrete impact towards the UN SDGs. In collaboration with Elsevier, the Foundation incubates new ideas, convenes partners, spotlights changemakers and drives systemic interventions for health and research equity around the world.

Our Purpose

To build equity and capacity in the health and research ecosystem for an inclusive and sustainable future

Our Values

- **Passionate:** We are passionate about making a positive impact on society
- **Collaborative:** We work in partnerships with health and research communities to foster a sustainable future for all
- **Inclusive:** We support inclusive and equitable partnerships that directly benefit underserved and underrepresented groups.
- **Impactful:** We are evidence based and measure our progress to ensure impact.
- **Sustainable:** We work sustainably to support partnerships that help advance the UN SDGs.

Introduction

Stocktaking is essential for every organization: a moment to review the inventory and consider whether the strategy is still a good fit. The Elsevier Foundation is no exception and over the past few months, we have revisited our programs, recalibrating our roadmap to connect more deeply with the UN SDGs and Elsevier's wider strategy. With only 7 years left to achieve the Goals, we believe strongly that we need to accelerate our impact by raising our visibility and more fully leveraging limited resources, partners' strengths and Elsevier's unique contributions.

We have spent many hours talking to our partners and stakeholders to gain a better understanding around our burning questions which center on paradigm shifts, SDG focus areas, scope creep, messaging, legacy partnerships and a lack of critical differentiation. Along the way we received some very positive feedback:

- We have a true partnership with Elsevier. You take risks, which many Foundations do not.
- We seek to establish and invest in a depth of relationship, so there's a real opportunity for co-development.

- The Elsevier Foundation is demand-driven: not piping in ideas from the top, but actually grass roots
- We see working with the Foundation as a way of influencing a publisher to contribute to quality of the science system, knowledge making and building communities. It's a way of helping Elsevier and the Foundation put that agenda into everything that they do. It's really a two-way relationship.

From the Board and Elsevier's senior leaders we heard that, above all, the Elsevier Foundation is a trusted partner to the communities we serve:

- It shows our commitment to knowledge and knowledge networks that we curate for public good.
- I am proud that we have a Foundation. It's really critical: a very concrete, tangible commitment to our mission.
- Our people can give back in ways that are far greater than any translation into money within the domain of professional collaboration: that's the power of the Foundation. It's a multiplier factor.



The Elsevier Foundation Team

On a day-to-day basis, the Elsevier Foundation is run by Yann Schemm, the Executive Director of the Foundation and supported by a small core team consisting of a Partnerships Director, a Program Officer and a Communications Director, as well as a specially appointed Treasurer and Legal Counsel. The Foundation team also regularly draws on the technical insights of a small number of Elsevier advisors in data science, health informatics, nursing education and inclusion and diversity.

In addition to annual programmatic funding, Elsevier covers the administrative costs of running the Foundation and in-kind support through office space, marketing, media outreach, and volunteer support as needed from the company.



Yann Schemm
Executive Director
The Elsevier Foundation
Elsevier



Domiziana Francescon
Partnerships Director
The Elsevier Foundation
Elsevier



Maha Rhannam
Program Officer
The Elsevier Foundation
Elsevier



Rebecca Clear
Communications Director
Corporate Responsibility
Elsevier



Neelam Reddy
Intern
The Elsevier Foundation
Elsevier



Maria Markova
Treasurer
Elsevier



Kenneth R. Thomson II
Legal Council
RELX



Mevan Samarasinghe
VP and Technical Fellow
Elsevier
Elsevier Foundation Advisor

Our work

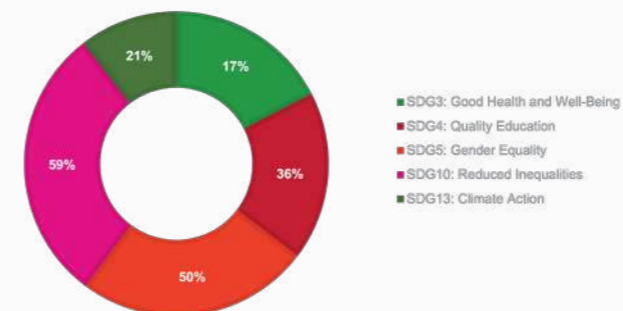
The [Elsevier Foundation](#) contributes over \$1.5 million a year to non-profit organizations through partnerships which incubate new approaches, highlight inequities and catalyze change toward the UN Sustainable Development Goals.

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

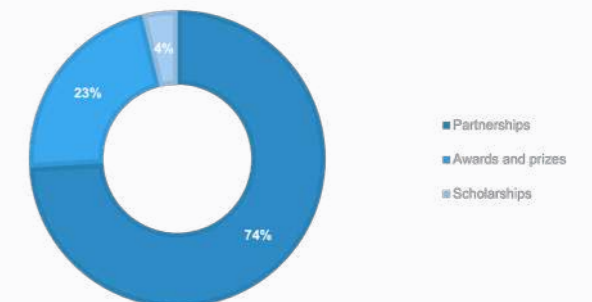
Since 2005, the Elsevier Foundation has contributed over \$15 million in grants to support over 100 partners in 70 countries around the world, championing inclusive health and research through grants and partnerships that incubate new approaches, highlight inequities and catalyze change toward the UN Sustainable Development Goals. 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](#). In addition, Elsevier Foundation offers a special fund to support disaster relief, matching employees donations and volunteering to enable employees to work closely with Foundation partners and support their communities.

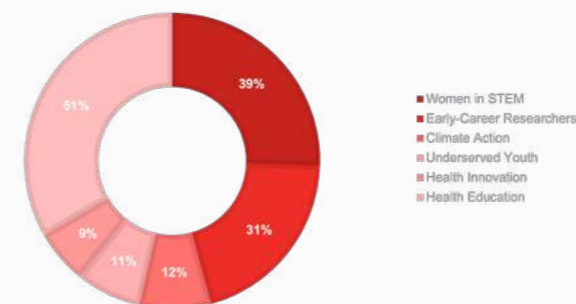
Projects by SDG



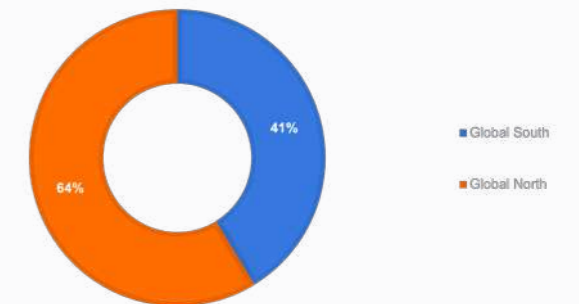
Projects by type



Projects budget by area



Projects budget by geography



Our programs

Our programs address key challenges in research, health and underrepresentation identified by the UN Sustainable Development Goals. Since the launch of the Goals, we have evolved a partnership-driven model to develop our knowledge and networks while facilitating closer, more sustained and impactful involvement in the work of our partners and more effectively leveraging Elsevier's content, data, analytics and networks.

The partnerships we support are strongly intersectional and highlight our commitment to supporting underserved communities around the world for better health outcomes and a more sustainable research ecosystem. They represent our core SDG Focus areas:



Inclusive Health

Information technology can significantly advance the delivery of health equity 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 partnerships support equity in research across gender, race & ethnicity, and the Global South.



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.



Photo above: Priscilla Ngunju, Project Coordinator at the Amref International University, speaks at the "Building Resilient Healthcare Systems from Prevention to Care, and Beyond" panel, organized by the Elsevier Foundation during the Africa Health Agenda International Conference held in Kigali, Rwanda, in March 2023.

II. Our 2022 partnerships

Inclusive health



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.



DataKind
Surfacing actionable insights from a decade of trainings with Amref

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



Concern Worldwide
Health Systems Strengthening in Somalia

Capacity building to provide a timely, effective response to surges in cases of children with acute malnutrition.



Aidsfonds
Tanya Marlo

Accessible HIV-related information, counselling and lifesaving care for youth and minority groups in Indonesia.



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.



Sansum Diabetes Research Institute
Latino Diabetes Community Scientists

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



Cell Press
Rising Black Scientists Awards

Celebrate US early career black researchers' talent and achievements in STEM and help them grow their networks and opportunities.



Black Women's Health Alliance
Millennial Sister Circle

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



National League for Nursing/Elsevier
Innovation in Technology Excellence program

Faculty coaching to train nurses of color, ensure a diverse workforce, and address scarcity in resources for faculty development in HBCUs.



Historically Black Colleges and Universities
Schools of Nursing Scholarship Fund

Scholarships fund in 5 HBCUs to provide additional support for the nurses of tomorrow.



MSF/Epicentre Niger Research Center



Location: Niger

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

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

Goals

- Provide opportunities outside of Niger for Epicentre’s staff to receive additional training to further their careers, develop their own research programs and lead locally relevant research.
- Encourage medical and scientific staff from Niger and surrounding countries to be mentored and mentor others to sustain a vibrant research culture.
- Provide opportunities for staff to promote Epicentre’s visibility and encourage discussion on pressing medical research issues.
- Provide internet infrastructure to improve capacity to conduct research, including access to Elsevier’s in-kind content contributions: ScienceDirect, Scopus, Scival, Embase and Clinical Key.

- All Epicentre Niger’s research staff now have a functioning level of the English language, Epicentre has launched a series of monthly seminars to provide a platform for researchers to enhance their English communication skills and engage with anglophone researchers from across other organizations.
- Epicentre Niger’s Staff participated in Maradi University’s 2022 Scientific Day in Maradi, located in Epicentre Niger’s headquarters.
- The Maradi based laboratory team at Epicentre Niger has collaborated with the Maradi’s Regional Hospital Center through a joint effort to share technical knowledge and expertise, contributing to enhanced quality of healthcare services in the Maradi Region.

Activities and milestones

- In April 2022, the [Organization for Women in Science for the Developing World](#) established its Niger National Chapter. The launch was hosted at the Epicentre Research Centre for Epidemiology in Maradi and Dr. Mariama Issoufou, Epicentre Niger’s Senior Site Physician was appointed Chapter Chair. The Chapter aims to raise awareness about STEM careers and the significance of higher education among researchers, provide entrepreneurship training, and increase visibility & recognition of the vital role women scientists play in Niger’s development.
- Build capacity through conference and educational support:
 - 2 staff members participated in the annual Multi-Stage Malaria Vaccine Consortium meeting funded by the European Union and the European and Developing Countries Clinical Trials Partnership (EDCPT) to review and discuss ongoing malaria vaccine trials.
 - 1 staff member participated in an Advanced Course of Vaccinology (ADVAC) for decision-makers, including academia, industry, governmental and NGO agencies.
 - 1 staff member provided support and guidance to the Medical and Health Research Center (CERMES) in Niger
 - 1 staff member from Epicentre Niger has been accepted into the Public Health Doctorate (PHD) program at the University of Florida.

Sustainability and future plans

Through early-stage funding from the Elsevier Foundation, Epicentre Niger was awarded a grant from the African Academy of Sciences for professional development in Niger together with a consortium of institutions including KEMRI. This joint capacity building grant will tackle target three key areas: support the research environment, training environment, and competence development.

Primary outcome

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

Overview

In Niger, infectious diseases and child malnutrition are the principle causes of mortality. In 2009 Epicentre, MSF’s research and training arm, established its third [research center in Niger](#), adding to the 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.

The Elsevier Foundation partnership supports the visibility and policymaking engagement of the Niger Hub within the West African health community as well as the training of Epicentre 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 Epicentre’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.

“We are so proud to open the Niger chapter of OWSD thanks to the support of the Elsevier Foundation. It provides an important space for us to discuss and share how to navigate a scientific career as a woman in Niger.” — ISSAKA SOUMANA, Deputy Head, Epicentre Niger



DataKind

Leap mLearning

Location: Kenya and Zambia
Target group: Community Health Workers (CHW's) using the Leap platform and the communities they serve.
Budget: \$50,000/year (2022)



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 underserved populations in low- and middle-income countries, Community health workers (CHWs) offer the first point of care and are often women.

Amref's mobile or mlearning solution, [Leap](#) equips CHWs with essential skills that can address this challenge. Leap operates in 9 sub-Saharan countries including Kenya where it has been operational for over five years, training more than 70,000 community health workers across the country.

Overview

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 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.

Building on the insights developed by Elsevier data scientists, the Elsevier Foundation and Amref partnered with [DataKind](#), an organization which coaches non-profits to evolve their use of data to advance the UN SDGs. In 2022, they have helped Amref to develop a more sustainable, data-driven approach to the healthcare and training they deliver across Africa.

By analyzing ten years' worth of course-captured data, DataKind revealed insights that equip Amref to better understand how CHW trainees engage with their platform and enable them to implement improvements to increase its effectiveness.

Goals

Understand the Leap platform's impact in Kenya through:

- Understand whether community health worker (CHW) trainings within Leap lead to increased community involvement and/or health care referrals targeted to topics reviewed in Leap.
- Examine effectiveness of CHW learning in the platform.
- Define the length of time CHWs remain in the role to understand if engagement with the Leap platform impacts tenure as a CHW.

Activities and milestones

- Conducted a discovery phase through Amref team interviews, industry reviews and academic research.
- Created a statistical analysis of patterns of training and impact on health worker. This requires knowing how many people register for the service (user registration) and how many are actively using it.
- Identified learning gaps regarding language and time spent on the platform for the training uptake.
- Shared recommendations including a revised data collection methodology, enhanced data processes, a data dictionary and renewed data retention protocols
- Produced a backlog of systems improvements and documentation improvements that could greatly enhance ongoing research.

Sustainability and future plans

This grant is the first collaboration between DataKind and Amref, and it was conceived and designed as a time-bound, standalone, engagement. DataKind will ensure that all analyses, reports and coding will be documented and transferred to the AMREF team, for them to continue the work in other geographies regardless of DataKind's directly involvement in the future.

The techniques and resources for producing analyses on Leap data for Zambia and Kenya can be scaled to the other geographies where LEAP is used (Ethiopia & Malawi). DataKind would like to continue and deepen their partnership with Amref would reveal additional areas where Amref could benefit from data science capacity and support collaborative publications and events.

“The Elsevier and DataKind teams have been good partners and have brought different areas of expertise from their team to support the project, we look forward to start testing the model once it has been completed to measure health outcomes in our different programs.”

— PETER OTIENO, Operations/Delivery Lead at Amref Health Innovations



Concern Worldwide

Health Systems Strengthening Somalia

Location: Banadir, Somalia
 Beneficiaries: Regional health management teams, health management information officers and healthcare workers in 10 health facilities spread across four districts of the Banadir region.

Budget: \$50,000, pilot (2023)



helps health care workers track cases of malnutrition and respond to fluctuations in caseloads without compromising the quality of services. The overall goal is for the health system & quality of care to be strengthened, reducing morbidity & mortality in Somalia.

This Concern Worldwide project based at the Banadir Hospital Stabilization Centre will provide support for data improvement and management to ensure timely and effective treatment of children suffering from malnutrition. This will be achieved through the implementation of the CMAM (Community Management of Acute Malnutrition) Surge Approach, which facilitates timely and accurate information sharing between communities, health facilities and District Health Management teams in 10 health facilities spread across 4 districts of Banadir region.

Goals

- Improve data management & use to support timely capturing of quality data and facilitate better decision making.
 - Introduce a different concept of tracking data from the source (health facility registers) to the DHIS2 (Ministry of Health Information management system) and train 12 District Health Management Team members
 - Procurement of digital tablets to allow data archive
 - Management Team/Regional Health Management Team to cascade learnings

- Facilitation of quarterly coordination meetings by the District Health
- Support Banadir Hospital Stabilization Centre in "early warning early action".
 - Training of 25 staff on CMAM Surge Approach
 - Mentorship between key district and regional level staff,
 - Monthly monitoring and reporting
 - During a surge response, provide for the repositioning of staff/supplies.

Sustainability and future plans:

- Governmental support is key to the sustainability of the project: engagement of the national and local authorities begins at the initial stages of project design and continues throughout the project life cycle. Concern will organize quarterly coordination forums with local authorities, MOH, and other like-minded humanitarian agencies to provide a platform for stakeholders to discuss pressing data quality challenges and how partners can support health facilities to address these challenges.
- Scale up the CMAM Surge Approach in 3 additional facilities in the Banadir region in year 2, while still supporting the pilot one. Scale up the DHIS2 training in 3 facilities across 3 districts in the Lower Shebelle region, while still supporting the 10 in Banadir.

Primary outcome

Capacity building to provide a timely, effective response to surges in cases of children with acute malnutrition in Somalia

Background

Seven million Somalis (close to 50 percent of the population) are facing crisis-level food insecurity. The crisis has been driven by conflict and a prolonged drought, further exacerbated by climate change. As the drought intensifies, the number of children suffering from malnutrition continues to rise. Healthcare facilities in the country are looking at surges in cases driven by many overlapping factors, like pre-harvest hunger gap, increased incidence of malaria and diarrhea during the rainy season, women's workload patterns, movements associated with grazing livestock, and more.

It is during these caseload surges that the potential to save lives is greatest, yet government health systems are often not able to provide timely, effective response. The Elsevier Foundation's new partner, [Concern Worldwide](#), works together with the Federal Ministry of Health to provide solutions that improve the capture of quality data to support timely and effective use of health resources. In turn, this



Main photo: Hamda Hussein (19) pregnant with her first child speaks to a Health worker at the Weydow Health centre. Hamda Hussein lives in an IDP site near Mogadishu where she moved to with her family 2 years ago, after they had to leave their farm due to conflict in the area. Below: Medical worker checking medical supplies at the Weydow Health Centre, Mogadishu. Both photos © Mustafa Saeed/Concern Worldwide.



Aidsfonds

Tanya Marlo

Location: Indonesia

Target group: Sexually active youth, including the LGBTQI community, who are vulnerable to STI or HIV infection and need comprehensive support in developing healthy choices in sexuality.

Budget: \$50,000/year (2022), \$70,000 (2023-2024).



Primary outcome

Ensure that young people and minority groups who are most vulnerable can take control of their health through accessible HIV-related information, counselling and lifesaving care.

Description

The [Aidsfond's](#) Tanya Marlo project targets young people and tackles the increasing HIV epidemic in Indonesia, by providing easy access to information and care. These tools, including a web-based platform and chatbot serve as accessible entry points to provide tailored, youth-friendly, quality information using the Stepped Care Model for Sexual Health developed by Aidsfonds.

Users are linked to a hotline service where they can chat with trained counsellors who provide information, support and referral to services in cities throughout Indonesia. The Tanya Marlo website also provides a service directory for test and treatment. To increase reach and impact, the Tanya Marlo team co-creates content together with local partners and young people, linking audiences with the services they need.

Sexual health care in clinics is often denied to young people and members of the LGBTQI+ community. Aidsfonds aims to bridge the difficulties in accessing sexual and reproductive health information and products in Indonesia.

Goals

- Deliver extensive, updated, non-judgemental and sex-positive HIV- and Sexual and Reproductive Health Resources (SRHR) and services via the Tanya Marlo platforms and raise awareness among youth via social media.
- Provide consultation via a hotline service and empower youth to seek services and treatment in a health facility.
- Increase the reach and impact by building a coalition of (digital) health partners, including links with more youth- and LGBTQI+-friendly health facilities.

Activities and milestones

- **Broaden the issues covered and increase reach.** Created new content with a HIV-focus to meet the needs of its audiences. The mainly written content was adapted into video and audio formats to stimulate better user interaction.
- **Social Media campaigns.** Increase the reach of Tanya Marlo messages on social media, additional strategies incl.: paid advertising and working with influencers (experts & survivors) and experts (doctors, psychologist, community leaders)
- **Build coalitions.** Organized a 2022 'Discovery Workshop', attended by 20 potential partners sharing the same vision & mission, to:
 - Identify issues, channels, target groups and solutions
 - See potential interlinking or overlap in support & service
 - Identify opportunities to collaborate with partners ensure commitment in joint program development
- **Collect and evaluate data to improve service and deliver proof.** To get direct input from the audience to evaluate the content provided, the Tanya Marlo team asks for input directly on social media & holds focus groups with audience representatives.

Challenges

Indonesia criminal code is set to change in the next couple of years, with a bill that would ban extramarital sex and illegalize the promotion of contraception – with potential implications for the project.

While conservatism in Indonesia continues to be an increasing challenge to SRHR, especially with regards to minors, the team remains optimistic. Aidsfond's implementation partner YKS is in close contact with the minister and Ministry of Health who are very accommodative to the situation as they also see that the numbers of STI and HIV infections are on the rise. The MoH can make exemptions to the law by releasing formal letters to organizations like YKS to allow them to continue to provide information and services such as condoms.

Advocacy activities are expected in 2023 as there's still opportunities to revise the bill before it becomes effective. YKS is already collaborating with Rumah Cemara, an organization who is strong in advocacy. Rumah Cemara will also be Aidsfonds major partner in their new Healthy Cities with PRIDE project.

The new code shows that Tanya Marlo is more needed than ever, and Aidsfonds is committed to act to enhance young people's agency in accessing the information and services they need.

Sustainability and future plans

- Enrich content creation to be more diverse and contextualized with SRHR and mental health equipping young people with knowledge, skills, attitudes and values that empower them to realize their sexual health and wellbeing.
- Accommodate additional user questions and preparing improved chatbot facilities and the provision of initial counselling services on the WhatsApp platform.
- Monitor and evaluate the effectiveness of paid campaigns and collaborations with influencers.
- Map and build a coalition of potential partners to strengthen the program, especially when resources are limited.
- Strengthen referrals for peer counselling services at partner institutions, professional counselling, and clinical services.
- Map service partners who can provide affordable clinical medical services for those with limited financial capabilities.
- Include 2022 focus group feedback in the 2023 planning, to understand the type of information required, the referred type of content, and type of service needed.



Julius L. Chambers Biomedical & Biotechnology Research Institute

Implementation Science Program

Location: North Carolina, US

Target group: researchers, underserved communities in North Carolina.

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



Goals

- Increase the number of health disparities researchers conducting IS research and dissemination
- Organize outreach & networking activities within the NCCU community
- Develop faculty expertise in IS and expand capacity at NCCU

Activities and milestones

The ISET projects funded for the 2022-2023 year include:

- “Physical Activity Opportunities for African American Women” (PI: Amy Linder PhD, Department of Kinesiology and Karen Webb PhD, Dept of Nursing)
 - 26 interviews completed, intervention now in progress, postponed during the pandemic.
 - First results were presented at the Active Living Conference in Bethesda, MD, in March 2023.
- “Racial Disparities and Social Workers in Primary Healthcare Settings” (PI: Charity Watkins PhD, Dept of Social Work)
 - Due to challenging conditions during the pandemic, and the PI shifted focus, the project will not launch.
- “Health Literacy and HIV” (PI: Tianduo Zhang, PhD and Lisa Paulin, PhD, Dept of Mass Communication)
 - Initial phase with focus groups planned to start in Mar/23
- 13 staff/faculty have been trained in IS to date (Oct/21–Jan/23)
- Completed NIH online training program (Nov/21–February/22)
- Completed project coaching with team science orientation (Nov/21–Jun/22)
- Faculty has been assigned for mentorships and student assistantships in IS
- Launch of seminar series in Aug/22, and will be offered twice a year. Topics include the What & Why of IS, Theories, Pilot Project Proposals, results, and lessons learned.

Challenges

- Challenge for researchers and students to identify adequate theories in Implementation Science governing their work.
- Addressing minority populations and conducting research in multi-racial and ethnic environments to ensure cultural sensitivity has been a challenge, though much of it has been overcome by debates and experiences
- The faculty has competing priorities in their availability to conduct the pilot projects, which may slow the progress of scholarly contribution
- The project that didn't launch was stopped by the pandemic & lack of personnel remaining at work in our partner community clinic. Faculty member no longer had the time/interest in the pilot project, which limited possible interventions.

Sustainability and future plans

- Develop implementation science modules to incorporate into academic curricula
- Award two additional pilot project funding, one per funding year (equivalent to years 2022 and 2023 due to funding issues)
- Organize networking activities within NCCU faculty and students and underserved communities
- Initiate a monthly BBRI-hosted journal club meeting for IS continuing education
- Host additional IS seminar series, with potential collaboration opportunities with other institutions

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%.

The [Julius L. Chambers Biomedical Biotechnology Research Institute](#) (BBRI) at North Carolina Central University conducts multidisciplinary & inter-institutional research focused on health issues that disproportionately affect minority underserved populations. BBRI provides graduate students with research-intensive experience that enhances their access to careers in the biomedical sciences.

The Elsevier Foundation supports the BBRI 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.

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

“Who do we give back to and what can we do for the communities we serve? We have the population and the engagement; pilot projects have provided and will continue to provide the information and interventions we need to do better by these communities.” — DR. DEEPAK KUMAR,

Director of JLC-BBRI



Sansum Diabetes Research Institute

Latino Diabetes Community Scientists

Location: US (California)
 Target group: Hispanic/Latino families
 Budget: \$100,000 a year (2020-2022).



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.

Activities and milestones

- Enrolment on a prospective longitudinal cohort of Hispanic/Latino families with at least one person living with a diagnosis of diabetes (Mil Familias).
- Continuation of Mil Familias through May 2022
- Participation in a food-as-medicine program (Farming for Life), a prospective observation study of the impact of providing access to fresh vegetables over 3 months on cardiometabolic and psychosocial outcomes including food security.

- Publication of 8 scientific articles with new insights into personal physiological data (e.g., glycemic profiles from continuous glucose monitors), which open opportunities for more personalized lifestyle and pharmaceutical interventions. The participants reported that participation in the vegetable prescription program was associated with clinically significant improvements in cardiometabolic (e.g., lowering of blood pressure) and psychosocial (e.g., lower burden of depression, anxiety and stress and less food insecurity) outcomes.
- Coverage of the issues the program addresses in the New York Times, “Pandemic puts new focus on diabetes”, April 5, 2022.

Sustainability and future plans

- The projects supported by the Elsevier Foundation at Sansum Diabetes Research Institute have been concluded. David Kerr is exploring how to continue this critical work in prevention through additional funding.

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: establishing and maintaining community trust; participant recruitment and retention; removing barriers to participation in research and development; increasing self-efficacy; and providing cultural oversight to the creation of supporting materials.

Mil Familias. The Mil Familias study enrolled 400 individuals living with T2D. The primary objective of the study was to determine how genetic, biological, psychological, behavioral, and social environmental influences impacted 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 and “publicly available” diabetes information is not written at an appropriate health literacy level in English, let alone Spanish. To democratize research findings, SDRI

“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.





Cell Press

Rising Black Scientists Awards

Location: U.S.

Target group: Black scientists at U.S. institutions at the undergraduate, graduate, or postdoctoral levels, across the life, physical, earth, environmental, health, and data sciences.

Budget: \$22,000/year (2022-2024)
Funding is matched by Cell Press and Cell Signalling Technology.



Primary outcome

Celebrate US early career black researchers' talent and achievements in STEM and help them grow their networks and opportunities..

Overview

Gaps in support, funding and opportunities are disproportionately large between White and Black scientists in the U.S. To The [Rising Black Scientist Awards](#) recognize that success in science is driven not only by a combination of talent and motivation but also access to a strong support network and opportunities.

Given in collaboration with Cell Press and Cell Signalling Technology, the awards were originally created in 2020 to break down barriers and create opportunities by providing visibility and funds to support talented Black scientists in the life or medical sciences on their career journey. By joining the Awards partnership in 2022, the Elsevier Foundation funding enables the selection of two additional winners each year, expanding the scope of the awards to the physical, earth and environmental, and data sciences.

Winners each receive \$10,000 to support their research, a \$500 travel grant and the opportunity to publish in high impact journals within Cell Press (such as Cell – a leading flagship journal in the life sciences, and Chem, Joule or Matter, leading flagship journals in the physical sciences) with broad visibility and reach. Four honourable mentions — two undergraduate students and two graduate students/postdoctoral scholars — are also recognized and each receive \$500. The awards encourage submissions from any aspiring Black scientists or active researchers at institutions within the United States.

Goals

- Increase visibility of rising Black physical scientists to their research community and Elsevier Editors for further awards, recognitions, early-career advisory positions, or other opportunities;
- Publication of the winners' essays on a widely read and recognized journal platform in their field.
- Provide monetary support and recognition to the next generation of scientists to encourage retention in their respective fields.

Activities and milestones

- 4 winners were selected from an outstanding pool of over 300 applicants from across the life, physical, earth, environmental, health, and data sciences.
- Essays from the winners and honourees published in the journals Cell and iScience on February 16, 2023.

Sustainability and future plans

- The call for applications for the 4th edition of the awards will open in September 2023.

Spotlight on the 2023 winner (clockwise in the photos above)

- Undergraduate winner, physical sciences: Camryn Carter. A double major in computer science and chemistry at the University of Richmond, her research focuses on designing drugs to combat COVID-19. In her essay, "One less weary smile," she describes "the isolating feeling of being the only person of color in a classroom" and how her experience in her mentor Professor Carol A. Parish's diverse computational chemistry lab has given her a place to belong.
- Undergraduate winner, life sciences: Admirabilis Kalolella. He is senior pursuing biochemistry, cellular, and molecular biology at Connecticut College. In his essay, "My Christmas holidays," he describes the holiday trips his family would take each year to their home village in Mngeta, Tanzania—and how they inspired him to pursue drug discovery research

around the world, with the goal of focusing on understudied infectious tropical diseases.

- Graduate winner, physical sciences: Elijah Persad-Paisley, PhD. A medical student, aspiring plastic surgery physician, he is the founder of the Black Men in White Coats chapter at Brown University. In his essay, "Achieving diversity and equity through inclusion.," he shares his experiences with adoption, rejection, and the "diminishing representation of Black men in medicine", and his commitment to disparities research and community engagement to increase inclusion in medicine.
- Graduate winner, life sciences: Christine Wilkinson, PhD. She is a conservation biologist and carnivore ecologist at the University of California, Berkeley. In her essay, "The coyote in the mirror: Embracing intersectionality to improve human-wildlife interactions," she explores her intersectionality as "a Black, biracial, queer, and gender-queer kaleidoscopic being" as a way to relate to all kinds of stakeholders and to build connections and linkages between wildlife, human, and environmental health and wellbeing.
- In recognition that the remarkable talent of the award applicants is not limited to four winners, an additional four honorable mentions were also selected: undergraduate Djemila Compaore of Dartmouth College; PhD candidate Adrienne Gladden-Young of Tufts University; undergraduate Overpower Gore of Earlham College; and post-graduate Aja Nicely, PhD, of the University of Texas at Austin. Their essays appear in the journal iScience.

"This award validates and affirms the importance of my diversity-related research. It legitimizes me as the physician-scientist that I aspire to be. It reminds us that we are also deservedly recognized as researchers alongside our scientist-trained colleagues." — ELIJAH PERSAD-PAISLEY, 2022 Winner

PERSAD-PAISLEY, 2022 Winner



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 (2021-2022).



Goals

- Develop and deliver the curriculum for the Millennial Sister Circle
- Empower women to make health their first priority and improve their health outcomes
- Reduce risk factors for obesity and chronic illness, especially uncontrolled hypertension
- Teach women to live daily lives of primary and secondary prevention
- Help women to take ownership of their health in partnership with their primary care team.

Activities and milestones

- MSC Pilot evaluation completed and community report was shared with the first cohort of 15 women
- Establishment of the Millennial Health Advisory Group (MHAG)
- Development of program features (collaborative effort between PBWHA, MHAG, and the Gaston and Porter Health Improvement Center (GPHIC))
- Development and compilation of program materials, including toolkits, resource guides and the expansion of topics available in the mobile app

Sustainability and future plans

- The MSC program has engaged interest from several community partners and funders. Based on that, BWA is now looking to ensure MSC's sustainability by seeking additional funding from organizations interested in supporting MSC's population and outcomes. MSC aims to provide the program on a seasonal basis to multiple cohorts and multiple external institutions who have requested BWA to offer the program on-site at their facilities. The project has attracted several community partners and funders.
- Hold future MSC series with the second cohort in early 2023.
- Host a health event/equity summit to report out to their community.
- Mentor and recruit members of the Millennial Health Advisory Group for future board membership.

Primary outcome

Improve healthcare outcomes and eliminate or reduce health disparities experienced by Black women prior to and after age 40 through advocacy, education, research and support activities.

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 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, and less 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.

“Working with the Millennial Sister Circle, I was able to witness the powerful impact of sisterhood and support, not only among the Black women we served, but among the advisory board as well. MSC is a powerful message, group, and support system that provides evidence-based guidance to young Black women in a world that is not always conducive or attuned to their growth and development. Its value and power are rooted in the attention to detail in the nuances that occur in the lives of young Black women and the provision of tools to manoeuvre life's challenges, all through a culturally sensitive lens that promotes Black joy and wellbeing.”

— KENNA YADETA - Millennial Health Advisory Group member



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

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.



Primary outcome

Build capacity for faculty educators in Historically Black Colleges and Universities (HBCUs) schools of nursing to train nurses of color, ensure a diverse nursing workforce, and address scarcity in resources for faculty development in HBCUs.

Overview

Building nurse educator expertise in the use of teaching strategies that enhance higher-level reasoning skills is paramount for next generation learners. Building a nursing workforce that can critically think to deliver safe and effective care in the current and future complex healthcare environments is equally critical. This need is even greater in HBCUs Schools of nursing where resources for faculty development are often limited and the students they teach are from underrepresented populations.

The NLN HBCUs schools of nursing community brought together five HBCUs' faculty previously enrolled in the [NLN Coaching for Excellence](#) course, supported by the Elsevier Foundation: Hampton University, North Carolina Agricultural and Technical State University, Tuskegee University, Winston-Salem State University, and North Carolina Central University. They received coaching and mentoring as a community of nurse educators and faculty development webinars focused on the use of neuroscience teaching and learning strategies. The program addressed nursing students' challenges and how educators can help with the transition to professional practice. It equipped nursing faculty to enhance their coaching skills, meet the needs of learners and promote student's critical thinking skills.

Goals

- Develop new and enhance existing faculty expertise with active teaching and learning strategies, to meet students' needs, understand challenges and promote reflective learning.
- Apply strategies to give effective feedback to the novice nurse in clinical and non-clinical settings through an online environment.
- Broaden the integration of teaching excellence across all nursing faculty in the HBCUs schools of nursing.

Activities and milestones

- Engage faculty in a community of nursing education practice through a 3-month intensive program that focused on integrating neuroscience teaching strategies and fostering the development of a community of practice. The objectives of the courses and the mentoring were:
 - Operationalize the nurse educator role.
 - Utilize contemporary teaching and learning strategies.
 - Guide student preparation for Next Gen NCLEX.
 - Apply the leadership aspects in the nurse educator role.
- The program ran from September to December 2022, and was attended by a total of 16 faculty.
- The HBCUs faculty engaged in synchronous/asynchronous development activities during these community of practice sessions.
- These activities were conducted by NLN nurse educators serving as faculty coaches. The coaches, together, worked with each school and across schools to build community engagement.

Challenges

- The main challenge was faculty commitment to 3-month intensive sessions, each lasting 3.5 hours.
- Nurse faculty are under a great deal of pressure at HBCU's. Schools of nursing are experiencing faculty shortages requiring them to ask faculty to take on extra course-loads to meet the students' teaching and learning needs.
- This project was a continuation of building faculty expertise in the use of contemporary teaching and learning strategies over the past two years. To mitigate the faculty time issue, NLN assigned specific coaches across other universities to work with each school of nursing to foster a cohesive community of practice.

Sustainability and future plans

- NLN secured a robust technology platform, NLN Connect, designed to enhance faculty engagement in learning communities. The platform ensures that the future sustainability of the project.
- Over the last three months of this project, HBCUs schools of nursing faculty were engaged in using a the NLN Connect Platform designed to sustain community conversation and share resources. The immersive NLN community of practice is intended for faculty to enhance their teaching and coaching skills working together with their nurse educator colleagues across like institutions. It has also generated substantial enthusiasm across the educator community with two HBCUs nurse educators assuming a leadership champion role to maintain an engaging dialogue.



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.



Equitable care begins with an equitable start

The Elsevier Foundation is committed to supporting nursing students through the Schools of Nursing Scholarship Fund—a step in the right direction for ensuring that all nursing students are provided a level playing field when pursuing higher education. Springboarding off the National League of Nursing/Elsevier HBCU Excellence in Technology Innovation programs, the [Historically Black Colleges and Universities Schools of Nursing Scholarship Fund](#) aims to address the pervasive health disparities in U.S. health care by promoting a racially diverse nursing workforce.

Over the past three years, the Foundation has worked closely with education and nursing institutions to promote equity in learning and practice. Dr. Cecil Holland, the Professor of Nursing and Associate Dean at Winston Salem State University, shared with us how this “scholarship has made the dream of becoming a professional nurse attainable for many students.” To reach their professional goals, Dr. Holland stressed that reducing the financial burden on students substantially relieves “the stress imposed surmounting student debt”, resulting in students completing their education uninhibited.

Historically Black Colleges and Universities (HBCUs) are deeply committed to fostering thriving careers in tandem with research and outreach on the needs of minority communities. With 107 HBCUs across the U.S., these academic institutions allow African American students to develop professionally, while building community through a shared sense of belonging and initiative. For nursing students, HBCUs bridge the gap between accessing knowledge and providing equitable patient care to people of color. By creating inclusive learning opportunities that extend beyond classroom, HBCUs are recognized as a space for reflection and change.

According to The Future of Nursing 2020–2030 report from the National Academy of Medicine and the Robert Wood Johnson Foundation, there is an ongoing dialogue about how structural racism continues to influence the various facets of U.S. health care.

Embedded in policies and institutions that oversee health care providers, structural racism fuels disparities in patient care by undermining the well-being of patients from racially diverse communities. As frontline workers, nursing practitioners are an integral to the entire medical profession.

Why is it crucial to support nursing students of HBCUs?

Nurses are vital and so is their education.

Nurses are on the frontlines of direct patient care. As the first point of contact and the medical professional that interacts most frequently with patients, nurses are an indispensable part of health care. In terms of workforces, nurses also represent 4 times the size of the physician workforce and play a pivotal role in overseeing patients throughout their treatment. Nurses became especially visible during the height of the COVID-19 pandemic, which not only called attention to severe public health challenges in the U.S. health care system, but also reaffirmed the absolute necessity of a racially diverse nursing workforce. Investing in the education of nursing students from diverse communities will produce nursing professionals that are aware of the issues around delivering equitable care.

Inequities in funding results in inequities in opportunities

While HBCUs are committed to student excellence, funding inequities caused by the historical legacy of racism continue to persist creating disparities in adequate nursing education and practice. According to The Century Foundation, HBCUs’ continue to work towards closing the prevailing funding gap, further exacerbated by worsening economic conditions such as inflation. Although substantial efforts are in place to bolster financial means, such as increasing the cap for out-of-state enrolment (“Promoting Health Equity”), funding inequities and inadequate allocation of resources continue to be problematic for HBCUs.

Addressing these inequities is the first step towards helping nursing students who have unencumbered access to learning and professional opportunities.

Diversifying leadership leads to diversified health care

A lack of diversity in nursing stems from a lack of awareness and resources for providing equitable care to racially stigmatized populations. Diversifying from the top has the potential to create a “ripple effect” that resonates through all levels of health care. Racially diverse nursing leaders can tap into their own lived experience to share knowledge and expertise in treating patients from racially diverse communities. Moreover, to address the persisting attrition of nursing students, especially from minority communities, initiatives to increase leadership roles for nurses have also become increasingly prevalent. Researchers in “Promoting Health Equity” encourage HBCUs to adopt hiring practices that focus on diversifying faculty. As a result, a strong presence of diversity within schools translates to the expectations people will have for the professional workforce. Creating diverse nursing leaders starts with opportunities for students to enter leadership pathways—ultimately, diversifying all levels of the nursing profession.

“Scholarship funding continues to be the number one reason students drop out of school. But through Elsevier’s generosity and support our students have been able to remove the barrier of funding so that they can continue their degree paths at Hampton. We are grateful, and so very appreciative of the kindness shown to our future healthcare leaders. Thank you Elsevier Foundation!”

— ARLENE MONTGOMERY - Interim Dean, School of Nursing, Hampton University



HBCUs recognize the importance of creating a diverse health care community, starting with their nursing students. Dedicated to fostering diversity within nursing, HBCUs encourage partnerships between schools and other institutions to facilitate practice-ready nurses' entry into the health care profession and ultimately leadership pathways. Systemic bias continues to plague the U.S. health care system, negatively impacting the type and quality of treatment people of color receive. By building a community that serves to encourage academic and professional success of communities of color, HBCUs are invested in students throughout their professional development as nurses of the future.

The historical legacies of limiting African Americans access to education speaks to HBCUs commitment to provide substantial support for students' learning and professional development. This narrative of facilitating student success from classroom to workforce reverberates strongly amongst HBCUs. Through partnership with the Elsevier Foundation, that narrative is not only recognized, but underscored through financial assistance. With a budget of \$50,000 USD distributed equally between five participating HBCUs across the U.S., this scholarship fund reiterates the importance of bestowing funds directly in the hands of schools. By giving each school \$10,000 USD to distribute at their discretion, schools can create targeted scholarships to alleviate financial burden, reward service participation, and aid students in other ways.

It is important that support for students goes beyond words of encouragement and takes shape in the form of meaningful action. The Elsevier Foundation's HBCU Schools of Nursing Scholarship Fund provides monetary support to schools and students for the betterment of education and health care across the United States. By acting as a conduit for change, this scholarship fund supports the diversification and sustainability of future nurses—beginning with an equitable start.

“Due to the fast progression of the program and being a single mother, I was unable to maintain my CNA job throughout the program. Receiving the scholarship helped me lessen the financial burden and allowed me to complete my studies. It makes a big difference.”

— ALEJANDRA CORTES-ESPINOSO - Nursing student at Winston-Salem University and recipient of the NLN-Elsevier Foundation scholarship.

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.

Total scholarships awarded in 2020-2022: a total of \$150,000 for **61** students.

Hampton University School of Nursing

- Total beneficiaries: **5** undergraduate students, **4** in 2021 and **1** student in 2022. The 2022 scholar is a junior and currently on track to begin their senior year in academic year 2023-2024.

North Carolina Central University School of Nursing

- Total beneficiaries: **20** undergraduate students (2020-2022), each student received \$1000.

Tuskegee University School of Nursing and Allied Health

- Total beneficiaries: **6** undergraduate students, **4** in 2021 (received \$2,500 each) and **2** in 2022 (received \$5,000 each).

North Carolina A&T University School of Nursing

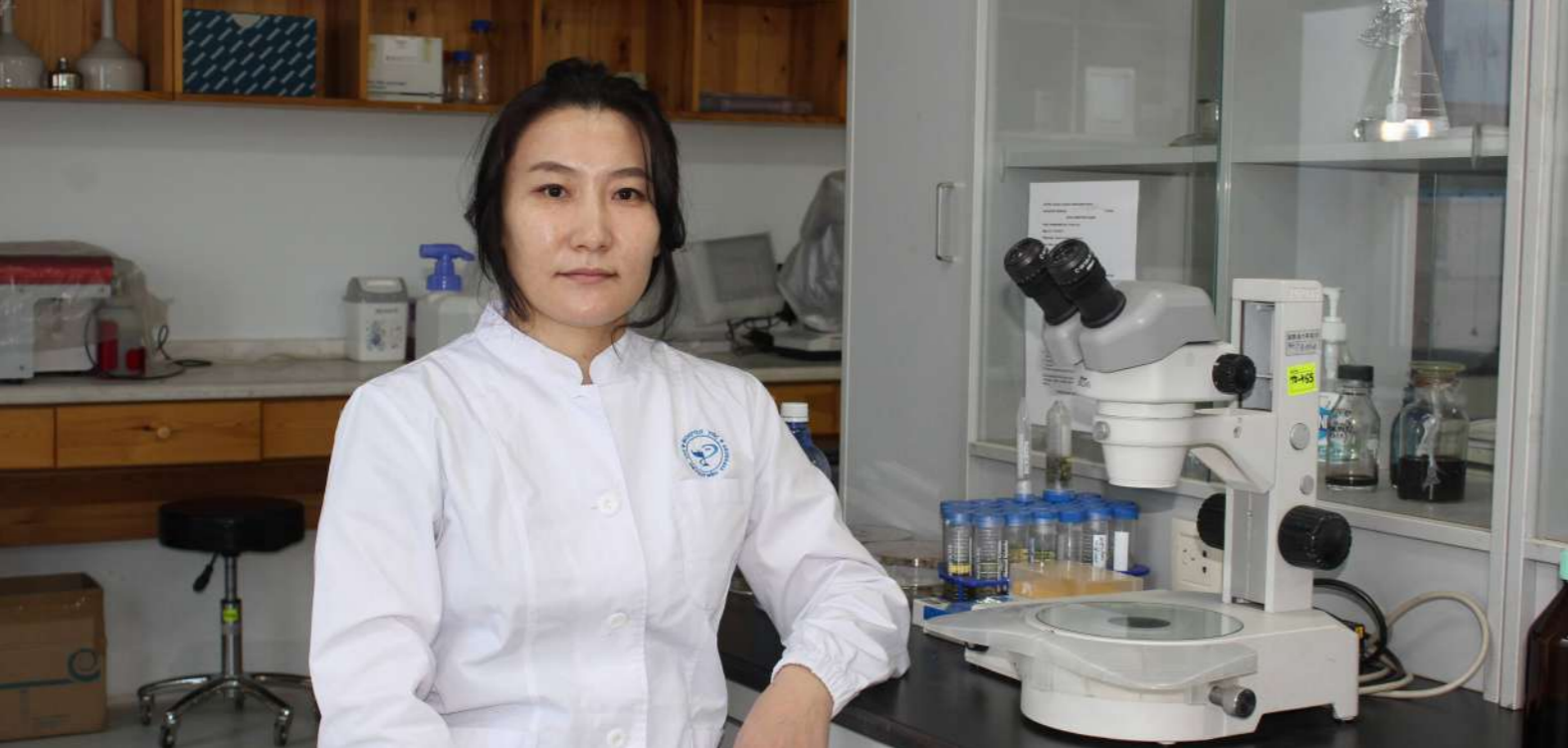
- Total beneficiaries: **10** undergraduate students in 2021-2022 (received \$1,000 each).

Winston-Salem State University Nursing Program

- Total beneficiaries: **20** undergraduate students in 2020-2022. Each student received \$1,000.

“The scholarship has made a positive impact in my progression in the nursing program. The additional funds covered necessary expenses, which allowed me to spend more time studying to achieve academic excellence. This scholarship gave me support and helped me overcome obstacles in the form of tuition, bills and other expenses. I was able to continue in the program without fear of financial instability. I feel grateful to have been given this opportunity: it has helped me reach my lifelong dream, to graduate from college. Thank you.”

— ANGIE HERRERA - Nursing student at [Winston Salem University](#) and recipient of the NLN-Elsevier Foundation scholarship.



II. Our 2022 partnerships

Inclusive 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.



Material Sciences Agents of Change Awards

Recognize initiatives that focus on intersectionality & encourage systemic change in the Material Sciences community.

Photos on left page: Dr. Munkhjargal Tserendorj of the Mongolian University of Life Sciences, Mongolia, winner of the 2023 OWSD-Elsevier Foundation Women in Science Awards. Elsevier Foundation Director Yann Schemm speaks at the International Fall Gathering in November 2022. Chuck Chuan NG, 2023 finalist for the project "Youths Empowerment Through Vetiver Bioremediation for Climate Action in Malaysia".



The World Academy of Sciences Climate action gender catalyst grants

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



Research4Life Country Connectors

Deliver local interventions to enhance access and improve usage of Research4Life resources.



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.



Falling Walls Women Science Talents

Inspire and empower women to take their next career step, and promote female leadership in STEM.



The Asian Scientist-Elsevier Foundation Salon for Leadership in STEM

Empower women to take on leadership positions in STEM, tackling underrepresentation of Asian scientists.



IMC Weekendschool Amsterdam STEM program

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



COACH Water First

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



RIKEN Envisioning Futures

Map the journey of senior women scientists in Japan, shedding light on challenges and best practices.



Vitae - Tackling the under-representation of early career Black researchers

Understand current practice supporting Black ECRs and amplify lessons learned towards future interventions.



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

The more diverse the pool of scientists, the more robust the science. Women scientists from the Global South 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 a unique awards and recognition program for early career women scientists from the Global South. Since 2013, 58 researchers from 33 countries have won the Awards. Each winner receives a cash prize and is sponsored to attend a prominent scientific conference in their field, historically the AAAS or more recently, ESOF. Here the winners are presented with their awards at a special ceremony, attend workshops and sessions, meet experts, visit local laboratories and institutions, and attend a celebratory networking dinner.

In 2021, OWSD and the Elsevier Foundation decided to re-focus the Awards 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 Awards focused on Climate action and the environment, and the 2023 ones on Food Security.

“By focusing on food security, we want to spotlight important research by women who are inspiring role models for communities most affected by this issue.” — YLANN SCHEMM, Executive Director, The Elsevier Foundation

Goals

- Recognize the achievements of outstanding women scientists in the Global South, 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.

Activities and milestones

- In July 2022, the winners presented their award during a special panel event hosted at the EuroScience Open Forum (ESOF) meeting in Leiden, The Netherlands, and moderated by the Elsevier Foundation Executive Director. During the ESOF week, winner Ashani Ranathunga participated in a panel on research in the Global South, as part of the European Conference of Science Journalists. All winners also received a gender & research workshop organized by Elizabeth Pollitzer, Founder of the Gender Summit and Elsevier I&D Board member. They also had the opportunity to visit the embassies of their countries.
- Many winners received additional travel grants to continue broadening their networks and amplifying the impact of the award by attending conferences and workshops. Most recently, 2019 winner Uduak Okomo has been sponsored to attend the Africa Health Agenda International Conference in March 2023 in Kigali, Rwanda.
- In 2023, 7 researchers were awarded, as reviewers found the selection challenging due to the many outstanding candidates. The Selection Committee for the 2023 Awards was comprised of 24 reviewers, 21 of which were from the Global South. It also included past OWSD-Elsevier Foundation winners, early career alumnae and OWSD Executive Board members.

Sustainability and future plans

- The 2023 winners will be invited to attend and share their work at Elsevier's 2024 Global Food Security Conference in Belgium in April 2024.

- 2023 Latin American winners Carla Fabiana Crespo Melgar and Gabriela Montenegro-Bethancourt will speak at a panel on Gender and SDG research during the World Conference of Science Journalists in March 2023, co-organized by Elsevier and SciDev.
- 2023 winners will also have the opportunity to publish their work in STAR Protocols, an open access, peer-reviewed journal from Cell Press offering structured, transparent, accessible, and repeatable step-by-step experimental and computational protocols from the life, health, earth and physical sciences.
- Continue to offer travel grants for winners to attend event e.g. the Asian Scientist-Elsevier Foundation Salon for Leadership in STEM, the Africa Gender Summit, and more.

Spotlight on the 2023 winners — Food Security

- Prof. Renuka Attanayake of the University of Kelaniya, Sri Lanka: plant and molecular biology; crop disease identification and management.
- Dr. Carla Fabiana Crespo Melgar of the Universidad Mayor de San Andres, Bolivia: biotechnology and microbiology; increasing agricultural productivity.
- Dr. Haneen Dwaib of the Palestine Ahliya University: nutrition and dietetics; obesity and dietary interventions *(left photo)*.
- Prof Eugénie Kayitesi of the University of Pretoria, South Africa: food science and technology; improved use of indigenous plant-based foods *(right photo)*.
- Dr. Gabriela Montenegro-Bethancourt of the Maya Health Alliance, Guatemala: life sciences and nutrition; maternal mortality and child malnutrition.
- Dr. Munkhjargal Tserendorj of the Mongolian University of Life Sciences, Mongolia: Veterinary Medicine, Animal and Food Hygiene; diagnosis and treatment of animal diseases
- Dr. Yeyinou Laura Estelle Loko of the Université Nationale des Sciences, Technologies, Ingénierie et Mathématiques, Benin: entomology, plant genetic resources and crop protection; insect pests and resistant crops.



The Elsevier Foundation Chemistry for Climate Action Challenge

Location: Global, focus on challenges in Global South
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 Global South's greatest challenges identified by the UN Sustainable Development Goals.

Overview

The 2023 Intergovernmental Panel on Climate Change report has underscored that climate change is the most important challenge affecting the future of our planet. The need for innovative ideas to tackle global issues is more pressing than ever and chemistry can play a key role in finding practical and sustainable solutions to urgent challenges in 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 in 2021 with a new focus on Climate Action (SDG 13). Jointly run and funded by 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 to submit ideas for chemistry solutions to address a range of sustainability challenges in the Global South from energy and water to waste reduction, recyclability, chemistry, agriculture, medicine and more.

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) in their projects. Two winning projects will each receive a prize of €25,000.

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 the Global South.
- Create visibility for an emerging field in the chemistry world.
- Support the integration of sex and gender dimensions in chemistry research.

Activities and milestones

- Due to pandemic-related delays, the 2022 Elsevier Green & Sustainable Chemistry Conference did not take place. As the Conference provides an impactful platform for the Award Ceremony, the team decided to pause the Challenge for 2022. As a result, applications for the 2023 edition opened in September 2022.
- In 2022, a total of **98** proposals were received (vs 106 in 2021) from **47** countries (vs 26 in 2021).
- Working closely with the 5 Challenge judges, the 5 2023 finalists were selected. They come from Thailand, Philippines, Malaysia, Somalia and Malawi.

Sustainability and future plans

- The 5 2023 finalists will pitch their projects at the [Elsevier Green & Sustainable Chemistry Conference](#) in Dresden, Germany (22-24 May 2023). The winners of the 2023 edition of the Challenge will be awarded during a special Award ceremony at the Conference.
- Thanks to additional funding from the Elsevier Chemistry Journals portfolio, 2020 and 2021 winners will join a special in-person retrospective session at the 2023 Elsevier Green & Sustainable Chemistry Conference to celebrate their achievements and share how their projects have progressed. These include 2021 winners Brenya Isaac (Ghana) and Pham Hong or Dinh Van Khuong (Vietnam), 2020 winners Diana Carolina Parada Quinayá (Colombia) and Clifford Okoth Owino (Kenya), 2019 winners Ramia Albakain (Jordan) and Ankur Patwardhan (India).
- The 2024 Challenge will be launched in September 2023 and prizes will be awarded during the 2024 Elsevier Green & Sustainable Chemistry Conference in Dresden, Germany.

“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

Right photo: Dr. Hong Pham, from Vietnam, winner of the 2021 Challenge. Left photo: Chuck Chuan NG, 2023 finalist for the project "Youths Empowerment Through Vetiver Bioremediation for Climate Action in Malaysia".

“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



Elsevier Material Sciences Agents of Change Awards

Location: Global

Target group: Researchers and professionals in the material sciences community.

Budget: \$15,000 a year (2022-2024)



Primary outcome

Recognize initiatives and programs that focus on intersectionality and encourage systemic change within the materials science research community.

Overview

Through the 2020 Report: The Researcher Journey through a Gender Lens, Elsevier worked with global experts to understand the role of gender within the global research enterprise. Examining 20 years of data drawn from Scopus and ScienceDirect across 12 different geographies, the report provides evidence-based insight to inform initiatives relating to gender diversity.

Findings from the field of materials science show that while the proportion of female researchers is increasing, the pace of change remains slow. Within the 28 EU countries, male researchers still represent 62% of the materials science community, with comparable numbers across other geographies.

Each year, the [Materials Today Agents of Change awards](#) recognize initiatives that are taking practical steps to encourage an actively inclusive materials science research community. The awards provide two grants of \$10,000 each, presented to a researcher or team within the materials science research community actively engaged in an initiative that encourages inclusivity and diversity. With the support of the Elsevier Foundation, in 2023 the awards will be able to increase their reach, and to include a special award ceremony and gala dinner for the award winners.

Goals

- Recognize grass roots initiatives, department-level initiatives, or wider initiatives within the materials science community
- Give special consideration to awards that have a strong sustainability plan to ensure continued success of the initiative beyond the initial award.

Activities and milestones

- [2019 award winners](#) included:
 - Lanell Williams, Harvard University, for the Women+ of Color Project (WOCP). WOCP provides an open platform for women of color share best practices for applying to graduate school, maintaining research productivity, and growing their academic careers.
 - Prof. Dr Barbara Rothen-Rutishauser, Prof. Alke Fink and Dr Sofia Martín Caba at Université de Fribourg in Switzerland. Their initiative offered extended workshops about “Professional role confidence” for women scientists at all levels, organized by female professionals and role models.
- The Awards were paused during the pandemic to relaunch them in 2023 with support from the Elsevier Foundation and a new, broader focus on intersectionality.
- Nominations for the 2023 awards opened in January and will close in April 2023. Shortlisted candidates will reviewed by a team of six judges, comprised of distinguished academics, previous winners and the Elsevier Foundation.

Sustainability and future plans

- Winners will be awarded at a ceremony during the [Materials Today Conference](#) 2023, 2-5 August, in Singapore, followed by a celebratory gala reception.
- Past winners will share their progress during a special session at the Conference.
- Recipients of the award will be interviewed on Materials Today to provide an oversight of their initiative.
- A follow up interview and webinar will be arranged one year after the award to showcase how the initiative has developed since the award was granted.

“Each of us is a combination and a culmination of all that makes us unique. With the Awards, we want to recognize those who are supporting intersectionality efforts within the Materials community, driving it to become fully representative of the materials scientists of the world.”

— MARLENE SILVA, Publisher, Materials Today, Elsevier





The World Academy of Sciences

Climate action gender catalyst grants

Location: Low- and middle-income countries
 Target group: Women researchers and local communities
 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 in the Global South.

Overview

Knowledge from scientific research often suffers from not being applicable to real-life scenarios, especially in the Global South. This delays both implementation and tangible improvements. Greater progress in the livelihoods of individuals can be achieved when research is done in cooperation with local populations, and when scientific know-how is effectively shared with 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.

This collaboration with [The World Academy of Sciences](#) (TWAS) aims to empower women to lead concrete projects in climate action that take them outside the lab, deepening both scientific and soft skills such as project management and leadership. The project grant is designed to be flexible and modular, with a total value of USD 25,000 over the course of 3 years.

Launched in 2021, this partnership builds on the previous TWAS North South Collaboration in Sustainability (2015-2019) a 4-year Elsevier Foundation partnership supporting the UN SDGs with PhD travel grants, visiting professors, case study competitions and a sustainability symposium at the TWAS General Conference.

Goals

- Promote gender equality by creating opportunities for women in climate action projects.
- Respond to and tackle communities' climate change needs in line with the principles of sustainable development. Effectively transfer knowledge from scientific research to real-life scenarios for practical and tangible change under the umbrella of SDG13 Climate Action.

Activities and milestones

- **163** applications were received, an impressive result considering the program's recent launch.
- Proposals were reviewed by a panel of expert scientists from the Intergovernmental Panel on Climate Change.
- The winning teams were announced in November 2022 during a special event at the UNESCO Pavilion at COP27, the 2022 United Nations Climate Change Conference.

Sustainability and future plans

- The **8** award-winning teams will convene at a 2-day inception workshop in April 2023 at the TWAS headquarters in Trieste. The team leads will give presentations, receive training from communications, monitoring and evaluation experts and policymakers and offer peer mentoring.
- The TWAS team will 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, especially in the Global South, which is more susceptible to disruptions from climate change.” — DR. ROMAIN MURENZI, Executive Director, TWAS

Spotlight on grant winners

- Nepalese social and environmental scientist **Anushiya Shrestha** addresses climate change by strengthening literacy, hands-on knowledge and awareness in Nepal (*left photo*).
- Lebanese agricultural scientist **Sarita Bassil** leads a project to improve food security and resilience to climate change by restoring traditional home-gardens with Guatemalan women.
- Congolese soil scientist **Lydie-Stella Koutika** develops agroforestry systems to enable climate change mitigation, soil fertility improvement and staple food security in rural Congolese coastal plain communities.
- Bangladeshi hydrologist **Sara Nowreen** leads a project on enhancing climate-resilient groundwater supply and food security using aquifer storage and recovery techniques.
- Kenyan biochemist **Esther Gathoni Kanduma** is working on climate-smart pastoralism. Her team includes specialists in sustainable beekeeping, probiotics and animal-monitoring, tree foraging, and drought-tolerant fodder grasses (*right photo*).
- Nicaraguan hydrologist **Heyddy Calderón**, who was appointed the Minister of Education in 2023, leads a project on building resilience and adaptation to climate change in rural schools, focused on establishing tree nurseries, vegetable patches and water harvesting systems.
- Tanzanian food processing engineer **Nuria Majaliwa** leads a project on harvesting technologies for climate change resilience and gender equity among small-holder farmers in rural areas.
- Ugandan socio-economist **Irene Baiyana** empowers local women for climate resilient food sovereignty. Her team includes experts in gender, agronomy, breeding and post-harvest handling.



Research4Life Country Connectors

Location: Bhutan, Ghana, Kenya, Liberia, Sierra Leone, Tanzania and Eswatini

Target group: Cohort of Research4Life Country Connector trainers, and Research4Life Users

Budget: \$70,000 (2022)



Primary outcome

The Research4Life Country Connectors project delivers local interventions at national and regional levels to enhance access and improve awareness about Research4Life resources ultimately improving research quality and output in the Global South.

Overview

In order to solve the great challenges outlined by the UN Sustainable Development Goals, it is critical that researchers from around the world, especially the Global South, are able to fully contribute their ideas and solutions. Research4Life (R4L) was launched over 2 decades ago to enhance the scholarship, teaching, research and policymaking of researchers, faculty, scientists, and medical specialists in lower income countries. The [Research4Life Country Connectors](#) project delivers a targeted training program to strengthen the capacity of Research4Life information use and management, building communities of evidence users.

The Elsevier Foundation is providing catalytic support to launch this approach across 7 countries including: Bhutan, Ghana, Kenya, Liberia, Sierra Leone, Tanzania and Eswatini. The Research4Life Country Connectors support national user communities by building local networks and partnerships, and addresses gaps in access to research, training and research output in lower-income countries. At the same time, it also provides an optimal framework for understanding factors influencing the rate of usage of Research4Life resources.

Goals

- Increased usage of Research4Life
- Increased publications and presentations among user/active institutions compared to previous two years
- Increased local and regional communications on Research4Life
- Increased local publisher engagements
- Improved user query resolutions at country level
- Increased network of country and regional mentorship.

Activities and milestones

Year 1 Implementation Goals achieved for 6 countries:

- Countries and Institutions profiling
- Coordinating knowledge sharing and creating a community of Country Connectors
- Master Training of Country Connectors and Ambassadors
- Country workplans and Communications plans developed
- Outreach to low using and unusing countries & institutions
- Identification of local publishers
- Communication with Help Desk, addressing user queries and translating information to local languages
- Identifying unregistered institutions
- Engagements with Research4Life committees to understand strategy implementation
- Budgeting per activity and tracking of usage of funds
- Identifying and engaging Ambassadors
- Making presentations and training about the project at key events, and communicating with local stakeholders

“Research4Life has brought tremendous changes in the university life. There has been great output on student’s project and dissertation by having access to Research4Life resources through the computer laboratory.” — ELIZABETH SHERIFF, Njala University, Sierra Leone

Challenges

Though originally 7 countries were chosen for the Country Connectors 2022 launch, the Research4Life CC team experienced implementation challenges in Eswatini due to:

- Recent political instability resulting in changes in management at government institutions.
- Few institutions with the capacity to lead the project at a national level
- Low interest in the institution identified due to leadership disruption and uncertainties.

Sustainability and future plans

Expanded funding is required to further scale Country Connectors to more countries. An alternate approach is to scale by implementing in more regions covered by Research4Life. This would enable CC to reinforce as many countries as possible allowing them to mature to higher levels of information use, network support, research quality and quantity.

The ideal target is for 80 countries with 50% active and supported, with the remaining 50% moving into an Emeritus or Associate status.

- Emeritus status is reached when a country has matured to a level where it can still do well without a formally supported Country Connector. This is measured using the targets in the Monitoring and Evaluation Framework.
- Associate status is for those countries who are currently doing well in the main six outcomes of the Country Connector project, despite not having formally defined or supported Country Connectors.

Country Connectors also aims to provide more fostering of independent South to South collaborations through its network. Throughout 2022-3, initial collaborations are already emerging and monitored using a Monitoring and Evaluation Framework at a country level.

Photos 1-to-3: Dr. Dr. Chendo Dorjee, Royal Institute of Health Sciences, Bhutan. Grace Msoffe, University of Dodoma Tanzania. Elizabeth Sheriff, Njala University, Sierra Leone.



Falling Walls

Female Science Talents

Location: Low- and middle-income countries

Target group: Early career women researchers from academia and industry including PhDs, PostDocs, junior professors, heads of labs

Budget: \$50,000 a year (2022), \$90,000 a year (2023-2024)



Primary outcome

Inspire and empower women to make their next career step, help them to pursue flexible career paths, support them in building an international network, and promote female leadership in science, business and society.

Overview

The [Falling Walls Female Science Talents Programme](#)'s Intensive Track helps promising early career researchers make the transition from science to industry, offering them an international stage at the Berlin Science Week in November, and providing networks to help them to raise their visibility. Launched by the Falling Walls Foundation (FWF) in 2022 as a pilot, the Intensive Track increases the visibility of exceptional talents providing support to help participants achieve personal breakthroughs in their career. The selected champions meet outstanding women leaders and are matched with high-profile mentors. They participate in intensive trainings and are encouraged to build their own international success team for peer learning, peer coaching, and mutual support.

“I feel blessed to be a part of this network. This program will certainly be remembered as one of the turning points in my career journey. Your support is and will be memorable!”

— DR. EZGI KAYHAN-WAGNER, Female Science Talents Intensive Track participant

Goals

- Promote **60** champions in 3 years.
- Take **20** talents to the next level of their career each year.
- Build a sustainable community of 200 talents supporting each other.
- Build an efficient network of partners to support the programme financially and conceptually. Establish the networking event as an annual fixture for talented young women.
- Increase the proportion of female participants at the Falling Walls CONFERENCE and the Falling Walls CIRCLE.

Activities and milestones

- Promoted **40** champions in 2 years.
- Took **20** exceptional talents to their next career level in 2022.
- Ensured the gender parity of the Falling Walls CIRCLE Plenary Tables through participation of two Intensive Track Champions, Dr. Abir Haddad and Dr. Maryna Polyakova.
- Delivered a Meet Up for women scientists in academia and industry and gathered more than 70 participants from various academic institutions and companies.
- Tailored digital upskill workshops.
- Delivered two international symposia (International Spring Gathering in May and International Fall Gathering incl. Falling Walls Science Summit in November)
- Disseminated the bimonthly Falling Walls Female Science Talents Newsletter
- Intensive Track participant Dr. Marianne Wanjiru Mureithi (*in the main photo above*) was invited to speak at the panel "Building Resilient Healthcare Ecosystems" during the [African Health Agenda International Conference](#) (AHAIC) in Kigali, Rwanda, in March 2023.
- Intensive Track participant Marwa Shumo was interviewed by Elsevier Connect to spotlight her research on sustainable food production and insects as alternative protein source. The interview will be published in April 2023.

Right photo: Dr. Zarifa Mamedova, Head of Female Science Talents, opens the International Fall Gathering in November 2022.

Sustainability and future plans

- In 2022, the Falling Walls Female Science Talent program was launched as a pilot, receiving 60 applications. For the 2023-2024 phases, the Falling Walls Foundation plans to establish the Intensive Track program as internationally recognized female leadership program with a strong support network of partner companies, foundations and research institutions providing in kind and financial support. The program will target 100 applications in 2023 and 200 in 2024.
- The FWF aims to raise the program's prestige within the academic and science community by establishing the Women Breakthrough Award, in partnership with the Elsevier Foundation, to be awarded at a gala dinner during the Falling Wall Science Summit in November 2023.
- The Falling Walls Foundation is exploring establishing an annual Female Science Talents Congress on November 7th during the International Fall Gathering and the Falling Wall Science Summit.
- For the overall Talents Track, the Falling Walls Foundation plans to implement a basic curriculum of short digital workshops to help women in science connect with each other and become member of the Female Science Talents Community.





The Asian Scientist-Elsevier Foundation Salon for Leadership in STEM

Location: Singapore

Target group: Women at all career stages working in the fields of science and technology, incl. PhD graduates, early-career and mid-career professionals and senior leaders.

Budget: \$50,000 a year (2022), \$90,000 a year (2023-2024)



Primary outcome

Empowering women to take on leadership positions in science and technology, tackling the underrepresentation of Asian women scientists in research and development.

Overview

According to the UNESCO's Institute of Statistics data, an estimated 28.8% of the world's researchers are women. This number declines further when we look at the percentage of women who have taken up leadership positions in their organizations and still further looking across Asia.

The [Asian Scientist](#)-Elsevier Foundation Salon for Leadership in STEM is a two-day intensive in-person leadership program that aims 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 journeys — helping to close the gender gap for women scientists in Singapore through capacity building, role modelling and networking.

Goals

- Accelerate change in the industry
- Provide skill and knowledge transfer
- Create a platform for women in the industry to connect.

Activities and milestones

- The Salon comprised of a series of keynotes, workshops and panel discussions from **18** inspiring speakers over two days including:
 - Success Mindset: Shattering the Internal Glass Ceiling
 - Developing Self-leadership for Professional Advancement
 - How to Navigate the Shark Tank: Crafting a Concise, Coherent and Compelling Grant Proposal
 - Leadership Storytelling — The Art of Building Trust and Credibility
 - Bench to Bedside: Translating Science from the Lab to the Market
 - Reaching the Public: Scoring Media Coverage for Research
- The Salon received over **200** applicants, for a total of 100 available spots.
- In a feedback survey, **85,5%** of respondents expressed that they felt more confident pursuing leadership roles in their organization after attending the workshop.
- Since the Salon, Asian Scientist has conducted extensive outreach including virtual fireside chats and social media content to support the community.

Sustainability and future plans

- The success of the inaugural Asian Scientist-Elsevier Foundation Salon for Leadership in STEM indicates a strong demand and need for programs such as this. In addition to the Elsevier Foundation support, Asian Scientist plans to explore strategic partnerships with external organizations and tap their growing network of key opinion leaders in the industry. The goal is to spread costs, expand reach and amplify impact.
- The 2023 Asian Scientist-Elsevier Foundation Salon for Leadership in STEM will take place on May 26-29 in Singapore. Special guests will include:
 - The Elsevier Foundation Board Member Yuko Harayama
 - OWSD-Elsevier Foundation Women in Science Award winners from the Asian region.
 - Representatives from Elsevier: Ylann Schemm (Executive Director of the Elsevier Foundation) Sarah Hugget (VP of Global Research Solutions), Anders Karlsson (VP of Global Strategic Networks) and Jason Chan (Director of Communications for APAC).
- With additional support in the coming years, the Asian Scientist plans to grow the program across strategic countries around the Asia Pacific region including the Philippines, Malaysia, Australia and Japan. In the near future, the Asian Scientist will develop a travel grant program pan Asian participants to attend the Singapore based Summit.

“The highlight of the workshop was listening to the authentic and inspiring life stories on overcoming challenges in a male-dominated STEM world.”

— PARTICIPANT, Salon for Leadership in STEM

“The best part of the workshop is that it helps me discover more about myself and how to communicate with the partners around me. It gives me power, and it strengthens my confidence.”

— PARTICIPANT, Salon for Leadership in STEM



RIKEN

Envisioning Futures

Location: Japan

Target group: early-career women scientists

Budget: \$40,000 a year (2022, pilot)



Goals

- Produce 9 female PI's interviews, articles and videos in 2022-2023
- Capture leadership and management behaviors through interviews with PIs
- Increase visibility of female PIs in Japan and the challenges they encounter.

Activities & milestones

- 5 interviews conducted as of March 2023 with Dr. Goda, Dr. Mazuka, Dr. Mataga, Dr. Imamoto and Dr. Sodeoka.
- 2 interviews available on [RIKEN's dedicated website](#) (in Japanese) and YouTube channel.
- "Envisioning Futures" PI panel discussion on gender equality held at the 2022 Science Agora conference on November 6th. Panelists included Dr. Yuko Harayama, Former Executive Director of International Affairs at RIKEN and Elsevier Foundation Board Member – and Yukiko Goda, Team Leader and RIKEN's Center for Brain Science Synaptic Plasticity and Circuit Control Research Team.

Sustainability & future plans

- Compile the interviews in a printed-format book, in Japanese and English
- Host a launch event in the fall of 2023 at a dedicated RIKEN Symposium
- Explore the possibility of a special event at Science Agora 2023, and of follow-up events at AAAS and ESOF.
- Building on the initial funding, RIKEN aims to expand the interviewees to include male professors within and outside of RIKEN. The sustainability of "Envisioning Futures" however, depends on additional funding and identifying dedicated RIKEN staffing to support the program.

Main photo: Dr. Yukiko Goda. Below: Dr. Reiko Mazuka. Both are Team Leader at RIKEN Center for Brain Science.

Primary outcome

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 persistently low numbers of women researchers and research leaders.

Overview

Although the percentage of female researchers in Japan is on a gradual upward trend, at 16.9% in March 2020, it is still low compared to other countries. The percentage of women in leadership positions is even lower: in 2019, 4.6% female professors in faculties of science and 2.9% in faculties of engineering at Japan's national universities. At RIKEN, one of the largest scientific research institutes in Japan, the ratio of female researchers in leadership positions is 8.4%, a far cry from the global standard. Not surprisingly, the Japanese government has postponed its goal of reaching 30% women in leadership positions to 2030.

The [RIKEN](#) "Envisioning Futures" partnership focuses on interviews with Japanese women principal investigators (PIs) exploring how they acquired leadership and laboratory management skills, overcoming challenges as PIs. The interviews provide a special focus on the establishment of management policies through experiential learning and trial and error. Sharing this hard-won, critical experience will serve to accelerate the growth of women representation in leadership positions, to support their careers progress, and offer policy makers guidance for positive interventions.





VITAE

Tackling the under-representation of early career Black researchers

Location: United Kingdom

Target Black researchers at an early career stage in order to help them to progress and flourish once they have entered research and academic careers.

Budget: \$54,500 / year (2023, pilot)



Primary outcome

Understand current UK programs supporting Early Career Black Researchers, compile a targeted one-stop-shop hub and amplify to the Vitae community through an institutional call to action for implementing best practice.

Overview

Progress to date: This project is at an early phase and rescopeing due to Advisory Board feedback.

The original concept to convene Black researchers, grant recipients, and stakeholders to listen, identify priorities, experiment, and share good practice on successful initiatives continue to be integral.

During the initial investigative phase of the project, [Vitae](#) learned that there are many well-established, Black-led individual and organizational initiatives. Following the Advisory Board recommendations on the scale of the challenge and to avoid duplicating effort, Vitae will build on the excellent work already underway, rather than seeding new activities.

The project's reprioritization provides an opportunity to highlight initiatives that are less well known across the UK researcher development world and reflect them back to Vitae's community of over 140 UK member organizations.

Currently there is no central place where information about current UK initiatives to support people of color in research and academia can be found. Networks such as Black British in STEM and 'Black in Arts and Humanities' or 'Black in Cancer' provide an important support, community-building and amplification function, however, these tend to be subject-specific rather than interdisciplinary and comprehensive.

The Vitae Hub would fill a need for black researchers to access current initiatives and activities, identifying key themes and providing clarity on each offering. The Hub consultation phase will also be an integral part of the project: mapping key players and relationships, providing thematic analysis of initiatives and activities, understanding the motivations and reflections of black researchers who have remained in academia and those who have left. The platform will also support initiatives to articulate their mission and amplify their offering while providing direction to institutions looking to understand how these initiatives intersect with the Race Equality Charter.

Goals

- Create a comprehensive online Vitae hub of current practice to support Black early-career researchers
- Develop a theory of change event on how to evolve the Hub and provide recommendations for future activities

Activities and milestones

- Research Phase: Vitae will work closely with Board member Lenna Cumberbatch, Diversity and Inclusion Strategist, to create a framework for research interviews as well as conduct interviews with Black researchers. The aim is to understand barriers and where work should be amplified.
- Engagement Phase: Vitae will collaborate with Board members to reach out to colleagues in the U.K and the U.S. to reflect on lessons learned and progress to date.
- Amplification Phase: Vitae will reach out to its 140 UK member organizations community to engage and amplify initiatives.

Sustainability and future plans

- Analyze data from the platform highlighting current initiatives and activities in place and working well. Vitae is currently recruiting a researcher to undertake this work across a variety of fields.
- Invest further in existing good practice, promoting it through Vitae's networks to policy makers, senior leaders in Higher Education, researcher developers and researchers themselves. Vitae's aim is to spur their community to consider and accelerate how they support their Black Early Career Researchers' career progression. The Vitae Hub would like to develop self-audits for both institutions and initiatives to determine impact, making the case for investment for expansion and amplification.



Black Girls CODE

CODE Club Philadelphia

Location: US (Philadelphia)

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

Budget: \$25,000 (2021-2022). Due to the pandemic, a no-cost extension has been granted.



Primary outcome

Offer an effective, culturally-sensitive, community focused STEM curriculum, 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.

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

- Work in a diverse team to achieve a common goal
- Listen and communicate effectively
- 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.

Activities and milestones

- BGC held the first Code Club for underserved girls in Philadelphia in November-December 2021 – 7 girls in middle school and high school were able to join this cohort. Unfortunately, the organization experienced resistance from their partner school to promote and recruit students. With this barrier, it was difficult to achieve their attendance goal.
- Because of the challenges experienced in terms of gaps in teacher staffing and the low student interest, BCG decided to pause the club for 2022 and re-launch it in 2023.

Sustainability and future plans

In 2021 and 2022, 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.



Girls Inc. of New York City

Pre-G3: The Elsevier Foundation Data Analytics Preparatory Program

Location: New York City

Target group: Girls aged 12-17 years

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



Primary outcome

The program addresses gender and Race & ethnicity diversity inequities in data science-related jobs by empowering girls through a data science curriculum to become the creators of the world's next great products and companies.

Overview

Understanding and manipulating data is a fundamental aspect of creating business. Data is key to identifying what the market needs are, who the market is targeting, and how to connect with that market.

In 2022 [Girls Inc of NYC](#) leveraged key aspects of the Pre-G3 Data Analytics Preparatory Program, funded between 2019-2021 by the Elsevier Foundation, to deliver the program through their new Girl Boss curriculum. By embedding many of the same critical data skills in a more accessible program, they have been able to more effectively and sustainably equip young women with the 21st century skills they need.

Girl Boss is an experiential entrepreneurship program designed for middle and high school girls. Through the process of planning and designing their own business, girls use important aspects of the data analytics, financial literacy, media literacy, and leadership and community action curriculum to prepare them to become the creators of the world's next great products and companies.

Goals

- Work in a diverse team to achieve a common goal
- Listen and communicate effectively
- Adapt to change and demonstrate passion and perseverance for short-and long-term goals
- Think creatively and take positive risks to develop new ideas and improve on existing ideas
- Develop a deeper understanding of data analytics and how data works in the real world
- Think critically and use data to analyze problems and develop innovative solutions

Activities and milestones

- The Girl Boss entrepreneurship program served more than **200** girls during the 2021-2022 school year.
- Offered as an 8-week course during the school year and a 4-week course over the summer, participants explored topics from ideation to business plan, prototype, venture, and pitch.
- Girls worked in teams to identify gaps of services within their communities, and to develop business ideas by engaging in problem-solving, design thinking, prototyping, market research, survey development and analysis, public speaking and marketing.
- Girls presented their ideas at a mini-Shark Tank/Marketplace competition and hosted a marketplace showcasing and selling their products to a group of judges, including founders, CEOs, and other professionals.
- **83%** of girls feel comfortable analyzing and interpreting data
- **61%** of girls were interested in pursuing a career that involves math
- **59%** of participants felt the program increased their interest in a career in technology, engineering or math
- **97%** of participants strongly agreed that they enjoyed the program

Sustainability and future plans

- In addition to the support of the Elsevier Foundation for the data analytics curriculum, Girls Inc of NYC continues to seek and receive funding from individuals, foundations and corporate giving including the Weinberg Foundation and Con Edison.
- The Pre-G3, the Data Analytics Preparatory Program funded by Elsevier has proven a success, reaching more than 2,000 girls across New York City. Girls Inc will continue to develop and deliver this program content to more girls throughout New York City, primarily via the Girl Boss curriculum.

“The Girl Boss program helped me be more confident when speaking in front of large crowds and to be more comfortable working in groups. I tend to be more shy, so it was challenging at first when we were assigned teams but I chose the CMO role, because I really like to design and be creative. I got to work on the graphics for the presentation which helped me become more comfortable when it was my turn to present” — YALITZA, GINYC student, 6th grade

Left photo: Joanni Rodriguez, a senior at Central Park East High School in Harlem, says Girls Inc. of NYC gives her the opportunity to be around women who empower each other. She plans to go into business and hopes to study economics and entrepreneurship at Cornell or Syracuse University. (Photo by Alison Bert)

Right photo: Shenequa Merchant, Central Park East High School Program Director for Girls Inc. of New York City, teaches the principles of entrepreneurship in the Girl Boss seminar. (Photo by Alison Bert)



IMC Weekendshool

Amsterdam STEM outreach

Location: Amsterdam West, The Netherlands

Target group: 10-14 years old

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



Primary outcome

Inspire students about career perspectives and help them to develop a specific set of competencies in the fields of science, the arts and professional trade, 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 neighbourhoods 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 3 modules in 2022 for a total of 11 weekend classes focused on Technology, Science and Health.
- In 2022, 29 first-year students attended both the Science and Health program and 30 second-year students attended 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. The students were able to visit a hospital.
- 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 in 2020-2021 for third year students: Gender, Sexuality and Consent.

- Collaboration with volunteers, families and alumni continued with the 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 aged 14 to 27 to volunteer and receive an EU-recognized social service certificate.

Challenges

The team experienced staff turnover, which impeded the continuity of the relationships between with some groups of students and their parents/caretakers. In Q1 2023, the team has achieved stability with the 3-year coordinators.

Sustainability and 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 neighbourhoods and world citizenship into the curriculum.
- Development of quantitative and qualitative targets for volunteering, finance, funding, public relations, alumni management, human resources and pedagogical development.
- Move the organization's headquarters from Amsterdam West to Amsterdam Nieuw-West to be closer to students' location.

“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

Photos: IMC Weekendschool students taking part in the health module, focusing 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.

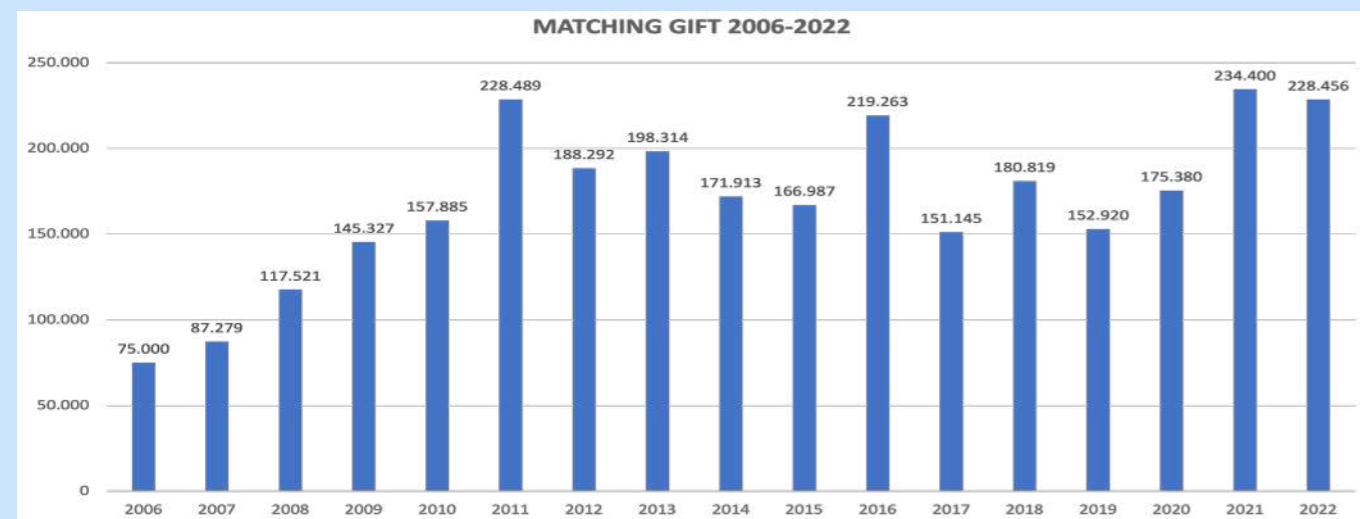
III. The Elsevier Foundation Matching Gift program

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, Executive Director, The Elsevier Foundation

Overview of Matching Gift expenditures 2006 — 2022



The table presents an overview of over a fifteen years 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. In March 2022, a high volume of donations to relief for the conflict in Ukraine was supported through the new Benevity platform.

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 offers 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

“As a RELX Cares Champion it is wonderful to organise events and know that the Elsevier Foundation will match all the funds through our new platform Benevity. Benevity is quick and easy to use and you can track your match easily for the charity and get real time updates on donations. I really love my role as a RELX Champion, it brings our community together for good in this hybrid working environment..” — BECK STOCKDALE, RELX Cares Champion, Elsevier

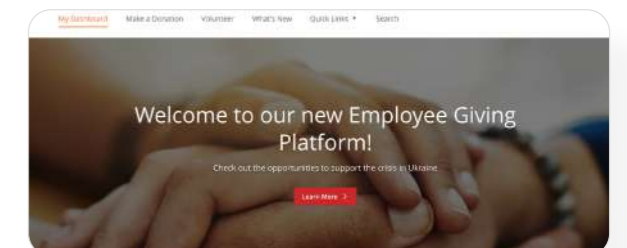


Photo above: Colleagues in the Amsterdam office sort and coordinate donations to support Ukraine relief in early 2022. Left: RELX Cares Champion Beck Stockdale (left) and Head of House Mary Collerton (right) hosts a bake sale at the Elsevier Oxford office in March 2023..

IV. 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 15% of the peer reviewed resources in Research4Life, encompassing databases such as Science Direct, Scopus, Clinical Key, Mendeley and Embase. In addition, Elsevier provides in kind support through strategic, communications, research analytics and technical expertise.

In 2022, Research4Life launched its new strategic plan, [Our vision to 2030](#), contributing to the UN Decade of Action for accelerating the SDGs by increasing research participation from the Global South. The Plan was created through intensive engagement with both partners and users, building off of a [series of strategic reviews](#) which explored the rapidly evolving scholarly communications landscape and the need to scale up awareness, reach, understanding, effective usage and impact to address Research4Life users' needs. By 2030, the goal is to significantly increase the participation of researchers as both consumers and producers of research, providing the necessary capacity building through local networks and partnerships.

205,000+ total resources

42,000+ journals

174,000+ books

155+ other information resources

11,000+ registered institutions

125+ countries

200+ publishers partners

5 UN Agencies

To respond to Research4Life's unmet resource needs and scale up capacity building, [Friends of Research4Life](#) was established as a US-based 501(c)(3) charitable organization with an independent governance structure and [Board of Directors](#). Its mission is to serve as fundraising vehicle and accelerate Research4Life's goals to:

- Provide much-needed access to peer-reviewed research
- Expand 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
- Facilitate the research communication process.

“Research4Life is an incredible community: so many likeminded partners and dedicated trainers committed to ensuring that resources reach the users who need them — advancing common goals around research equity.”

— YLANN SCHEMM, Executive Director, The Elsevier Foundation. [Read the full interview.](#)



Right photo: Changing of the guard at Research4Life: After 2 years as Chair of the Research4Life Executive Council 2020-2022, Ylann Schemm — Executive Director of the Elsevier Foundation — hands the ceremonial partnership bell to the new Chair, Gracian Chimwaza, Executive Director of Information and Training Center for Africa (ITOCA). Gracian will serve as Chair 2022-2024.

Unique contributions

The Elsevier Foundation plays a key role in, and contributes important resources to, Research4Life information literacy capacity building:

- Since 2008, the Elsevier Foundation has provided \$500,000+ in grants for training. This includes funds for the first [FAO-led training MOOC](#) —and a decade of grants to the Medical Library Association's [Librarians without Borders®](#) program, including 25 librarians training grants and 90 workshops in 40+ countries.
- In 2022, the Elsevier Foundation supported Research4Life's newly launched the [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.
- Ylann Schemm, Executive Director of the Elsevier Foundation has worked with Research4Life since 2009 and serves as the immediate past-Chair of Research4Life's governing Executive Council. Domiziana Francescon, Elsevier Foundation Partnerships Director, served as Co-Chair of the Communications & Marketing team 2018-2022. In addition, colleagues throughout Elsevier are involved in a range of Research4Life taskforces including eligibility, fundraising, technology, metrics and training.

Inclusive Open Access trends

In 2020, a white paper co-published by Elsevier's International Center for the Study of Research and STM, [Achieving an Equitable Transition to Open Access for Researchers in Lower-and-Middle-Income Countries](#), highlighted that despite the steady increase in research output from the Global South, in 2018, 75% of researchers from low- and middle-income countries (LMICs) still published in subscription journals. A [2022 update](#) gives the latest picture of how authors affiliated to countries eligible for Research4Life are publishing Open Access:

- Publication growth: For authors who are associated with Research4Life countries, output is speeding up with 17% compound annual growth rate (CAGR) in the last five years compared with 12% over the past 10 years. This compares with a global output growth rate of 7%. As a share of all publications, Research4Life authors are now contributing 7%.
- Countries: More than 30 Research4Life countries published upward of 1000 papers in 2021, with 30% of all output attributable to Pakistan, Egypt and Ukraine. Iraq, Vietnam and Ethiopia saw high rates of output growth. Equally, growing output is newly seen in Nigeria, Bangladesh and Morocco.
- Open trend: The majority of Research4Life publications are published in journals under a subscription model. But the OA growth trend is evolving: 47% (all types of immediate OA) for 2021 compared with 24% in 2011. 33% are author-pays OA (in gold and hybrid journals) as compared to 28% for all Scopus-indexed publications in the same year, thereby bucking the trend.
- Waivers: The vast majority of Research4Life OA publications are published in Gold journals (author-pays only), often with waivers or reductions when funding or corresponding author is based in Research4Life-eligible countries.

“Free access through Research4Life greatly expanded opportunities of Ukrainian scientists to use scientific literature, which is extremely important in the current war situation. And we will need to be familiar with innovative technology and developments, to rebuild our country.”



Marharyta Tsiura
Head, Research and Bibliographic Analytics Department,
State Scientific and Technical Library of Ukraine

“In the end, 22 million Burkinabe benefit from the aftermath of this access to information through high quality of content, teaching excellence, and research .”



Pascal Soubeiga
Research4Life user representative for Group A countries
University of Ouagadougou, Burkina Faso

“Research4Life is a passport for 24/7 access that is even more important in a rapidly changing digital world and in pandemic and infodemic times.”



Jackeline Alger, MD, PhD
Servicio de Parasitologia
Departamento de Laboratorio Clinico
Hospital Escuela, Tegucigalpa, Honduras

V. Media outreach

Communications strategy

Through 2022 we evolved the communications strategy around the Elsevier Foundation, and will continue to define this through 2023, as part of the overall Elsevier corporate responsibility narrative. Raising the profile of the Foundation among Elsevier staff is a major focus, aiming to build awareness and create ambassadors for the work of the Foundation. External-facing communications are also becoming more strategic as we seek to prioritize our communications focus areas.

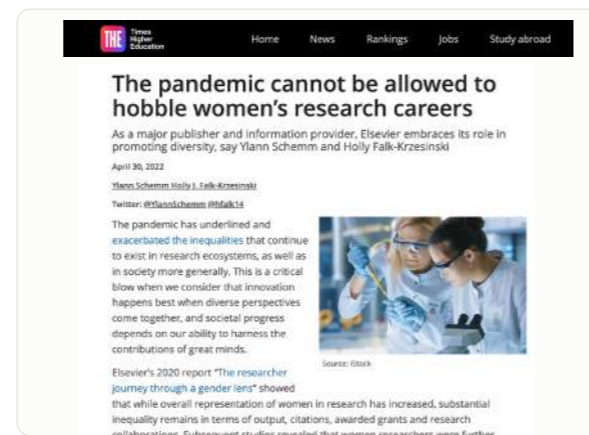
Media coverage

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.

Achieving coverage in traditional media remains challenging given our 'good news' focus and a busy news cycle in our areas of focus. However, in 2022 we secured an opinion piece in the [Times Higher Education](#) supplement about women in research, and set up a partnership with SciDev.net, the science and development outlet which also undertakes capacity building with journalists, focused on the global south.

Building on this partnership, we took part in the [European Conference for Science Journalists](#) (July 2022, Leiden, The Netherlands). We delivered a panel on Global South research – tapping Ashani Ranathunga, OWSD-Elsevier Foundation 2022 Award winner, as speaker (*third photo on the right*). Ylann Schemm, Elsevier Foundation Executive Director, was a speaker on a second panel, focused on women in research (*fourth photo on the right*). These engagements resulted in a further [editorial on SciDev](#).

Each year we prioritize communications around the 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 produce a steady series of articles in Elsevier Connect, Elsevier's online news magazine with a readership of 2 million in 2022. Over the course of 2016 to 2022, we have written 81 articles for [Elsevier Connect](#) exploring our partnerships, and in 2022 we published 3 press releases focused on our newest partnerships portfolios. We also actively leverage our social media and website channels to showcase our partnerships and projects throughout the year.

In 2022 RELX, Elsevier's parent company, commissioned journalist Laura Peek to write an article featuring the Foundation's programs and partnerships, [Access to research saves lives: The story behind Research4Life](#), highlighting our commitment to the success of the UN Sustainable Development Goals.

Collaboration with colleagues in Elsevier and RELX who conduct regular social media campaigns produces better results for the Foundation. Outreach around the OWSD-Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World yielded the support of RELX to promote this partnership internally and externally, making use of the SciDev articles secured around the Awards.

Website

We strive to maintain a [dynamic and up-to-date website](#). The website is supported by WordPress, a cost effective, open-source content management system, incurring few costs beyond hosting and occasional wireframe updates.

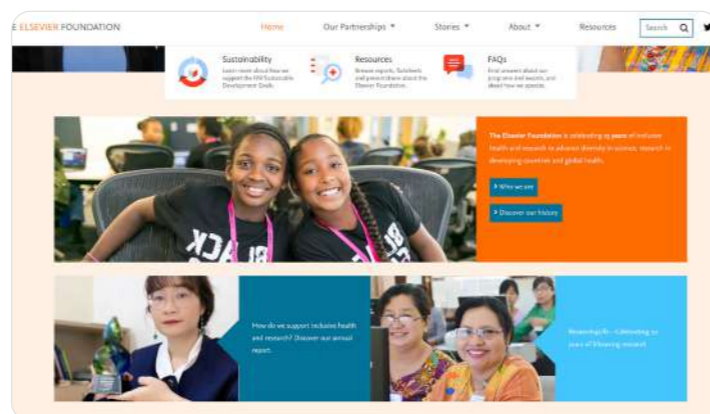
We have on average 3,250 monthly visitors with the majority coming from the US, the UK, China and India, followed by the Philippines, The Netherlands and Germany. This geographic spread reflects our efforts to reach audiences in developed and emerging countries while raising the profile of the Foundation among like-minded organizations, partners, journalists and others in our sector.



V. Media outreach

Newsletter

Over the past year we have sought to improve the bimonthly newsletter in which we share the latest Elsevier Foundation milestones. Externally, the newsletter reaches an audience of 2000+ partners. The newsletter is also sent to an internal audience of 8000+ Elsevier employees, with the aim of familiarizing our colleagues with the Foundation's work, and to share stories of meaningful social impact. In 2023, we are working to grow our audience through targeted social media messaging, as well as by tapping our partners' networks, to ensure further dissemination.



Social media

While social media continues to require a labor-intensive approach, we are working to enhance engagement with influencers such as partners, journalists and others in our sector. We redesigned our assets in 2021 to better align with the Elsevier branding, aiming for a professional, modern look in the social media content we produce — resulting in an uplift in engagement.



LinkedIn

Having set up our LinkedIn page in 2020 as a showcase page linked to the main Elsevier account, we have benefitted 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.

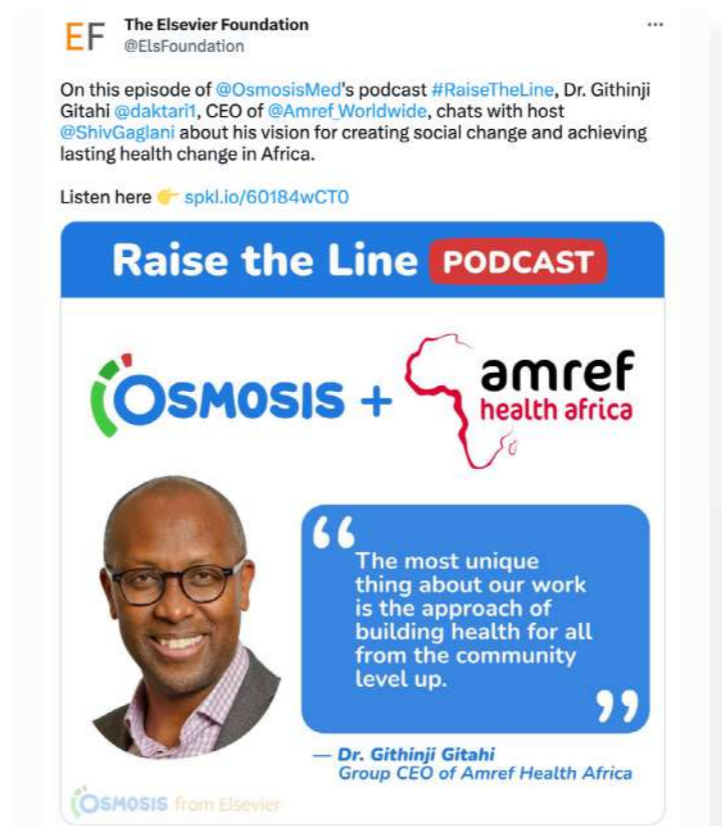
Since 2020, we have steadily increased our number of followers and page views, reaching a total of 1,209 followers in March 2023 (compared to 745 in March 2022). In 2022, news centered on the launch of new partnerships portfolios, as well as the OWSD-Elsevier Foundation Women in Science Awards on LinkedIn has enabled us to gain momentum, with increased engagement and reach. 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

Twitter has evolved into our chosen vehicle to provide live updates from events at which we have a presence, and is also a great means of sharing the highlights of our partner activity. We have 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 33% overall from Q4 2021 to Q4 2022, rising from 1.07% to 3.20%: 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. In 2022, we have enhanced engagement by tapping more deeply into partners' content and sharing expertise on sustainability and inclusive health & research.



70+ countries reached through our programs, partnerships, Awards and Challenges.

THE ELSEVIER FOUNDATION

58 women scientists from 30+ Global South countries awarded through the OWSD-Elsevier Foundation Women in Science Awards.

THE ELSEVIER FOUNDATION

10+ green chemistry projects awarded through the Chemistry for Climate Action Challenge.

THE ELSEVIER FOUNDATION

18 years of inclusive health and research to advance diversity in science, research in developing countries and global health.

THE ELSEVIER FOUNDATION

VI. 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 less than 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. Technology also plays a vital role in training future clinicians. In 2022, [Complete Anatomy](#) released fully interactive 3D models of the female body, and has also added diverse [skin colors, faces and complexions](#) to reflect patients more accurately. 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.



Gender Equality



Our mission is to help science and healthcare realize its full potential through quality content, analytics and inclusion. But if research has blind spots, algorithms discriminate, or medical treatments don't incorporate gender dimensions in research, 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. .



Reduced Inequalities



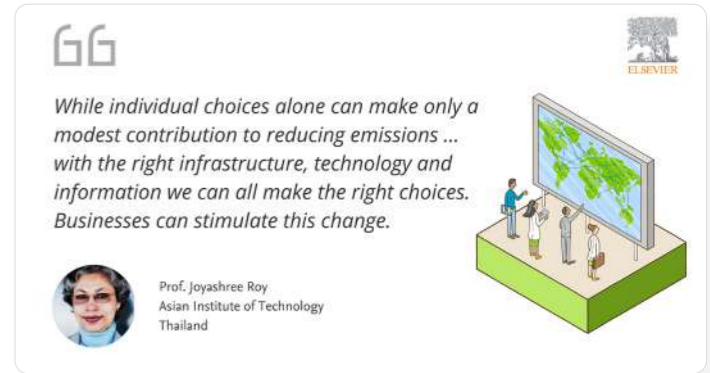
Science and research are key drivers for positive global societal change. As a partner in the research community, Elsevier has a role to play in reducing inequalities. We are a founding and driving partner of [Research4life](#), a UN-publisher partnership providing training and access to research in developing countries. Elsevier also aims to be accountable to communities affected by racism and discrimination by living up to our commitments on diversity and supporting a joint [commitment for action on inclusion and diversity in publishing](#). 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. .



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 2021 report, [Pathways to Net Zero: The Impact of Clean Energy Research](#). — and supplemented by the 2022 [Global South Research in the Transition to Clean Energy](#) 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.



VII. 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	
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)	
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 Scientist				\$50,000
Matching Gift		\$175,380	\$234,400	\$228,456
TOTAL		\$1,110,382	\$1,397,400	\$1,450,456

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	\$234,400	\$228,456
ADMIN	\$90,000	\$90,000	\$90,000
TOTAL	\$1,176,762	\$1,397,000	\$1,540,456



THE ELSEVIER FOUNDATION

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In the cover picture:

Dr. Marian Asantewah Nkansah, of the Kwame Nkrumah University of Science & Technology, Ghana — Winner of the 2021 OWSD-Elsevier Foundation Women in Science Awards.

