

Request for Applications
Building Trust through Diversity, Health Care Equity, and Inclusion in Internal Medicine Training

The American Board of Internal Medicine (ABIM), the ABIM Foundation, the Alliance for Academic Internal Medicine (AAIM), the American College of Physicians (ACP) and the Josiah Macy Jr. Foundation are focused on improving the trustworthiness of the health care system and advancing health equity.

As part of this focus, the organizations are co-sponsoring a \$400,000 grant program to support projects that are (a) led by individuals or groups of residents and faculty in internal medicine education and training and (b) intended to promote trust and create a more equitable health system by incorporating diversity, equity and inclusion (DEI) into the fabric of internal medicine education and training. ***Inter-professional projects that incorporate members from across the care team will be preferred.*** All project teams must include at least one faculty member.

Applications can be submitted by any resident or faculty member in internal medicine, except for those who are an employee or governance member of one of the sponsoring organizations or are a member of the steering or review committee for the grant program. Applications that do not involve members of project teams that previously received \$20,000 grants in this program will be preferred.

The sponsors are interested in funding two categories of projects:

- *Education-driven proposals* that focus on providing training, skill and competency acquisition with the goal of promoting trustworthiness through equitable outcomes
- Proposals that focus on engineering *care processes* to promote trustworthiness through equity

Examples of the kinds of projects that could be funded under this program include:

- Training programs that incorporate DEI, and in particular those that employ inter-professional education best practices
- Innovative curricular approaches, particularly those that are inter-professional
- Quality improvement programs and program evaluations that advance trustworthiness through health equity
- Ideas on building trustworthiness and psychological safety among teams, including an intentional focus on recognizing bias, lack of diversity and the barriers to being heard due to hierarchical structures
- Innovative approaches to create collaborative partnerships between health systems and community-based service organizations in under-resourced communities
- Trust and a sense of belonging within racially/ethnically diverse inter-professional groups
- Approaches that foster and support diverse and equitable pathways into medicine and faculty and leadership positions

(This is not intended to be an exhaustive list.)

Projects will be evaluated based on their:

- Novelty and innovativeness of the proposed intervention
- Utilization of collaborative relationships with community-based organizations

- Feasibility and potential impact, and description of the approach that will be used to evaluate impact
- Replicability and scalability
- Project leaders' ability and commitment to communicate their project to external audiences
- Support in existing literature/evidence
- Integration of multiple disciplines on project team
- Presence of intentional focus on building trust and equity within inter-professional teams
- Whether the proposed project fits within and contributes to a robust inter-professional education program
- Relevance to ambulatory care

Throughout the project, grantees will receive advice through individual and group consultations from a quality improvement and implementation expert as well as coaching in study design if needed. Grantees will be expected to participate in a learning network that will meet approximately four times annually. (Applicants who do not receive grants will still have the option of participating in the network.)

Funding Available

We expect to provide larger (\$20,000) grants and smaller (\$10,000) grants under this program. Larger grants will be for two years; smaller grants can be for either one or two years. Please indicate the level of funding and (if you are seeking \$10,000) the length of grant you seek in your letter of intent.

Process

Those who are interested in applying for a grant should submit a letter of intent [here](#) by **December 1, 2021**. A committee appointed by the sponsoring organizations will review the submitted letters of intent and invite a formal proposal from selected applicants.

Sponsoring Organizations

American Board of Internal Medicine (ABIM): Since its founding in 1936 to answer a public call to establish more uniform standards for physicians, certification by the ABIM has stood for the highest standard in internal medicine and its 21 subspecialties. Certification has meant that internists have demonstrated – to their peers and to the public – that they have the clinical judgment, skills and attitudes essential for the delivery of excellent patient care. ABIM is not a membership society, but a physician-led, non-profit, independent evaluation organization. Our accountability is both to the profession of medicine and to the public.

ABIM Foundation: The ABIM Foundation's mission is to advance medical professionalism to improve the health care system by collaborating with physicians and physician leaders, medical trainees, health care delivery systems, payers, policymakers, consumer organizations and patients to foster a shared understanding of professionalism and how they can adopt the tenets of professionalism in practice.

Alliance for Academic Internal Medicine (AAIM): The Alliance for Academic Internal Medicine promotes the advancement and professional development of its members who prepare the next generation of internal medicine physicians and leaders through education, research, engagement, and collaboration.

American College of Physicians (ACP): The American College of Physicians (ACP) is a diverse community of internal medicine specialists and subspecialists united by a commitment to excellence. With 161,000

members in countries across the globe, ACP is the largest medical-specialty society in the world. ACP and its physician members lead the profession in education, standard-setting, and the sharing of knowledge to advance the science and practice of internal medicine.

Josiah H. Macy Foundation: Founded in 1930 by Kate Macy Ladd in memory of her father, the Josiah Macy Jr. Foundation is the only national foundation dedicated solely to improving the education of health professionals. The foundation's guiding principle is that health professional education has at its core a strong social mission: to serve the public's needs and improve the health of the public. The Josiah Macy Jr. Foundation fosters innovation in clinical learning environments by investing in projects which promote diversity, equity, and belonging, increase interprofessional collaboration, and prepare future health professionals to navigate ethical dilemmas.