

# CALL FOR APPLICATIONS:

## Experiential Projects in Community Health

**Advancing Wisconsin's health workforce by  
supporting MCW learners in carrying out  
community-based health improvement projects  
with Wisconsin-based community organizations**

Applications accepted on a rolling basis, while funds are available



**AW** ADVANCING A HEALTHIER  
WISCONSIN ENDOWMENT

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# Overview

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## Advancing a Healthier Wisconsin Endowment Overview

At the Advancing a Healthier Wisconsin Endowment (AHW), we are driven by a vision for a healthier Wisconsin.

As a statewide philanthropy, we seek to propel the most promising work and ideas to improve health and advance health equity in Wisconsin today, and for generations to come. We do that by *investing* in high-impact, promising work; *connecting* people, research, and academic medicine to break down silos and build up relationships across sectors and communities; and *influencing* how ideas and knowledge can become action to inform programs, policies, and practices.

We focus our work to advance three health priorities in Wisconsin: improving heart health, supporting healthy minds, and dismantling cancer. Alongside these issues, we aim to accelerate innovation, collaboration, and impact by responding to research- and community-identified needs. Learn more about [our story](#), [how we work](#), and [our focus areas](#).

## Funding Summary

AHW's *Call for Applications: Experiential Projects in Community Health* aims to advance Wisconsin's health workforce by supporting current MCW learners to carry out community-based health improvement projects with Wisconsin-based community organizations. This opportunity is open to current learners enrolled in an MCW or MCWAH sponsored training program in collaboration with an eligible MCW School of Medicine faculty member and an eligible community partner organization. Project scopes should be feasible to complete within a 12-month period, without the option for a no-cost extension, with each project requesting up to \$5,000 maximum for direct, non-personnel, project-specific expenses.

## Application Process

- Review RFA and discuss project idea with AHW
- Submit brief proposal via the online form (**required**)
- Meet with AHW faculty leader to discuss project idea and determine whether to advance to the final application (**required**)



# Funding Details

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## Description

Health goes beyond the medical clinic and is impacted by the social, economic, and environmental factors experienced by individuals in their communities. A healthy community serves as a strong foundation for the health of its residents. Community health improvement efforts promote healthy behaviors and environments and advance health equity for all community residents. [Health equity](#) is achieved when every person has the opportunity to “attain his or her full health potential” and no one is “disadvantaged from achieving this potential because of social position or other socially determined circumstances.”

Engagement of health professionals, whether health researchers, healthcare providers, or community and public health professionals, with the communities they serve is essential to better understanding community assets and needs and the root causes underlying many of our communities’ most challenging health issues. Working in collaboration with the community and those most impacted by health inequities to implement community health improvement efforts is a key component to improving health for all Wisconsin residents and communities. The [National Academy of Medicine](#) offers a conceptual model for effective community engagement practices.

*AHW’s Call for Applications: Experiential Projects in Community Health* aims to support the next generation of the health and healthcare workforce to incorporate community health improvement efforts and community engagement into their practice. Current learners enrolled in an MCW or MCWAH sponsored training program are invited to apply for funding to develop and implement community-based health improvement projects in collaboration with community leaders. Community-based health improvement projects should aim to contribute to advancing community health and health equity and to furthering the learner’s career path and trajectory to incorporate community engagement into their continued practice.

The aim of this funding is not to support research activities directly. Successful applicants will identify a community-based health need impacting Wisconsin communities and collaborate with an eligible MCW faculty member and community collaborator organization to engage with the larger community to implement community-based health improvement activities.

## Additional Proposal Considerations

- All applications must clearly demonstrate how the proposed project will positively contribute to impacting health and health equity in Wisconsin in the long-term.
- Project aims must be distinct from prior or existing funded projects.
- No-cost extensions will not be allowed. It is not the intent of AHW funds to be used as bridge funding.

## Applicant Eligibility

AHW is committed to supporting collaborative efforts that bring together multiple individuals with the necessary expertise, experience, and influence to address Wisconsin’s leading health challenges and together advance health and health equity for all Wisconsin residents. All applications must be submitted by an eligible MCW learner in collaboration with an MCW faculty member and community collaborator to carry out the proposed project.

### *MCW Learner Principal Investigator*

All brief proposals and final proposals must be submitted by an eligible MCW learner to serve as the Learner Principal Investigator (PI). The Learner PI must be a learner currently enrolled in an MCW or MCWAH sponsored training program and must remain in their learner status for the duration of the project period. The Learner PI



should lead the project collaborating with the project team for support and guidance to effectively carry out the project and apply best practices in community engagement and cultural competency. The Learner PI will be responsible for compliance with reporting requirements, maintaining regular communication with AHW, and ensuring that all project team members receive communications, notifications, and instructions from AHW.

### *MCW Sponsor Principal Investigator*

All final applications must include an eligible Sponsor PI who is a full-time or full professional effort MCW faculty member with the rank of Assistant Professor, Associate Professor, or Professor and a primary appointment in the MCW School of Medicine. The Sponsor PI agrees to serve as a sponsor for the learner providing support to effectively plan and carry out the award, including navigating the regulatory approval process through the IRB office and supporting financial management of the award through the Sponsor PI's MCW department. The Sponsor PI will be responsible for compliance with fiduciary requirements of the AHW award.

### *Community Collaborator*

All final applications must include an eligible community collaborator. The collaborating community organization must be a Wisconsin-based 501(c)(3) nonprofit or governmental organization. Community organizations that have partnered on current or previous AHW projects are preferred, but not required. The collaborating community organization should demonstrate support for the Learner PI and the proposed project and agree to provide reasonable access to resources necessary to carry out the project, such as data sets and community meeting space, among others and as applicable to the specific project. A representative from the collaborating community organization should agree to serve as a primary contact for the project and the Learner PI, providing support as needed.

### *Additional Collaborators*

Additional collaborators are optional but encouraged, as applicable, and are not subject to the same eligibility requirements as the MCW PI or community collaborator. Additional collaborators may be MCW faculty, staff, students, or experts outside of MCW and typically have a smaller role in the project (e.g., technical expertise). Any individual and/or organization listed as a collaborator should be committed to the proposed project and ready to engage in the project based on their specified role, if funded.

## **Budget Requirements**

Brief proposals are accepted on a rolling basis and funding determinations will depend on the merit of proposals received, fit with the call for applications, and availability of remaining funds allocated to this funding opportunity at the time of the proposal. Successful projects will demonstrate an appropriate budget and timeframe for their proposed scope of work. Project budget requests are limited to \$5,000 maximum and project durations are limited to 12 months maximum.

Brief proposal applicants do not need to request a specific budget amount. Applicants invited to submit a final proposal will be required to provide a detailed budget with justification for all direct, project-specific expenses.

- Project personnel salaries are not allowable expenses for use of AHW funds for this funding opportunity. Award personnel may cost-share their effort. AHW funds may not be used to cost-share effort on any other work.
- AHW awards should not fund relatives/significant others of the MCW PI, including through cost sharing, unless the PI can provide a written justification for how the relative's scientific or technical expertise is required to complete the award/project's aims. It is the responsibility of the PI to disclose the relationships and provide written justification at time of full proposal application and request of



personnel changes and indicate whether or not an evaluative relationship exists between the PI and relative. MCW PIs are encouraged to refer to [MCW Policy HR.EE.110](#) for further detail.

- AHW funds cannot support general operational activities.

For information on financial compliance requirements for funded projects, please see the Funded Project Compliance Overview section of this RFA.

### Supplanting Criteria

AHW was established as the result of a generous financial gift made by Blue Cross & Blue Shield United of Wisconsin to the people of Wisconsin, giving AHW the extraordinary responsibility to steward this financial gift on behalf of Wisconsin residents. As such, AHW adheres to requirements as defined in a March 28, 2000 Order of the Commissioner of Insurance which requires that AHW funds (the Funds) “may not be used to supplant funds or resources otherwise available.” AHW, via MCW, must report annually on its determination that the Funds do not supplant other resources that may be available to accomplish the same purposes. [Supplanting criteria can be found on the AHW website.](#)

Prior to final funding recommendations and approval, AHW will assess whether other financial resources exist or are available for the project, including an assessment of whether the applicants have other financial resources available for the project. Applicants must certify that no financial resources will be supplanted and provide a complete listing of current funding sources for the project or similar other projects.

### Leveraging

All applicants are highly encouraged to leverage additional funding support for their work. Leveraging additional support not only demonstrates additional commitment to a project, but also increases sustainability of efforts and can provide resources for activities that AHW cannot fund.

Leveraging can include departmental funds, cost-sharing of salary support, matching funding from other funders, business partners, or government (city, county, state, or federal) funds, as well as in-kind support.

### Allowable Expenses & Funding Restrictions

Funds may only be used for direct project-specific expenses, including supplies, travel, etc.

Funds may not be used for:

- Personnel expenses, including salary and fringe
- Projects conducted outside of Wisconsin
- Indirect costs such as ongoing operating expenses for routine functions and principal programs
- Debt reduction
- Entertainment or alcoholic beverages
- Lobbying
- Reimbursement solely for patient care or clinical service delivery
- Publishing fees to benefit education or research in general
- Stipends
- Supplanting

View a complete list of [Allowable and Unallowable Costs](#) on the AHW website.



## Application and Review Process

For the *Call for Applications: Experiential Projects in Community Health*, AHW utilizes a two-stage application process beginning with submission of a brief proposal, with selected applicants invited to submit a final proposal following review and determination by AHW leadership.

### Brief Proposal

All MCW learners that meet the applicant eligibility requirements should submit a brief proposal via the online form available on the AHW website at <https://ahwendowment.org/>. Brief proposals are accepted on a rolling basis as long as the funding opportunity remains active and allocated funds remain available.

Please use the following instructions to prepare and organize the brief proposal for final submission via the online form. Applicants must answer all required fields and follow the restrictions set within the online form. No paper or emailed applications will be considered and no attachments will be accepted.

When filling out the online form, you may save your progress and resume at a later time by checking “Save my progress and resume later” in the upper right-hand corner of the form. If saving, please follow the system prompts to save and re-access the form.

The brief proposal contains the following content:

- Learner PI contact and optional demographic information
- Learner PI’s training program information
- Project need – one paragraph description of the community-based health or health equity need that the project will contribute towards addressing
- Project approach – one paragraph description of the project aims and methods that will be carried out to contribute towards addressing the identified community-based health or health equity need
- Anticipated outcome – one paragraph description of the project’s potential impact on the health or health equity need and the applicant’s learning and future career path
- Indication of whether a Sponsor PI and community collaborator are committed to the project at the time of the brief proposal

Please note that the Sponsor PI and community collaborator do not need to be identified for a brief proposal to be considered and AHW can support the Learner PIs in connecting with potential project partners, if needed.

AHW will confirm receipt of the brief proposal submission via email to the Learner PI.

### Brief Proposal Review

All brief proposals will undergo technical review by AHW staff for eligibility, content, and submission requirements, including:

- All fields are complete
- Adherence to guidelines and restrictions detailed in this call for applications and the brief proposal submission form
- Applicable eligibility criteria are met

Following successful technical review, the brief proposal will be reviewed by an AHW faculty leader and AHW will facilitate a meeting between the Learner PI and a member of the AHW team. Selected applicants will be invited to submit a final proposal.



## Final Proposal

Selected applicants will be sent instructions and final proposal materials. Final applications will include:

- Cover page/online form with general project details, including the project title, goal statement, and contact and optional demographic information for the Learner PI, Sponsor PI, and community collaborator, among other fields
- Project narrative, including a project abstract, description of the project needs, project methods and anticipated outcomes, and a description of the project team collaboration
- Budget and budget justification
- Non-supplanting attestations for the Learner PI, Sponsor PI, and community collaborator
- Electronic signatures from the Learner PI, Learner PI's program leader, Sponsor PI, Sponsor PI's department chair, and community collaborator

Final proposals must be submitted via the online AHW Grant Management System and will be accepted on a rolling basis. Following invitation to submit a final proposal, AHW staff will work with the Learner PI to determine a feasible application and project timeline.

## Final Proposal Review

All final proposals will undergo technical review by AHW staff for eligibility, content, and submission requirements, including:

- All fields are complete
- Adherence to guidelines and restrictions detailed in this call for applications and the final proposal submission form and instructions
- All eligibility criteria are met

Following successful technical review, the final proposal will be reviewed by AHW leadership for funding determination. AHW may request that applicants adjust their scope, budget, or timeline based on the outcome of the review. If necessary, these applicants will be notified and asked to resubmit their adjusted application materials for further review. No negotiations or appeals will be accommodated.

All applications will be reviewed using the following criteria:

### Impact

*The proposed project:*

- Addresses a community-based health or health equity need
- Demonstrates potential impact on the health and health equity of Wisconsin residents and communities
- Demonstrates potential impact on Wisconsin's health workforce through the applicant's proposed learning and potential impact on their career path

### Feasibility

*The proposed project:*

- Engages appropriate collaborators with the necessary experience and expertise to accomplish project aims and demonstrates their commitment and readiness to successfully carry out the project
- Demonstrates appropriate methods to successfully carry out the community-based health improvement project in the community



- Describes a scope which can be completed within the requested project budget and duration

### **Alignment**

*The proposed project:*

- Is aligned with the funding opportunity description and collaboration requirements

### **Award Determination**

Following review, the Learner PI will be notified of the funding determination.

### **Human Research Protection**

According to the MCW Office of Research’s Standard Operating Procedure for the Definition And Determination Of Human Subjects Research, it is the responsibility of the MCW Institutional Review Board (IRB), staff and committee members to ensure the proper application of the definition of human subjects research and to provide investigators with guidance regarding this definition. Federal regulations define research as a systematic investigation designed to develop or contribute to generalizable knowledge. It is the responsibility of principal investigators to ensure the proper application of this definition to their human subjects research projects and apply to the IRB for its review. Investigators must submit to the IRB for review prior to initiating the research regardless of whether their activities involve human subjects. Investigators may not independently make the determination whether an activity involves research; the IRB will make the independent determination regarding human research subject involvement.

AHW funding will be contingent upon institutional approvals for the use of human subjects for those projects determined to be research. Research projects funded by AHW must ensure that human participants are protected during the collection of information from award participants and/or the publication or dissemination of award results.

The MCW Sponsor PI of an AHW-funded award is expected to:

- Confirm with the appropriate regulatory approval offices if IRB regulatory approval is necessary for the proposed project. The applicant PI is encouraged to begin engaging with the IRB office prior to submitting a proposal to AHW.
- Ensure appropriate training and ongoing education necessary to protect the rights and welfare of human participants before and during the award, including maintaining compliance with all human subject policies, regulations, and reporting requirements.
- Obtain Institutional Review Board (IRB) approval through a Human Research Protection Program at MCW, Froedtert Health, the Veterans Administration, or Children’s Wisconsin or Reliance institutions prior to the award commencing. Each institution has an Institutional Review Board that evaluates awards for compliance with applicable human subject laws and regulations.
- Receive documentation of IRB review and approval prior to the IRB-related portion of an award commencing.

All applicable IRB protocols and approval documentation must be linked to the funding proposal in the MCW eBridge system (eBridge), which allows MCW researchers to submit, track, report, and archive research activities involving human research conducted.



# Application Resources

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AHW funding is highly competitive. Our goal is to support applicants through the application process to the best of our abilities, and we encourage applicants to contact AHW staff with questions throughout the application process.

## Pre-Application AHW Consultation

For an efficient application process, applicants are encouraged to connect with the AHW program manager to discuss the funding opportunity and application logistics. Applicants are encouraged to connect as early in the development of their brief proposal and final proposal, upon invitation, as possible. Contact Tracy Wilson at [trwilson@mcw.edu](mailto:trwilson@mcw.edu) to set up a time to discuss your proposal idea.

## AHW Online Resources

AHW's website provides information, application resources, and answers to frequently asked questions related to each application and the AHW funding process. Visit the AHW website at [www.ahwendowment.org](http://www.ahwendowment.org).

When filling out the online brief proposal form, the applicant may begin the application by creating a login (email address and password) that will allow that individual to return to saved work.

# Funded Project Compliance Overview

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The following information briefly highlights the processes and requirements for projects that are successfully awarded funding through AHW's *Call for Applications: Experiential Projects in Community Health*.

## Reporting Requirements

### Final Reporting

Funded projects will be required to submit a final progress report. Final reports will be due no later than two months after the award end date and must be submitted electronically via the [AHW Grant Management System](#). Failure to provide a final report could result in ineligibility for future AHW funding for the participating project team members.

AHW uses the information that the Learner PI and their project teams provide in final reports to learn about project outcomes and prepare public communication pieces that demonstrate the benefits of AHW funding to improve the health of Wisconsin residents. As such, project teams are advised to use lay-friendly language as much as possible when completing final reports.

Funded project teams are expected to be responsive to requests for information on the sustainability of the project, impact on the career path of the Learner PI, and other developments beyond the award period.

### Additional Requirements

Funded project team members may also be asked to contribute to the social return on investment of AHW by participating in supplementary engagement activities, which may include participation on AHW review panels, programs and initiatives, public presentations, networking events, peer-to-peer feedback sessions, trainings, and dissemination events, among others.



## Financial Compliance

While awards funded through this funding opportunity are collaborative in nature, the MCW Sponsor PI is solely responsible for ensuring compliance with fiduciary requirements throughout the life of the award. Upon funding approval, the Learner PI, MCW Sponsor PI, community collaborator, and any additional faculty and staff with administrative responsibility on the award should attend an orientation session with AHW staff to discuss financial compliance requirements.

It is important to note that AHW funds may not be used to supplant funds or resources that are available from other sources. If a PI receiving AHW funding is awarded a new grant that is for the same or similar research, they should notify AHW staff so that a supplanting review can be conducted. If it is determined that supplanting exists, the affected portion of the AHW funding will either be rescinded or reallocated, in accordance with MCW Corporate Policy BF.SP.060.

## Financial Conditions

The amount awarded is the maximum funding available from AHW for this project and the project start and end dates indicate the official project period, unless otherwise approved by AHW. MCW reserves the right to reduce unspent funding and/or funding duration, if needed, to comply with state and/or federal law (including but not limited to law governing endowment fund management), or to address MCW financial constraints which negatively impact AHW. All AHW funds must be allocable within the project period.

## Legal Compliance

### Health Insurance Portability and Accountability Act (HIPAA)

The HIPAA privacy rules are federal regulations protecting the confidentiality of information used in clinical practice, research, and operations of health care facilities. The privacy rules apply to the use or disclosure of protected health information for research purposes and require a number of actions and documentation. Funded projects must comply with all HIPAA requirements.

### Proposal Protection/Intellectual Property

AHW's public oversight body, the MCW Consortium on Public and Community Health (Consortium), operates in accordance with standards consistent with Wisconsin's Open Meetings and Open Records Laws. Documents that are generally considered by the Consortium in open public meetings become public record that may be subject to release. Prior to funding decisions being made, information contained in your proposal will not be shared outside the established RFA review process and the governing body. If your project is funded, information contained in the proposal may be subject to release. An Intellectual Property Agreement may be required for inventions, discoveries, or copyrightable material developed as a result of a project.

## Lobbying

AHW funds may not be used for lobbying efforts. Successful applicants will ensure that descriptions of the intended use of all AHW funds abide by the nonlobbying requirement.

Lobbying includes communication with a legislator or agency official regarding a specific piece of legislation and your view on it, including any attempt to influence local, state, or federal legislation or administrative action. Advocacy is allowable and includes taking part in efforts to create or effect change in policies or systems, and can take many forms including education, media, etc.



## Marketing & Publicity Requirements

### Award Announcement

All announcements related to the award of AHW funds are embargoed (i.e. not for dissemination outside of project partners) until the date set by AHW. In most cases, AHW will prepare its own press release to publicize funding awards and announce awards on its own dissemination channels, which may include the AHW website, electronic newsletter, and/or additional avenues such as social media.

### Press Releases, Publications and/or Media Opportunities

News releases regarding the receipt of your AHW funding award are embargoed until the date set by AHW (see Award Announcement details above). Subsequent news releases about your project's activities do not need to adhere to an embargo or be reviewed by AHW. Exceptions to this guideline include announcements or press releases related to major events, information releases, or other announcements in which you seek AHW's collaboration on the announcement. Please contact your AHW program manager with any questions.

If you are contacted by a reporter during the period of your award, AHW encourages you to share the news and impact of your work! If reporters have specific questions about AHW or why your project was funded, please direct those inquiries to AHW at [ahw@mcw.edu](mailto:ahw@mcw.edu).

In press releases, publications and/or other media opportunities, acknowledge AHW as the project funder with the following clause:

“This [project, program, conference, research, report, etc. (choose one)] is funded [in part or wholly (choose one)] by the Advancing a Healthier Wisconsin Endowment.”



# Sample Brief Proposal

## Call for Applications: Experiential Projects in Community Health

Eligible MCW Learner PIs are invited to submit the following brief proposal to apply for AHW's *Call for Applications: Experiential Projects in Community Health*. The application must be completed and submitted using the online form available via the AHW website at [ahwendowment.org](http://ahwendowment.org). The online application form only supports Plain Text. No text effects such as bold, italics, underlining, bulleting, numbering, etc. will be captured in the form fields in the final submission. No paper or emailed applications will be considered. **Brief proposal applications are accepted on a rolling basis as long as the funding opportunity remains active and allocated funding remains available.**

*AHW does not discriminate against individuals on the basis of age, race, creed, religion, color, disability, marital status, sex, national origin, ancestry, sexual orientation, gender identity, arrest record, conviction record, membership in the national guard, state defense force or any other reserve component of the military forces of the United States or the State of Wisconsin or use or nonuse of lawful products off MCW's premises during nonworking hours.*

## MCW Learner Principal Investigator Information

<b>MCW Learner PI Contact Information</b>	
Name (First Last, Suffix/Credentials) (required):	
Preferred Name:	Pronouns:
Work Phone Number (XXX-XXX-XXXX) (required):	Cell Phone Number (XXX-XXX-XXXX) (required):
Email (required):	
Learner Position (required):	Training Program (required):
Learner's Program Start Date (required):	Learner's Program End Date (required):
Learner Program Supervisor Name (required):	Learner Program Supervisor Email (required):

## Project Description

**Health Issue Area to Be Impacted** – Please describe the community-based health or health equity need that the project will contribute towards addressing. (limit response to 1,500 characters maximum, including spaces) (required)

**Proposed Project Approach** – Please describe the project goals and methods that will be carried out to contribute towards addressing the identified community-based health or health equity need. (limit response to 1,500 characters maximum, including spaces) (required)

**Anticipated Outcomes** – Please describe the project's potential impact on the health or health equity need and the applicant's learning and future career path. (limit response to 1,500 characters maximum, including spaces)



## Project Team

**MCW Sponsor PI** – Have you identified an eligible MCW faculty member to serve as the Sponsor PI? Please note that the Sponsor PI does not need to be identified for a brief proposal to be considered and AHW can support the Learner PI in connecting with potential project partners. **(required)**

Yes     No

If yes, please provide:

Name:

Department:

Email:

## Community Collaborator

Please describe the role envisioned for the Community Collaborator on the proposed project, including how the Learner PI will work with the Community Collaborator and what attributes the Community Collaborator will bring to the project. (limit response to 1,000 characters maximum, including spaces) **(required)**

Have you identified an eligible community organization to serve as the Community Collaborator? Please note that the Community Collaborator does not need to be identified for a brief proposal to be considered and AHW can support the Learner PI in connecting with potential project partners. **(required)**

Yes     No

If yes, please provide:

Contact Name:

Contact Email:

Organization Name:

Organization Website:

## Demographic Information

**MCW Learner PI Demographic Information** – To help AHW better understand our applicant pool, we'd like to learn more about our primary applicants. Please answer the following optional questions about the MCW Learner PI. This information is for AHW's awareness only and will only be used in aggregate across AHW's applicants and funded partners.

Gender Identity – How do you publicly self-identify?

- a. Female
- b. Male
- c. Gender nonbinary/Genderqueer/Gender non-conforming
- d. Other, please describe:
- e. Decline to state

Race – How do you publicly self-identify? Please select all that apply.

- a. Asian American/Pacific Islander/Asian
- b. Black/African American/African
- c. Latino/Latina/Latinx

Gender Identity – How do you publicly self-identify?

- a. Transgender
- b. Not transgender (cisgender)
- c. Decline to state

Ethnicity – How do you publicly self-identify?

- a. Hispanic or Latino/Latina/Latinx
- b. Not Hispanic or Latino/Latina/Latinx
- c. Decline to state



- d. Native American/American Indian/Indigenous
- e. White/Caucasian/European
- f. Multi-racial/Multi-ethnic (two or more races or ethnicities)
- g. Different identity, please specify:
- h. Decline to state

Sexual Orientation – How do you publicly self-identify?

- a. Heterosexual or straight
- b. Gay, lesbian, bisexual (or other sexual orientations within the LGBTQIA+ community)
- c. Different identity, please specify:
- d. Decline to state

Do you consider yourself to be a member of any of the following groups? Please select all that apply.

- a. A member of the LGBTQIA+ community
- b. A military veteran
- c. Active military
- d. A person with a disability or impairment

Disability Status – How do you publicly self-identify?

- a. I identify as a person with disability
- b. I do not identify as a person with a disability
- c. Decline to state

Are you early in your career? Early career is defined as completing terminal degree or end of post-graduate training within the past 10 years.

- a. Yes
- b. No
- c. Decline to state

