



Generational Health Scholarship

Office of Racial Equity and Community Engagement
Executive Office

02/12/2023

I. Overview

The Boston Public Health Commission (BPHC) is the local public health department for the City of Boston. The BPHC's mission is to protect, preserve, and promote the health and well-being of all Boston residents, particularly the most vulnerable.

In June 2020, racism was declared a Public Health Crisis in the City of Boston, and the BPHC along with other City departments were charged with executing eight strategies to combat the root causes of structural racism. The BPHC solicited community input on how to implement these strategies. Several themes emerged, all aimed at closing racial health disparity and inequity gaps for all Boston residents.

A major racial health disparity gap for Boston-area youth and adults is access to higher education. Those who are Black, Latine, and/or Native American face several barriers in accessing higher education and are uniquely underrepresented in the distribution of Science, Technology, Engineering, and Math (STEM) and health professions degrees, leading to their underrepresentation in STEM careers and careers in medicine, the health sciences, public health and behavioral health. Structural racism continues to impact students of color disproportionately before and during their educational journey, and the COVID-19 pandemic has only exacerbated existing racial health disparities in education as well as more broadly and created deeper inequities. This is known to increase the risk of negative health outcomes due to the compounding of systemic barriers, affecting access to the resources individuals and communities need to be healthy, such as obtaining quality health care.

In response, the BPHC's Office of Racial Equity and Community Engagement is seeking **to partner with up to three universities, colleges, community-based organizations, and/or non-profits that have the desire and capacity to administer a novel, need-based scholarship program, the "Generational Health Scholarship," for Boston-area first-year college students of color studying for careers in STEM, the Health Sciences and Public Health, and Behavioral Health.** The Generational Health Scholarship, funded through the Declaration of Racism as a Public Health Crisis, aims to buffer financial and related barriers that impact Black, Latine, and/or Native American students' ability to enter, matriculate, and graduate from a Boston-based four-year degree program.

The Generational Health Scholarship will serve as dedicated support for Boston-area students looking to enter critical roles such as public health practitioner, medical doctor, engineer, health administrator, psychiatrist, dentist, counselor, physical therapist, information technology manager, nurse, data scientist, software developer, social worker, health education specialist, and more to address critical workforce shortages, increase representation in key industries, create generational wealth, improve access to health services, and to build a more equitable and inclusive Boston.

As part of BPHC's efforts to have an equitable procurement process, BPHC will consider and encourage Certified Unrepresentative Businesses Enterprises (CUBE) that include; Minority-owned Business Enterprises (MBE), Women-owned Business Enterprises (WBE), Veteran-owned Business Enterprises (VBE), Disability-owned Business Enterprise (DOBE), Lesbian Gay Bisexual Transgender Business Enterprises (LGBTBE), Minority Non-Profit (MNPO), Women Non-Profit (WNPO), Minority Women Non-Profit (MWNPO) and local businesses to apply to this RFP.

II. Scope of Work

BPHC is soliciting to contract up to three universities, colleges, community-based organizations, and/or non-profits from March 2023 until March 2024 to administer the Generational Health Scholarship, intending for the initial round of funding distributed to recipients by June 30, 2023.

The goal of the Generational Health Scholarship is to provide financial awards from the Declaration of Racism as A Public Health Crisis funds. We focus on providing enough financial support to meet Boston-based first-year student's demonstrated need, who self-identify as Black, Latine, and/or Native American and are traditionally underrepresented in STEM, the Health Sciences and Public Health, and Behavioral Health as they attend selected partner contracted institutions of the BPHC for the purpose of lessening financial barriers at the start of and throughout one's educational journey with the ultimate goal of degree completion. *BPHC is seeking out organizations that can commit to building rapport with student awardees when they are first-year students and partnering with those same student awardees throughout all four years of their undergraduate education.*

Organizational funding

BPHC will contract with up to three universities, colleges, community-based organizations, and/or non-profits an amount of up to \$2M. The contract period will be from March 2023 to March 2024 split across two fiscal years, with up to \$600,000 allocated for Year 1: March 2023 to June 30, 2023, and up to \$1.4M allocated for Year 2: July 1, 2023 to March 2024.

These funds should be utilized to provide discretionary aid directly to students who demonstrate proof verifying their academic-related financial need (with supporting documentation) if they meet the eligibility requirements (see Appendix B) and complete the application process.

Student awards

Contracted organizations may provide an award of up to \$10,000 per academic year per student. Awards are renewable up to three additional academic years [for a total of four years] or until a first bachelor's degree is earned, based on full-time enrollment, satisfactory academic performance, and availability of funding.

Completion of final report at the end of the academic year/award cycle is part of the renewable process – previous recipients will receive priority each academic cycle for as long as they remain eligible. Previous recipients who have received four total awards are not eligible to reapply for a fifth. See student eligibility in Appendix B. Students must follow up with awarded organization(s) with receipts relevant to the spending of the scholarship award.

Student awardees who take a leave of absence, withdraw, or disenroll from college or university may defer their award one time for up to one year with notice that recouplement of their award would be based upon their reenrollment and the availability of funding at that point in time. Student awardees who have previously deferred their award and reenrolled cannot defer a second time and will forfeit their award and eligibility for future awards from this scholarship opportunity.

Expectations

Please see below for what selected agencies can expect from the BPHC and what is expected from funded organization(s) and student awardees.

Awarded Organization Expectations	Student Awardee Expectations	BPHC Expectations
<ul style="list-style-type: none">To dedicate a point of contact for BPHC communications and project managementTo publicize and promote the scholarship; to conduct outreach to prospective recipientsTo administer the scholarship application to prospective recipients	<ul style="list-style-type: none">To complete an essay and application formTo readily provide documentation that verifies financial need and provide relevant receipts to the awarded organization	<ul style="list-style-type: none">To fund at up to three organizations up to \$2M to support their participation in the projectTo support the organization(s)

<ul style="list-style-type: none"> • To identify selection procedures and policies, including the requirement that students provide documentation verifying financial need • To distribute scholarship funds • To build rapport with the student awardees throughout the implementation period: could look like a 1:1 (in-person or virtual) or e-mail • To conduct administrative and fiscal reporting • To report to BPHC a monthly utilization summary that includes a recipient list, their application essays, and testimonial reports (see Appendix C) and other evaluation metrics (see Appendix D) • To refer to fund guidelines to ensure student requests can be covered by the scholarship • Check-ins with BPHC project team • To participate in promotional activities related to the scholarship with the BPHC and other relevant partners 	<ul style="list-style-type: none"> • To maintain good academic standing (GPA of 2.7 or higher) • To participate in scheduled check-ins with the awarded organization(s): in-person, virtually, over email, etc. • To respond to testimonial questions by the end of the academic year • To complete the award renewable process within the allotted time period • To maintain their course of study as a STEM, health sciences, public health, or behavioral health student • Upon request, participate in promotional activities related to the scholarship 	<p>throughout the contract process</p> <ul style="list-style-type: none"> • To support the advertisement of this scholarship opportunity • To participate in the student selection process • To provide troubleshooting support (i.e., messaging, problem-solving, technical assistance) • To develop evaluation measures, methods of data collection, and support evaluation activities • To share evaluation findings for use by the funded organization(s) in their own grant writing, quality improvement, etc. • To support and lead promotional activities related to the scholarship • Check-ins with awarded organization(s)
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III. RFP Timeline

Sunday, February 12, 2023	RFP Legal Notice Publication in The Boston Globe <ul style="list-style-type: none">• Posts in the globe 2/12; posts online 2/14• Questions due 2/24• Answers due 2/27
Tuesday, February 14, 2023	Posted on https://www.boston.gov/bid-listings by 10:00 AM EST
Friday, February 24, 2023	Questions due in by 5:00 PM EST to: tpolk@bphc.org & abenalfew@bphc.org Subject – Generational Health Scholarship RFP
Monday, February 27, 2023	Responses to questions available for viewing on https://www.boston.gov/bid-listings by 5:00PM EST.
Friday, March 3, 2023	Proposal due via email by 5:00 PM EST: Subject – Generational Health Scholarship RFP Email: Procurement@bphc.org & tpolk@bphc.org & abenalfew@bphc.org NO EXCEPTIONS TO THIS DEADLINE
Friday, March 10, 2023	Notification of Decision Desired date to award. BPHC has the discretion to extend this time period without notice to the proposers. All proposals shall remain valid and open for a period of one hundred twenty (120) days from the proposal submission date, unless a proposer notifies BPHC of its withdrawal.

IV. Minimum Qualifications

Proposers must possess the following qualifications:

- Must be a university, college, community-based organization, or non-profit organization
- Serve exclusively or primarily Boston-based first-year students or prospective first-year students within eligibility criteria (see Appendix B)
- Experience facilitating a scholarship program
- Available staff people for communication and project management
- Ability to build rapport with student awardees throughout the implementation period
- Interest in receiving technical assistance related to racial justice and health equity as well as general problem-solving support from BPHC
- Open to expanding reach (i.e., across neighborhood, age, etc.)
- Organizations with capacity to serve bi- or multi-lingual college students are a plus (i.e., Spanish/English, Haitian Creole/English)
- If applicable, have an existing STEM initiative to increase the retention and academic success of students from underrepresented backgrounds (i.e., BIPOC, first-generation, Pell-eligible, etc.)

V. Proposal Requirements

Please submit the following documents-- *Responses should be no more than three pages long, not including your budget breakdown. All responses should include the following:*

- **Resumes or C.V. of project staff**
 - Key staff member contact information (email and phone)
 - Role of each staff person on project
- **Brief (2-3 page) proposal of how your organization and program offerings meet the scope**
 - Tell us about your organization. What is the name of your organization?
 - What is the mission and vision of your organization?
 - Organizational contact information (email and phone)
 - Website URL and if applicable, social media links
 - How does your organization currently operationalize anti-racism, racial justice, and/or health equity principles? How does your work align with the BPHC Mission and Vision.
 - How does your organization currently serve or support Black, Latine, and/or Native American young adults and/or college-aged adults?
 - What challenges do college students in these populations face? What are strengths and assets of these groups?
 - Describe how you have administered a similar scholarship program.
 - What are organizational strengths or facilitators that will support your success in implementing the Generational Health Scholarship?
 - What are potential challenges or barriers that may impede implementation?
 - What support do you need from BPHC to successfully implement the project?
 - Share a brief implementation timeline.
 - How does your organization plan to promote and publicize this Generational Health Scholarship?
- **Project budget for the requested amount (not included in page count)**
 - Breakdown on how the funds will be utilized within the timeframe
 - Please separate your budget into two separate years
 - Year 1: March 2023-June 30, 2023
 - Year 2: July 1, 2023-March 2024

VI. Period of Performance and Location

The effective date of providing the required product and services shall be from date of contract execution through March 2024 with opportunity to renew based on performance.

Location: Hybrid (via Zoom, Teams, phone, e-mail, etc.). Subject to pending changes in public health guidance.

VII. Submission Instructions

Please submit your Proposal before Friday, March 3, 2023, by **5:00 PM EST** - Submit via email to Procurement@bphc.org

Subject line – **Generational Health Scholarship RFP**

NO EXCEPTIONS TO THIS DEADLINE, Friday, March 3, 2023 by 5:00 PM EST

Appendix A

Student applicants who provide documentation that verifies financial need related to the list below may be awarded a scholarship of up to **\$10,000**.

- Tuition assistance
- Assistance with books and other required school materials (including labs)
- Assistance with mandated class field trips
- Residence Hall Housing Deposits
- Study/Semester Abroad Deposit
- Immigration fees or other appropriate assistance with legal matters pertaining to remaining in college, continuing scholarships or grants, etc.
- Assistance with Kaplan GRE/GMAT/MCAT/LSAT classes, certification, and licensure exams
- Assistance with technology needed for academic studies (i.e., laptop, internet)
- Assistance related to internship/experiential learning opportunities
- Assistance with childcare expenses
- Assistance with food insecurities
- Assistance with housing insecurities
- Applications to graduate school, law school, medical school, etc.

Appendix B

Student eligibility

To qualify for the Generational Health Scholarship, interested students must be

- At least 17 years old;
- A Boston resident;
- A first-year college student;
- Self-identify as one of the following races and/or ethnicities: Black, African American, Indigenous, Native American or Alaska Native, Native Hawaiian, and/or Latine or Hispanic;
- Accepted to a Boston-based accredited college or university as a full-time student in STEM, health science, public health, or behavioral health;
 - In some cases, degree-seeking students may use the scholarship during the summer while enrolled part-time. Refer to academic institution's summer terms;
- Studying to obtain a first bachelor's degree;
- Able to utilize scholarship for four academic years;
- Maintaining a cumulative grade point average (GPA) of at least a 2.7 GPA;
- A recipient or Pell-eligible;
- Able to readily provide documentation that verifies financial need;
- Submit application and required essay.

Students looking to renew their Generational Health Scholarship, when eligible, must complete the Testimonial Questions as part of their renewal process. Students must also complete the Testimonial Questions at the end of their fourth award.

Appendix C

These are example Essay Questions for the award application and example Testimonial Questions due at the completion of the academic year needed for renewing awardees eligible for the upcoming academic year.

Example Essay Questions

These short answer essay questions below are intended for us to learn more about who you are as well as assess your commitment to your community and any financial need. Each response to the questions below should be 500 words or less.

1. What are your career aspirations and goals? Please share what and/or who inspired you to pursue a career in STEM, health sciences, public health, or behavioral health.
2. Please share an example of an issue that is impacting the health of your community. Based on your career aspirations, how do you envision yourself addressing this issue? Please provide one or two possible solutions to your community's health issue in your response.
3. Describe why it is important to give back to your community?
4. In your own words, please describe the effects of racism on the health of Black, Indigenous, and People of Color in Boston and in our society.
5. Describe any financial circumstances affecting your need for a scholarship. Be sure to describe any obstacles you have overcome to get to where you are today. What goals will this scholarship enable you to accomplish?

Example Testimonial Questions

All award recipients should complete the Testimonial questions at the end of the academic year in which they received the funds. The Testimonial questions are a required process for awardees looking to renew their awards, if eligible.

1. How have these Generational Health Impact funds benefitted your educational experience?
2. How has this academic year influenced your career path? Please highlight one to two examples from this past academic year.
3. Have you made any changes or pivots to your course of study and/or career goals as a result of your experiences this past academic year? If yes to any changes or pivots, what are they?
4. If applicable, how have you been able to give back to your communities during this past academic year?
5. During your college experience and/or upon completion of your degree, what role will you/do you plan to play to support the health and wellbeing of your community and Boston at large?

Appendix D

Contracted organization monthly reporting metrics

- Number of awards and amount for each award per fiscal year period
- Deidentified student data
 - Demographic data including school year, major, college, race/ethnicity, age, gender, residential neighborhood
- How funds are being used (see appendix A)
- Essay responses
- Testimonial responses
- Number of check-ins per awardee and type of check-in conducted (in-person/virtual 1:1 or e-mail)