**PAGC Research Grant Award**

# Summary

In an effort to provide research support to the **membership of PAGC** or **genetic counseling graduate students in Pennsylvania**, the PAGC Research Grant (PRG) will provide grant funding (up to $1000) for PAGC members and genetic counseling students.

PAGC supports measures to remove systemic barriers in medicine. Over recent years, it has established the Justice, Equity, Diversity and Inclusion (JEDI) sub-committee which created an action plan to promote growth and improvement in the areas of justice, equity, diversity, and inclusion/belonging. This grant award originated from the PAGC JEDI sub-committee with the purpose of supporting its action plan. More information can be found at: https://www.pennsylvaniagc.org/jedi.

# Eligibility

*Grant awards are intended for individuals who require financial assistance with costs related to research activities. Such costs may include, but are not limited to, conference or CEU registration fees, conference-related travel fees, equipment, data analysis support e.g. software, personnel, etc. or other student or professional development expenses.*

Applicants must be either:

* + A genetic counselor that is an active member of PAGC.
	+ A student currently enrolled and in good standing at an accredited genetic counseling training program in Pennsylvania.

# Application

As part of the online application, you will be asked to submit responses to two prompts. One regarding your research questions and a statement of intent on your intended use of grant funds.

Applications are due April 15th, 2024 by midnight. No applications submitted after this date will be accepted.

Representatives from each of the established and emerging Pennsylvania graduate genetic counseling programs (Thomas Jefferson University, University of Pittsburgh, University of Pennsylvania and Geisinger Health System) who are members of the PAGC JEDI sub-committee will review applications. Applications of the proposed recipients will then undergo further review and approval from the PAGC board. The application scoring rubric will be available upon request.

After verifying eligibility, the applicants will be notified by mid-late May 2024 of their award.

# Additional requirements

Awardees will be required to provide a summary of their findings thus far to PAGC membership around 1 year after the grant is awarded. It is strongly encouraged that these findings are submitted to and presented at the PAGC annual meeting. Other ways to present findings will be accepted and reviewed upon request. Individuals who receive funding may have their projects highlighted in the PAGC newsletter.

**SUBMITTING INSTRUCTIONS**

* Completed applications can be submitted directly to the PAGC by email: PennsylvaniaGC@gmail.com with the subject line PAGC Research Grant
* Applications must be submitted by: April 15th, 2024 at midnight
* Incomplete applications will not be considered

First name: Click here to enter text. Last name: Click here to enter text.

Current mailing address: Click here to enter text.

Email:Click here to enter text.

Telephone: Click here to enter text. Telephone (alternative): Click here to enter text.

**ELIGIBILITY CRITERIA (select one):**

[ ]  A genetic counselor that is an active member of PAGC.

Graduate Program Attended: Click here to enter text.

Year of Graduation: Click here to enter text.

[ ]  A student currently enrolled and in good standing at an accredited genetic counseling training program in Pennsylvania.

Graduate Program: Click here to enter text.

Year of Graduation: Click here to enter text.

**Personal Statements**

1. A brief essay, no more than 500 words, describing:
	1. Your research question and specific aims, study objectives
	2. How you plan to incorporate the values of diversity, equity, inclusion and/or belonging (DEIB) in your project as guided by the NSGC policy on DEIB. This policy is included in the application below. (Examples include, but are not limited to: Do you have plans to recruit research participants from clinics that ensure a diverse participant population? Do you plan to use specific measures, modes of contact, etc. that are accessible to as many participants as possible?)
2. Statement of intent, no longer than 500 words, detailing:
	1. Your reasons for applying for the grant.
	2. How much you are requesting and how you plan to apply the grant money (Individuals may request up to $1000, but are not required to request the full amount).
	3. How the proposed use of this money will aid in your research efforts.

# Policy on Diversity, Equity, Inclusion & Belonging (DEIB)

Approved September 21, 2022

In furtherance of its vision and mission, the National Society of Genetic Counselors (NSGC) strives to integrate genetics and genomics to improve health for all. As an organization, NSGC (members and staff) works to realize this goal by promoting the active participation and leadership of people with diverse identities, perspectives, and backgrounds. Starting within NSGC and extending into the larger healthcare system, NSGC, its members and staff seek to empower NSGC members to advocate for themselves, each other, and the diverse people they serve. NSGC and its members realize that a diverse and inclusive organization does not build itself but must be created through a sustained effort by leadership, staff, and each individual member.

In furtherance of these goals and NSGC’s ongoing commitment to create and maintain an inclusive environment within the organization and in connection with its activities, NSGC has adopted the following policy on Diversity, Equity, Inclusion & Belonging (“DEIB Policy”):

* NSGC members and staff recognize the importance of all aspects of diversity and seek to create an environment within NSGC and the profession that is increasingly diverse, equitable and inclusive and fosters a sense of belonging.
* NSGC members acknowledge that each person’s unique perspective gives them the power to contribute to the greater good. NSGC and its members commit to valuing those differences for the advancement of the field and NSGC’s mission and vision as a professional organization.
* NSGC and its members are committed to fostering a professional community that supports diversity of voice, lifelong learning, opportunities and equity for inclusion and a sense of belonging for its membership.
* NSGC members will strive to create a culture that fosters a respectful exchange of ideas, experiences, and perspectives from all members, staff, and leadership.
* NSGC members will treat each other and staff with respect and dignity in connection with all NSGC activities.
* NSGC members will work to foster equity, diversity, inclusion that results in a sense of belonging  within NSGC and in connection with NSGC’s conferences, membership engagement activities, committee, task force and other meetings, and other NSGC activities and initiatives by (among other things):
	+ Supporting and working to uphold this DEIB Policy and NSGC’s other efforts to promote equity, diversity, and inclusion within the organization
	+ Fostering an environment that supports open communication in individual correspondence and group settings
	+ Promoting inclusive teamwork and individual participation that permits and encourages diverse perspectives
	+ Making time to address cross cultural communication issues when they emerge
	+ Educating oneself on implicit bias and microaggressions
	+ Striving to incorporate feedback from diverse perspectives
	+ Treating members, staff, and leaders with respect even if perspectives are not aligned

# Definitions of Diversity Equity, Inclusion & Belonging

NSGC recognizes that terms hold different meanings for different individuals, organizations, and institutions. To support consistency in language and a common understanding within our organization as NSGC works to foster diversity, equity, inclusion and a sense of belonging organization-wide, NSGC adopts the definitions below.  Within the context of this DEIB Policy, these definitions pertain to interactions that take place within NSGC and between members, colleagues, and staff:

**Equity:**Equity is ensuring that opportunities, and access to opportunities, are provided to all NSGC members – especially to individuals that are underrepresented in the profession and underserved in healthcare and society at large. At NSGC, this applies to both members and staff. Equity is different from equality, where all groups of people receive the same number and type of resources or support, regardless of needs or circumstances.

**Diversity:** Diversity is understanding that each individual is unique and recognizing their personal differences, which may be visible or invisible. There are innumerable facets of diversity, including race, ethnicity, age, sex, gender identity/expression, sexual orientation, disability, socioeconomic status, religion, and national origin, among others. Diversity is understanding that some differences provide privilege while others perpetuate disadvantages.

**Inclusion:** Inclusion is the way we create environments in which an individual or group can feel accepted, respected, and valued. Inclusivity strives to create a sense of belonging for all individuals, regardless of different identities. Inclusion requires that we recognize and address our biases and actively work to decrease barriers within our profession and for the communities we serve.

**Belonging:** Belonging is the feeling of being seen, accepted, and welcomed. Cultivating a culture of belonging enables transparency and understanding and fosters a community of respect and authenticity. We believe that in order for someone to feel as though they truly belong, they should feel empowered to come as they are, and no one should ever have to check the most important part of themselves intentionally (or unintentionally) at the door.