



How will diversity, equity and inclusion be evaluated?

Patient advocate and nurse members of the GWG (GWG Board Members) will provide a DEI score on how well the applicants have addressed the following elements of diversity, equity and inclusion (DEI):

1. Product Development

Applicant teams are asked to describe what is currently known about demographic disparities that may impact populations that would ultimately benefit from their product. Teams are asked to reference published findings from the literature, dataset resources, or clinical observations. If disparities in the intended population have not been characterized, or the applicants have not finalized a target indication, they should address a related or broader population.

How well the project team has completed or plans for activities that are likely to further their understanding of the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product. Examples include use of models and tools that account for population diversity (e.g., usage of age- and sex- appropriate animal models for preclinical studies, or analysis of potential variation in biomarker expression between demographic groups).

How well the proposal addresses limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities.

2. DEI Enhancement Strategies

How well the project has or will incorporate diverse and inclusive perspectives from the population that will benefit from the proposed product. Activities should be well-matched to the needs of the project. Examples might include developing partnerships with patient organizations, acquiring training in cultural sensitivity and/or DEI, utilizing institutional resources for DEI, or allocating funds and/or personnel to address DEI.

Scoring Rubric (Scale 0-10)

This scoring rubric is intended to be used as a guide for the DEI scores as we continue to pilot the process. The DEI score will encompass your assessment of the three criteria described above. The table below breaks out the criteria into discernable levels of responsiveness to the criteria and aligns them with a specific range of scores.

Application instructions currently align with this rubric. We have provided a copy of the TRAN1 DEI instructions as a reference.



CIRM TRAN Program DEI Rubric

CRITERIA	Score of 0 to 2 Not Responsive	Score of 3 to 5 Not Fully Responsive	Score of 6 to 8 Responsive	Score of 9 to 10 Outstanding Response
1. Product Development	Inadequate discussion on what is currently known about demographic disparities in the population that will benefit from the proposed product.	May have inadequate discussion on what is currently known about demographic disparities in the population that will benefit from the proposed product.	Adequate discussion on what is currently known about demographic disparities in the population that will benefit from the proposed product.	Strong discussion on what is currently known about demographic disparities in the population that will benefit from the proposed product.
	Planned/completed activities do not demonstrate an understanding of the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product.	Planned/completed activities are incomplete or inadequate and may not demonstrate an understanding of the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product.	Planned/completed activities reflect a good faith effort and have the potential to be effective in understanding the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product.	Planned/completed activities reflect an outstanding and comprehensive effort and are likely to be effective in understanding the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product.
	Does not address limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities.	May not fully address limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities.	Addresses limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities.	Comprehensive discussion on limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities.
2. DEI Enhancement Strategies	Has not or will not include diverse and inclusive perspectives and experience from the population that will benefit from the product, or activities proposed are not appropriate.	May not have or may not effectively or sufficiently bring diverse and inclusive perspectives and experience from the population that will benefit from the product. Activities may not match the needs of the project.	Has or will appropriately bring diverse and inclusive perspectives from the population that will benefit from the proposed product. Activities match the needs of the project.	Has or will have outstanding incorporation of diverse and inclusive perspectives from the population that will benefit from the proposed product. Activities are well matched to the needs of the project.



TRAN1 DEI Application Instructions

Diversity, Equity, and Inclusion (up to 3 pages in total, excess pages will be discarded)

CIRM's Mission: Accelerating world class science to deliver transformative regenerative medicine treatments in an equitable manner to the diverse California and world.

To deliver on this mission, CIRM expects applicants to demonstrate good-faith efforts to uphold principles of diversity, equity, and inclusion in their projects by addressing and accounting for race, ethnicity, sex, gender, and age diversity in the project plan and design, propose project outcomes that would inform the development of a product that serves the unmet medical needs of the diverse California population, and incorporate diverse and inclusive perspectives and experience in the research project. CIRM will track progress (and provide guidance and support) towards achieving these goals for all CIRM awardees to maximize the likelihood of success.

DEI Part 1 of 3: Overview (about 0.75 pages, or the rest of this page)

<Discuss what is currently known about demographic disparities in disease burden, care, and health outcomes in the population that will benefit from your proposed therapy/product/tool.

- Reference published findings from the literature, dataset resources, or clinical observations (e.g., case studies/series, trial experience)
- If disparities in your intended patient population have not been characterized, or you have not finalized a target indication, please address a related or broader patient population
- Helpful resources include CA Community Burden of Disease and Cost Engine (<https://skylab.cdph.ca.gov/communityBurden/>) and CDC WONDER (<https://wonder.cdc.gov/>)>

DEI Part 2 of 3: Product Development (up to 1 page)

<TRAN applicants are encouraged to report, propose, and conduct studies that support CIRM's mission by characterizing the potential influence of patient diversity on the safety, efficacy, and overall utility of the proposed product.

- Describe how any completed studies or activities have addressed the influence of race, ethnicity, sex, gender, and age diversity in the development of your product.
- Discuss the limitations, advantages and/or challenges of this project in developing a product that addresses the unmet medical needs of the diverse California population, including underserved racial/ethnic communities. This link provides recent demographic data for California: <https://www.census.gov/quickfacts/fact/table/CA,US>
- Describe how any proposed TRAN milestones or activities incorporate the potential influence of race, ethnicity, sex, gender, and age diversity. Examples include use of models and tools that account for population diversity (e.g., usage of age- and sex- appropriate animal models for preclinical studies, or analysis of potential variation in biomarker expression between demographic groups)
- Studies summarized in this section must be described in fuller detail in the Scientific Rationale, Project Plan and/or Preclinical Studies sections of this proposal.>



DEI Part 3 of 3: DEI Enhancement Strategies (up to 0.75 pages)

<Describe how perspectives and experience from the population that will benefit from your proposed product have or will be incorporated in the implementation of the research project. TRAN applicants may propose activities to bring diverse and inclusive perspectives and experience to the project. Any proposed activities should be well-matched to the needs of the project. Examples might include developing partnerships with patient organizations, acquiring training in cultural sensitivity and/or DEI, utilizing institutional resources for DEI, or allocating funds and/or personnel to address DEI.>

Please note: Because CIRM is prohibited from taking race, ethnicity, national origin and gender into account in making grant decisions, applicants should refrain from including race, ethnicity, national origin, or gender in describing the applicant team personnel.>