



Diversity Call 2023

Background

The Lundbeck Foundation views diversity and inclusion as key to better research and to a better research environment.

This call has been established to promote and reward initiatives that harness and promote diversity for the benefit of scientific progress and culture.

To strengthen the research environment in Denmark we must be able to attract and retain talent to develop innovative and impactful solutions to the challenges we encounter, both now and in the future. Such challenges are best tackled through the diverse use of a range of competencies, approaches, and perspectives.

For the Lundbeck Foundation, diversity means differences in methods, gender, approach, nationality, age, professional field, etc.

★ **Small and big initiatives are welcome (5.000 - 500.000 DKK)**

★ **Short and long initiatives are welcome (1-day to 1 year)**

Some examples of what we are looking to fund:

- enabling cross-disciplinary cultural exchange (e.g. an initiative that brings to two unrelated fields together)
- scientific activities for knowledge sharing across research generations
- unconscious bias training/ workshops
- diversity and inclusion training/ workshops
- diversity awareness or capacity development training of the leadership
- establishing mentoring or buddy programs

NOTE: You cannot apply for travel stipends or funding for research projects (please see our other calls).

How much?

Up to DKK 500,000 may be applied for per project.

Lundbeck Foundation expects to allocate DKK 2 million to this call annually.

You can only apply for expenses related directly to the initiative and not for general operational costs of organizations and/ or networks.

There will be two application deadlines annually.

Who can apply?

Departments or faculties at Danish research institutes who wish to launch initiatives to promote diversity and inclusion among researchers in the health sciences.

You can only apply once a year as a main applicant and/ or with a specific project.

How to apply?

You must submit your application, written in Danish or English, via the [Lundbeck Foundation's application system](#).

Your application must include the following:

- Summary of the project
- Purpose and aim(s)
- Target group(s)

- Project description
 - Include up to 3 figures or graphs showing relevant data
 - Include relevant references related to your proposal

- Expected impact and indicators
- Future anchoring of the project
- Detailed budget
- Applicant's CV
- Letters of support from the relevant leader(s), institution, and/ or other collaborators

Please see the Applicant Guide and the application form for further requirements and details

You are welcome to contact Scientific Project Manager Anette Høye (ah@lundbeckfonden.com) if you have any questions regarding your application.

Evaluation process

The evaluation will be based on (listed in no particular order):

- **How** the initiative contributes to **solving** the challenge identified by the research group, institute or faculty. This should be supported by data (included in the application) or a theoretical foundation
- **Relevance**- the relevance of the proposed initiative to the applied setting

- **Leadership support-** because support from the leadership is key to creating change. For larger initiatives it is relevant to describe the in-kind contribution (i.e. financial and people-hours) in the application
- **Anchoring-** because the initiative should push for positive change. We are therefore interested in knowing how the work on diversity will continue in extension of the initiative.

Applications will be evaluated by Lundbeck Foundation's representatives from the Grants & Prizes and Corporate Affairs departments. They make recommendations for funding to the Foundation's Board of Trustees who takes the final decision.

Important dates

Summer

- Application deadline: 13:00 CET Wednesday 12 April 2023
- Expected approval of grants: medio June 2023

Winter

- Application deadline: 13:00 CET Thursday 12 October 2023
- Expected approval of grants: medio December 2023

What are the grant conditions?

If your application is successful, a contract will be drafted. As part of this process, you and your host institution (if relevant) will be required to accept Lundbeck Foundation's General Terms and Conditions for Research Grants, as well as, individual, project-specific amendments, which will be subject to negotiation.

The purpose of the Lundbeck Foundation is to create powerful ripple effects that bring discoveries to lives through investing actively in business and science at the frontiers of their fields