

# HRSA

Health Resources & Services Administration

Bureau of Health Workforce

Notice of Funding Opportunity








**Application due March 18, 2025**

# Nursing Workforce Diversity (NWD) Program

Opportunity number: HRSA-25-071



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# Before you begin

If you believe you are a good candidate for this funding opportunity, secure your [SAM.gov](#) and [Grants.gov](#) registrations now. If you are already registered, make sure your registrations are active and up-to-date.

## **SAM.gov registration (this can take several weeks)**

You must have an active account with SAM.gov. This includes having a Unique Entity Identifier (UEI).

[See Step 2: Get Ready to Apply](#)

## **Grants.gov registration (this can take several days)**

You must have an active Grants.gov registration. Doing so requires a Login.gov registration as well.

[See Step 2: Get Ready to Apply](#)

## **Apply by the application due date**

Applications are due by 11:59 p.m. Eastern Time on March 18, 2025.



To help you find what you need, this NOFO uses internal links. In Adobe Reader, you can go back to where you were by pressing Alt + Left Arrow (Windows) or Command + Left Arrow (Mac) on your keyboard.



# Step 1:

# Review the Opportunity

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# Basic information

## Health Resources and Services Administration (HRSA)

Bureau of Health Workforce

Division of Nursing and Public Health

*Increase diversity and representation among registered nurses through evidence-based, culturally inclusive education environments.*

## Summary

The purpose of the Nursing Workforce Diversity (NWD) program is to increase nursing education opportunities for individuals from disadvantaged backgrounds (including racial and ethnic minorities underrepresented among registered nurses).

## Funding details

**Application Types:** New, and Competing Continuation

**Expected total available FY2025 funding:** \$22,200,000

**Expected number and type of awards:** Approximately 40 grants.

**Funding range per award:** Up to \$555,000 per annual award

The program and estimated awards depend on the future appropriation of funds and are subject to change based on the availability and amount of appropriations.

We plan to fund awards in 4 budget periods. Each budget period is 12 months in length. The period of performance for this program is July 1, 2025, to June 30, 2029. Your request for years 2, 3, and 4 cannot exceed your year 1 request.



Have questions?

Go to [Contacts and Support](#).

## Key facts

**Opportunity name:**

Nursing Workforce Diversity (NWD) Program

**Opportunity number:**

HRSA 25-071

**Federal Assistance**

**Listing:** 93.178

## Key dates

**NOFO issue date:**

December 18, 2024

**Informational webinar:**

Visit the HRSA Bureau of Health Workforce's [open opportunities](#) website to learn more about the informational webinar.

**Application deadline:**

March 18, 2025

**Expected award date is**

**by:** June 15, 2025

**Expected start date:**

July 1, 2025

# Eligibility

## Who can apply

Eligible organizations include accredited schools of nursing, nursing centers, academic health centers, and domestic public or private entities, such as state and local departments of health, faith-based organizations, community-based organizations, tribes, and tribal organizations.

## Types of eligible organizations

These types of domestic\* organizations may apply.

- Public institutions of higher education
- Private institutions of higher education
- Nonprofits having a 501(c)(3) IRS status
- Nonprofits with an IRS status other than 501(c)(3)
- State and local governments, including the District of Columbia, domestic territories, and freely associated states
- County governments
- City, local, or township governments
- Special district governments
- Independent school districts
- Native American tribal governments
- Native American tribal organizations

“Domestic” means located in the 50 states, the District of Columbia, the Commonwealth of Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.

**Individuals are not eligible applicants under this NOFO.**

## Other eligibility criteria

### Trainee eligibility

To receive support under this program, a trainee must be enrolled in an accredited nursing program and be one of the following:

- A U.S. citizen or non-citizen national.
- An individual lawfully admitted for permanent residence to the United States.

- Any other person defined as a “qualified alien” under section 431(b) of the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Pub. L. 104–193, as amended.

## Completeness and responsiveness criteria

We will review your application to make sure it meets these basic requirements to move forward in the competition.

We will not consider an application that:

- Is from an organization that does not meet all eligibility criteria.
- Requests funding above the award ceiling shown in the [funding range](#).
- Is submitted after the [deadline](#).

## Application limits

You may not submit more than one application for the same project. If you submit more than one application, we will only accept the last on-time submission.

## Cost sharing

This program does not have a cost-sharing requirement. If you choose to share in the costs of the project, we will hold you accountable for any funds you add, including through reporting.

# Program description

## Purpose

The purpose of the Nursing Workforce Diversity (NWD) program is to increase nursing education opportunities for individuals who are from disadvantaged backgrounds (including racial and ethnic minorities underrepresented among registered nurses). The program uses comprehensive, evidence-based strategies to provide more inclusive and culturally aligned nursing education environments that will support students from disadvantaged backgrounds. Please refer to the [Bureau of Health Workforce Glossary](#) for program terms applicable to this Notice of Funding Opportunity (i.e., disadvantaged background, underrepresented minority).

## Background

The American Nurses Association (ANA) reported that a lack of diversity in healthcare significantly increases health disparities and contributes to poorer health outcomes and high mortality at disproportionate rates among socially and economically marginalized groups.<sup>[1]</sup> HRSA defines diversity as the multiplicity of human differences among groups of people or individuals. The National Advisory Council on Nurse Education and Practice (NACNEP) opined that a diverse healthcare workforce requires recognition of many dimensions, including, but not limited to gender, sexual orientation, race, ethnicity, nationality, religion, age, cultural background, socio-economic status, disabilities, and language.<sup>[2]</sup> HRSA describes diversity as “a multiplicity of human differences among groups of people or individuals.”<sup>[3]</sup> The 2022 National Sample Survey of Registered Nurses (NSSRN) results found that 67% of licensed registered nurses who completed the survey identified as white, whereas a total of 33% identified as Black, Hispanic, Asian, Pacific Islander, American Indian or Alaska Native, or from another group who are underrepresented in nursing compared to their representation in the U.S. population.<sup>[4]</sup>

Schools of nursing play a crucial role in increasing diversity in the nursing workforce by cultivating inclusive learning environments that are culturally responsive, support holistic healthcare, and foster trust and collaboration within communities in need.<sup>[5]</sup> Patients are more likely to adhere to health recommendations and have better outcomes when providers are culturally competent or have shared cultural characteristics.<sup>[6]</sup>

During the 2022-2023 academic year, the Nursing Workforce Diversity program trained 2,033 nursing students. Of those trained 99% came from a disadvantaged backgrounds, 76% identified as an underrepresented minority, and 23% came from rural



backgrounds.<sup>[7]</sup> Evidenced-based strategies used to recruit and retain students from underrepresented or disadvantaged backgrounds include the implementation of holistic admissions, provision of scholarships and stipends to address socioeconomic barriers, and peer and mentor support to provide wraparound services to assist in student success.

The American Association of College of Nurses (AACN) reported only 22% of full-time nursing faculty identify as minorities.<sup>[8]</sup> In addition to diversifying faculty, partnerships with professional nursing and community-based organizations can create an inclusive environment outside of academia for nursing students who are from disadvantaged backgrounds or who are racially or ethnically underrepresented in the field.

Professional nursing and community-based partnerships not only support students, but also provide advice and useful strategies for schools of nursing to advance their awareness and inclusion activities, provide professional support to clinical faculty, and offer other strategies for recruitment, enrollment, and retention that can help ensure an inclusive and diverse learning environment.<sup>[9]</sup>

## Program goals

- Increase the number of individuals from disadvantaged backgrounds, including ethnic and racial minorities underrepresented among registered nurses, who are enrolled in nursing degree programs, using evidence-based strategies such as holistic admissions as a best practice.
- Increase the number of nursing students from disadvantaged backgrounds who are retained and graduate from nursing degree programs.
- Increase the number of nursing students from disadvantaged backgrounds who receive academic and social support for educational success in nursing degree programs.

## Program requirements and expectations

If you are funded under this funding opportunity, you will be required to:

- Implement a comprehensive systems approach that supports the recruitment, enrollment, retention, and graduation of students from disadvantaged backgrounds, including racial and ethnic minorities underrepresented among registered nurses.
- Provide academic support services such as tutoring, counseling, supplemental instruction, and others that improve and promote academic success for nursing students.

- Increase the recruitment and retention of faculty and preceptors who have diverse backgrounds and cultural experiences that promote diversity in nursing education and clinical practice.
- Provide student support services such as financial support and mentorship (professional, academic, or peer) that support retention and promote an inclusive educational environment from admittance to graduation.
- Establish and maintain partnerships to include technical assistance from professional nursing organizations to increase enrollment and retention of nursing students from disadvantaged backgrounds, including ethnic and racial minorities underrepresented among registered nurses, including through the provision of support services.
- Evaluate your program's efficacy by:
  - Following the [HHS Evaluation Policy](#) and standards described in [OMB Memorandum M-20-12](#).
  - Completing HRSA's annual performance reporting requirements.
  - Following up with graduates to collect employment information for a minimum of 1 year after graduation.
  - Participating in federally designed evaluations to assess program effectiveness and efficiency upon request.
- The proposed PD must be a licensed Registered Nurse (RN). Your application should indicate the time commitment and qualifications of the PD in the project narrative. HRSA recognizes only one PD.

# Award information

## Funding policies and limitations

### Policies

- We will only make awards if this program receives funding. If Congress appropriates for this purpose, we will move forward with the review and award process.
- Support beyond the first budget year will depend on:
  - Appropriation of funds.
  - Your satisfactory progress in meeting the project's goals.
  - A decision that continued funding is in the government's best interest.
- If we receive more funding for this program, we consider options such as:
  - Funding more applicants from the rank order list.
  - Extending the period of performance.
  - Awarding supplemental funding.

### Maintenance of effort

Federal funds must add to any existing non-federal funds for your proposed activities. If you receive an award, you will have to spend at least as much as you spent in the last fiscal year before the award. This policy is required by 42 U.S.C. § 296b(b) (Section 803(b) of the Public Health Service Act).

We will enforce these statutory requirements through all available mechanisms.

You must provide supporting documentation in your [Attachments 5](#).

### General limitations

- For guidance on some types of costs we do not allow or restrict, see Project Budget Information in section 3.14 of the [R&R Application Guide](#). You can also see 45 CFR part 75, or any superseding regulation, [General Provisions for Selected Items of Cost](#).
- You cannot earn profit from the federal award. See [45 CFR 75.216\(b\)](#).
- Congress's current appropriations act includes a salary limitation, which applies to this program. As of January 2024, the salary rate limitation is \$221,900. This limitation may be updated.

## Program-specific limitations

Additionally, these specific costs are not allowed:

- Accreditation costs like renewals or annual fees, credentialing, licensing, continuing education fees, certification exam or licensing fees, and franchise fees and expenses.
- Membership dues that directly fund lobbying activities.
- Laboratory fees.
- Food or drinks.
- Liability insurance, unemployment insurance, life insurance, taxes, fees, retirement plans, or other fringe benefits for trainees.
  - Health insurance for trainees **is** allowed.
- Payment of temporary personnel replacement costs for the time faculty, preceptors, or participants are away from usual worksite during involvement in project activities.
- Paid release time for project faculty.
- Construction or major renovation.
- Foreign travel.

See [Manage Your Grant](#) for other information on costs and financial management.

## Indirect costs

Indirect costs are costs you charge across more than one project that cannot be easily separated by project. For example, this could include utilities for a building that supports multiple projects.

Per [45 CFR 75.414](#) (c) indirect costs for training awards cannot exceed 8 percent of modified total direct costs.

For modified total direct costs, we use the definition at [2 CFR 200.1](#). MTDC means all direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and up to the first \$50,000 of each subaward (regardless of the period of performance of the subawards under the award). MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs, and the portion of each subaward in excess of \$50,000. Other items may only be excluded when necessary to avoid a serious inequity in the distribution of indirect costs and with the approval of the cognizant agency for indirect costs.

## Program income

Program income is money earned as a result of your award-supported project activities. You must use any program income you generate from awarded funds for approved project-related activities. Find more about program income at [45 CFR 75.307](#).



# Step 2:

# Get Ready to Apply

## In this step

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# Get registered

## SAM.gov

You must have an active account with SAM.gov to apply. This includes having a Unique Entity Identifier (UEI). SAM.gov registration can take several weeks. Begin that process today.

To register, go to [SAM.gov Entity Registration](#) and select **Get Started**. From the same page, you can also select the Entity Registration Checklist to find out what you'll need to register.

When you register or update your SAM.gov registration, you must agree to the [financial assistance general certifications and representations](#). You must agree to those for grants specifically, as opposed to contracts, because the two sets of agreements are different. You will have to maintain your registration throughout the life of any award.

## Grants.gov

You must also have an active account with [Grants.gov](#). You can see step-by step instructions at the Grants.gov [Quick Start Guide for Applicants](#).

**Need help?** See [Contacts and Support](#).

# Find the application package

The application package has all the forms you need to apply. You can find it online. Go to [Grants Search at Grants.gov](#) and search for opportunity number HRSA 25-071.

**After you select the opportunity we recommend you select **Subscribe to get updates**.**

# Application writing help

Visit HHS [Tips for Preparing Grant Proposals](#).

Visit [HRSA's How to Prepare Your Application](#) page for more guidance.

## Join the webinar

We will hold a pre-application technical assistance (TA) webinar. The webinar will provide an overview of pertinent information in the NOFO and an opportunity for applicants to ask questions.

Visit the HRSA Bureau of Health Workforce's [open opportunities](#) website to learn more about the resources available for this funding opportunity.





# Step 3:

# Prepare Your Application

## In this step

Application contents and format

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# Application contents and format

Applications include 5 main components. This section includes guidance on each.

\*\*Application page limit: \*\* 60-page limit for overall application.

Submit your information in English and express budget figures using U.S. dollars.

**Make sure you include each of these:**

Components	Submission Form	Included in the page limit?
<a href="#">Project abstract</a>	Use the Project Abstract Summary Form.	No
<a href="#">Project narrative</a>	Research and Related Other Project Information.	Yes
<a href="#">Budget narrative</a>	Use the Research and Related Budget form (Line L).	Yes
<a href="#">Attachments</a>	Insert each in the Other Attachments form.	Yes, unless otherwise marked below.
<a href="#">Other required forms</a>	Upload using each required form.	Indicated in the other required forms section.

See the [application checklist](#) for a full list of all application requirements. See [form instructions](#) for more detail on completing each form.

## Required format

You must format your narratives and attachments using our required formats for fonts, size, color, format, margins. See the formatting guidelines in section 3.2 of the [R&R Application Guide](#).

## Project abstract

Complete the information in the Project Abstract Summary form. Include a short description of your proposed project. Include the needs you plan to address, the proposed services, and the population groups you plan to serve.

When applicable, identify if you are requesting a funding priority or preference. For more information, see section 3.1.2 of the [R&R Application Guide](#).

## Project narrative

In this section, you will describe all aspects of your project. Project activities must comply with the non-discrimination requirements described in Section VI.

Use the following section headers in the order shown.

### Introduction and purpose

**See merit review criterion 1: [Purpose and need](#)**

- Briefly describe the purpose of your project.
- Propose an actionable framework you will use to achieve the project's goals to increase the number of nurses from disadvantaged backgrounds, including how you will address diversity and promote inclusion and representation among registered nurses in the nursing workforce.
- Include efforts you will take to address social determinants that impede trainees' access to education and program success.

### Need

**See merit review criterion 1: [Purpose and need](#)**

- Describe the gaps and unmet needs that this program will address for students from disadvantaged backgrounds, including racial and ethnic minorities underrepresented among registered nurses.
- Discuss challenges in the recruitment and retention of diverse faculty and clinical preceptors.
- Describe the social determinants that impede access and success in nursing education among the population to be served.
- Describe the recruitment, enrollment, and retention challenges for students from disadvantaged backgrounds.

- Discuss the health disparities of people in the surrounding communities to be served and the impact the project will have on the community.
- Use and cite demographic data whenever possible.

## Approach

### See merit review criterion 2: [Response](#)

- Explain how your project will address social determinants of education for students in your referenced student population.
- Explain how your project will address social determinants of health in the referenced population in the surrounding communities.
- Explain how you will meet the program's requirements and expectations.
- Include how you will recruit, retain, and support students with this grant. Include current and projected enrollment and graduate data in your response.
- Discuss your comprehensive systems approach that implements evidence-based strategies to support students from disadvantaged backgrounds from enrollment through graduation. Include strategies for recruitment, retention, and to support of diverse faculty and preceptors to support the student population from disadvantaged backgrounds.
- Describe the academic and social support strategies that will be implemented by your proposed partnerships to accomplish the goals of the project.
- Explain when you will use linguistic trainings supported by the National Standards for Culturally and Linguistically Appropriate Services (CLAS).

## High-level work plan

### See merit review criterion 2: [Response](#)

- Describe how you'll achieve each of your project goals during the period of performance.
- Identify key stakeholders responsible for planning, designing, and carrying out all project activities.
- Provide a timeline that identifies each activity and the responsible stakeholder(s) for each activity.
- Identify the projected number of students who will receive support over the period of performance.
- Provide a detailed work plan in your Standardized Work Plan (SWP). See [other required forms](#).

## Resolving challenges

### See merit review criterion 2: [Response](#)

- Discuss challenges that you are likely to encounter in designing and carrying out the activities in the work plan.
- Explain approaches that you'll use to address and resolve the challenges.

## Performance reporting and evaluation

### See merit review criteria 3: [Impact](#) and 4: [Resources and capabilities](#)

- **Outcomes.** Describe the expected outcomes (desired results) of the funded activities.
- **Performance Measurement and Reporting.** See [NWD Reporting Manual](#) for performance measure requirements and examples of reporting forms.
  - Describe the systems and processes that you'll use to track performance outcomes.
  - Detail how you will collect, and report required performance data accurately and on time.
  - Describe how you will manage and securely store data.
  - Describe your process to track trainees after program completion for up to 1 year to include collection of trainees' NPI numbers. (Note: Trainees are encouraged to apply for an NPI for the purpose of collecting post-graduation employment demographics, such as registered nurses pursuing Advanced Practice Registered Nurses (APRNs).)
  - Describe the capacity of the institution to track, collect, and report required performance measures on an annual basis, including but not limited to:
    - Student demographic data, such as the number and percentage of students from disadvantaged backgrounds retained in the nursing program.
    - Faculty demographic data.
    - Demographic descriptions of students from disadvantaged backgrounds.
    - Student financial support.
  - Describe how you will monitor and analyze performance data to support continuous quality improvement.
- **Program Evaluation.** If applicable, the evaluation should examine processes and progress towards goals, program objectives, and expected outcomes. Evaluations must follow the HHS Evaluation Policy, as well as the standards and best practices

described in [OMB Memorandum M-20-12](#).

Describe your plan to evaluate the project. Include:

- The evaluation questions, methods, data to be collected, and timeline for implementation.
- The evaluation barriers and your plan to address them.
- The evaluation capacity of your organization and staff. Include experience, skills, and knowledge.
- How you will disseminate results, how you will assess whether your dissemination plan is effective, whether the results are national in scope, and the extent of potential replication.

See [Reporting](#) for more information.

## Sustainability

See merit review criterion 3: [Impact](#)

We expect you to sustain key project elements that improve practices and outcomes for the population to be served. Propose a plan for project sustainability after the period of federal funding ends.

Describe:

- Key elements of your project. Examples include training methods or strategies that have been effective in improving practices.
- How you will obtain future sources of funding.
- How you will determine the timing to become self-sufficient.
- Challenges that you'll likely encounter in sustaining the program. Include how you will resolve these challenges.

## Organizational information

See merit review criterion 4: [Resources and capabilities](#).

Briefly describe your mission, structure, and the scope of your current activities.

Explain how they support your ability to carry out the program requirements. Include a project organization chart.

- Discuss how you'll follow the approved plan, account for federal funds, and record all costs to avoid audit findings.
- Describe the organization(s) you will partner with to fulfill the program goals and meet the project requirements. Include key agreements in [Attachment 3](#) and letters of support in [Attachment 8](#).

- Include a staffing plan and job descriptions for key faculty and staff in [Attachment 4](#).
- Describe project personnel and their experience serving the specified population.
- Describe curriculum and learning activities that clearly link to increasing student and faculty self-awareness of multicultural issues and engaging individuals, families, and communities from diverse social and cultural backgrounds.
- Demonstrate the institutional commitment to creating an environment of diversity and inclusion among student and faculty populations.
- Include biographical sketches for key staff using the Research & Related Senior/Key Person Profile form. See [other required forms](#).

## Budget and budget narrative

See merit review criterion 5: [Support requested](#)

Your **budget** should follow the instructions in section 3.14 of the [R&R Application Guide](#) and any specific instructions listed in this section.

HHS now uses the definitions for [equipment](#) and [supplies](#) in 2 CFR 200.1. The new definitions change the threshold for equipment to the lesser of the recipient's capitalization level or \$10,000 and the threshold for supplies to below that amount.

Reminder: Indirect costs for training awards cannot exceed 8% of modified total direct costs. The total project or program costs are all *allowable* (direct and indirect) costs incurred for the HRSA award activity or project. This includes costs charged to the award and non-federal funds used to satisfy any matching or cost sharing requirement (which may include maintenance of effort, if applicable).

The budget narrative supports the information you provide in the Research and Related Budget Form. See [other required forms](#). Your budget should show a well-organized plan. The merit review committee reviews both.

The budget narrative includes an itemized breakdown and a clear justification of the requested costs. As you develop your budget, consider:

- If the costs are reasonable and consistent with your project's purpose and activities.
- The restrictions on spending funds. See [funding policies and limitations](#).

To create your budget narrative, see detailed instructions in section 3.15 of the [R&R Application Guide](#). Follow these additional instructions specific to this NOFO.



## Participant and trainee support costs

If you include participant or trainee support costs:

- List tuition, fees, health insurance, stipends, travel, and other costs.
- Identify the number of participants and trainees.
- Separate these costs from others so we can identify them easily.
- Include a subtotal entitled “Total Participant and Trainee Support Costs” with the summary of these costs.
- A minimum of 30 percent of the total annual budget must be allocated to participant/trainee support.

## Preceptor costs

Preceptors can be either your employee, contractor, or consultant. Preceptor costs are unique and different than trainee costs, which are for your students. Allowable preceptor costs may include:

- Stipends (paid as salary for employees or allowance).
- Continuing education, other trainings, and fees.
- Travel.

If the preceptor is an employee, specify those costs under **Section B: Other Personnel**, **Section D: Travel**, and **Section F: Other Direct Costs**.

If the preceptor is a consultant or contractor, list those costs under **Section F: Other Direct Costs**.

Include the number of preceptors in your budget narrative.

**Note:** Students supported under this grant are not responsible for preceptor costs.

## Consultant services

Identify each consultant, the services they will perform, the total number of days, travel costs, and the total estimated costs.

# Attachments

Place your PDF attachments in order in the **Other Attachments** form.

## Attachment 1: Accreditation documentation

### Required. Counts toward page limit.

You must provide documentation of your nursing school's nursing accreditation, or provisional accreditation affiliated with the proposed project. The accreditation must be recognized by a national nurse education accrediting agency or by a state approval agency recognized by the Secretary of the U.S. Department of Education.

If your accreditation or approval status cannot be verified, you will be considered nonresponsive and deemed ineligible.

You must submit documentation that:

- Demonstrates continuing accreditation or approval from the relevant accrediting/ approval body and that you are not on probation.
- Includes the name of the accrediting or authorizing body.
- Provides the date of initial accreditation approval.
- Outlines the date of the next expected accrediting or approval body review (or expiration date of current accreditation or approval).
- Provides proof of status if you have provisional accreditation.

You are responsible for verifying that the project partners maintain current accreditation or approval throughout the period of performance.

Please do not provide only the web link to the accreditation body's website. HRSA will **not** open any links included in the application.

## Substantive change notification

Accredited nursing programs that modify (such as a change to a BSN-DNP program) or add a nursing specialty that requires substantive change notification to the national nursing accrediting body must include documentation of the approval of that change from the accrediting agency.

## Newly established programs of nursing accreditation

A new program of nursing that — by reason of an insufficient period of operation — is not eligible for accreditation by a state agency or recognized accrediting body at the time applications are due will be deemed accredited under the following conditions:

- The Secretary of Education finds, after consultation with the appropriate recognized State approval or accrediting body or bodies, that there is reasonable assurance that the program will meet the accreditation standards of such body or bodies prior to the beginning of the academic year, following the normal graduation date of students of the first entering class in such a program.
- You have submitted such Letter of Reasonable Assurance from the U.S. Department of Education with your application.

## Attachment 2: Project organizational chart

### **Required. Counts toward page limit.**

Provide a one-page diagram that shows the full project's organizational structure. Include all aspects, not just for your organization.

## Attachment 3: Letters of agreement, memoranda of understanding, letters of intent, and contracts

### **Required. Counts toward page limit.**

Provide any documents that describe working relationships between your organization and other organizations and programs you cite in the proposal.

Documents that confirm actual or pending contractual or other agreements should clearly describe the roles of the contractors and partners and any deliverables.

All letters of agreement or intent must be signed and dated.

It is not necessary to include the entire contents of lengthy agreements, so long as the included document provides the information that relates to the requirements of the NOFO.

Include these **required** formal agreements as Attachment 3.

Any other applicable letters of support can be included in [Attachment 8](#).

## Attachment 4: Staffing plan and job descriptions

### **Required. Counts toward page limit.**

See Section 3.1.7 of the [R&R Application Guide](#).

Include a staffing plan that shows the staff positions that will support the project and key information about each.

Justify your staffing choices, including education, experience, qualifications, and your reasons for the amount of time you request for each staff position.

For key personnel, attach a one-page job description. It must include the role, responsibilities, and qualifications.

## Attachment 5: Maintenance of effort documentation

**Required. Counts toward page limit.**

Specify the non-federal funds that support proposed activities. These include cash, in-kind, or other contributions. Do not include any federal funds. See [Maintenance of Effort](#) requirement.

Use the sample format below to provide the Maintenance of Effort documentation.

FY Before Application: Actual Non-Federal Expenditures	First FY of Award: Estimated Non-Federal Expenditures
\$	\$

## Attachment 6: Funding preference documentation

**As applicable. Counts toward page limit.**

Provide documents that prove you qualify for a funding preference.

See [Selection Process](#) for information about how these apply.

## Attachment 7: Tables and charts

**As applicable. Counts toward page limit.**

Provide tables or charts that give more details about the proposal. These might be Gantt, PERT, or flow chart.

## Attachment 8: Letters of support

**As applicable. Counts toward the page limit.**

You may provide letters of support from organizations or departments involved in the proposed project.

Letters of support can also be from individuals within your institution who hold the authority to speak for the organization or department such as a CEO or chair.

Recommenders should indicate an understanding of and commitment to the project.

Recommenders should sign and date their letter of support.

## Attachments 9 to 15: Other relevant documents

As applicable. Counts towards the page limit.

### Other required forms

You will need to complete some other forms. Upload the forms listed below at Grants.gov. You can find them in the NOFO [application package](#) or review them and any available instructions at [Grants.gov Forms](#).

See the [application checklist](#) for a full list of all application requirements.

Forms	Submission Requirement
SF-424 R & R (Application for Federal Assistance) form	Yes, with application.
Research and Related Other Project Information	Yes, with application.
Standardized Work Plan (SWP) form	Yes, with application.
Research and Related Senior/Key Person Profile (Expanded) form	Yes, with application.
Research and Related Budget form	Yes, with application.
R & R Subaward Budget Attachment(s) form	Yes, with application.
Project/Performance Site Locations(s) form	Yes, with application.
Disclosure of Lobbying Activities (SF-LLL) form	If applicable, with the application or before the award.
BHW Program Specific Data form	Yes, with application.

\* Only what you attach in addition to these forms counts against the page limit. The form itself does not count.

## Form instructions

### SF-424 R&R form

**Does not count against the page limit.**

Follow the instructions in section 3.1 of the [R&R Application Guide](#).

### Research and Related Other Project Information form

**Only the project narrative counts against the page limit.**

In addition to the requirements in the [project narrative](#) section, you will provide some additional information in this form.

- Complete sections 1 through 6.
- Upload a blank document in item 7: Project Summary/Abstract to avoid a cross-form error with your Project Abstract Summary Form.
- Upload your project narrative in item 8.
- Leave items 9, 10, and 11 blank.
- If you have more than 10 subawards, you may use item 12 to add subaward budgets that could not fit in your R&R Subaward Budget Attachment(s) Form.

### Standardized Work Plan form

**Does not count against the page limit.**

In addition to the requirements in [project narrative](#), [high-level work plan](#), follow these instructions:

- Submit your work plan through the SWP form. Provide a detailed work plan that demonstrates your experience or ability implementing a project of the proposed scope.
- Follow the instructions in the SWP form.
- Select your organizational priorities that best fit the objective.
- Write Health Equity in the “Other Priority Linkage” if your objective or sub-objectives align with this priority.

The program goals for this NOFO must be entered in the Program Goals section of the SWP form exactly as written in this NOFO. Do not add, subtract, or modify goals.

Certain program goals might also need to be duplicated exactly as they are listed on the NOFO.

## Research and Related Senior/Key Person Profile (Expanded) form

**The attached biographical sketches do not count toward the page limit.**

In addition to the requirements in [Project Narrative](#), [Organizational Information](#), follow these instructions.

- Include biographical sketches for people who will hold the key positions.
- Try to use no more than two pages per person.
- Do not include personally identifiable information.
- If you include someone you have not hired yet, include a letter of commitment from that person with their biographical sketch.
- Upload sketches in this form.
- Include:
  - Name and title.
  - Education and training. For each entry include Institution and location, degree and date earned, if any, and field of study.
  - Section A, Personal Statement. Briefly describe why the individual's experience and qualifications make them well-suited for their role.
  - Section B, Positions and Honors. List in chronological order previous and current positions. List any honors. Include present membership on any federal government public advisory committee.
  - Section C, Other Support. This section is optional. List selected ongoing and completed projects during the last three years. Begin with any projects relevant to the proposed project. Briefly indicate the overall goals of the projects and responsibilities of the person.
  - Other information. If they apply, include language fluency and experience working with populations that are culturally and linguistically different from their own.

The [R&R Application Guide](#) states that biographical sketches count toward the page limit. However, per this Notice of Funding Opportunity, your biographical sketches will not count toward the page limit.

## Research and Related Budget form

**Only the budget narrative counts against the page limit.**

In addition to the requirements in the [budget and budget narrative section](#), follow these instructions:

- Complete the Research and Related Budget Form. Follow the instructions in section 3.14 of the [R&R Application Guide](#).
- Complete the form for each budget year for the proposed performance period. After completing the first budget period in the form, you may select “Add Period” to move to the next.

## R & R Subaward Budget Attachment(s) form

**Counts against the page limit.\***

Complete the R & R Subaward Budget Attachment form for each subaward and subcontract you propose.

To complete the budget forms, follow the instructions in section 3.14 of the [R&R Application Guide](#).

If you have more than 10 subawards, you may upload the extra budget forms in the Research and Related Other Project Information form in Block 12 “Other Attachments”.

## Project/Performance Site Location(s) form

**Counts against the page limit.\***

Follow the form instructions in Grants.gov.

## Disclosure of Lobbying Activities (SF-LLL) form

**Does not count against the page limit.**

Follow the form instructions in Grants.gov.

## BHW Program Specific Data form

**Does not count against page limit.**

Follow the form instructions in Grants.gov.

\* Only what you attach in addition to these forms counts against the page limit. The form itself does not count.





# Step 4:

# Learn About Review and Award

## In this step

Application review	<a href="#">34</a>
Selection process	<a href="#">38</a>
Award notices	<a href="#">39</a>

# Application review

## Initial review

We review each application to make sure it meets eligibility criteria, including the [completeness and the responsiveness criteria](#). If your application does not meet these criteria, it will not be funded.

Also, we will not review any pages over the page limit.

## Merit review

A panel reviews all applications that pass the initial review. The members use these criteria.

Criterion	Total number of points = 100
1. Purpose and need	15 points
2. Response	40 points
3. Impact	20 points
4. Resources and capabilities	15 points
5. Support requested	10 points

## Criterion 1: Purpose and need (15 points)

See Project Narrative [Introduction and purpose](#), and [Need](#) sections.

The panel will review your application for how well it:

- Describes the purpose of the project, the populations to be served.
- Provides a plan for implementing an actionable framework that targets learning disparities and expands opportunities to support students from disadvantaged backgrounds. This may include recruitment of students from rural and underserved areas.
- Describes the efforts you will make to address the non-academic barriers to trainee's access to education and success in your program. These barriers might include physical health, psychological health, physical environment, social environment, and economic stability. Trainees include students and program participants.
- Describes the plan to serve the unmet needs of students from disadvantaged backgrounds.

- Describes the problem and its contributing factors to recruitment and retention of diverse faculty and preceptors.
- Explain how you will address the recruitment, enrollment, and retention challenges, among students from disadvantaged backgrounds.
- Explain how training will address the health disparities of the surrounding communities.

## Criterion 2: Response (40 points)

See Project Narrative [Approach](#), [High-level work plan](#), and [Resolving challenges](#) sections.

### Approach (25 points)

The panel will review your application for how well it:

- Proposes a project that responds to the program's [purpose](#).
- Proposes goals and objectives that relate to the project.
- Describes the key stakeholders' roles, responsibilities, timeline of activities, involved in the implementation of the project.
- Describes the evidence-based strategies implemented to support the project goals and program requirements.

### High-Level Work Plan (10 points)

The panel will review your application for how well it:

- Describes the activities you will use to achieve each of the objectives and address the needs of the population to be served.
- Explains your strategies to improve trainees' cultural competence to meet the needs of underserved communities. This includes strategies that increase the use of culturally and linguistically appropriate services by providing training based on the National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care Standards.

### Resolution of Challenges (5 points)

The panel will review your application for how well it:

- Describes the obstacles and challenges you may face during project design and implementation. This includes the quality of your plan to deal with them.

## Criterion 3: Impact (20 points)

See Project Narrative [Performance reporting and evaluation](#) and [Sustainability](#) sections.

### Performance reporting and evaluation (10 points)

The panel will review your application for how well it:

- Presents a quality plan to collect and manage data to ensure accurate and timely performance.
- Describes your process to collect, manage, store, and report NPI numbers for eligible participants. This includes a process to track trainees after program completion for up to one year.
- Includes measures that will assess that program goals have been met and to what extent the results are because of the project.
  - Include the number of students from underrepresented and disadvantaged backgrounds recruited, retained, and graduated.
  - Include the faculty demographic data.
  - Include supportive services like student financial support.
- Demonstrates strong and effective methods to monitor and evaluate project results.
- Describes plans for effectively sharing project results that could be replicated by others or be national in scope.
- Proposes to use collected data for continuous quality improvement and to monitor and evaluate project results.
- Describes how you will anticipate evaluation obstacles and how you propose to address them.

### Sustainability (10 points)

The panel will review your application for how well it:

- Demonstrates how effective training methods or strategies to improve nursing practice will be sustained beyond the grant period.
- Proposes a solid plan for sustaining the project beyond the federal funding, indicating a timeline to become self-sufficient.
- Describes likely challenges to be encountered in sustaining the program and describes logical approaches to resolving the challenges.

## Criterion 4: Resources and capabilities (15 points)

See Project Narrative [Organizational information](#) and [Performance reporting and evaluation](#) sections.

The panel will review your application to determine how well:

- It includes how you will manage federal funds, manage records to assist with audits, and carry out the proposed plan.
- Project staff have the training or experience to carry out the project.
- You have the capabilities to fulfill the needs of the proposed project.
- You have adequate facilities available to fulfill the needs of the proposed project.

## Criterion 5: Support requested (10 points)

See [Budget and budget narrative](#) section.

The panel will review your application to determine how well:

- The proposed budget is for each year of the period of performance is reasonable.
- Costs, as outlined in the budget and required resources sections, are reasonable and align with the scope of work.
- Key staff have adequate time devoted to the project to achieve project objectives.

## Risk review

Before making an award, we review your award history to assess risk. We need to ensure all prior awards were managed well and demonstrated sound business practices. We:

- Review any applicable past performance.
- Review audit reports and findings
- Analyze the budget.
- Assess your management systems.
- Ensure you continue to be eligible.
- Make sure you comply with any public policies.
- We may ask you to submit additional information.

As part of this review, we use SAM.gov Entity Information [Responsibility/Qualification](#) to check your history for all awards likely to be over \$250,000. You can comment on your organization's information in SAM.gov. We'll consider your comments before making a decision about your level of risk.

If we find a significant risk, we may choose not to fund your application or to place specific conditions on the award.

For more details, see [45 CFR 75.205](#).

## Selection process

When making funding decisions, we consider:

- Merit review results. These are key in making decisions but are not the only factor.
- The amount of available funds.
- Assessed risk.
- The larger portfolio of HRSA-funded projects, including the diversity of project types and geographic distribution.
- The funding preferences.

We may:

- Fund out of rank order.
- Fund applications in whole or in part.
- Fund applications at a lower amount than requested.
- Decide not to allow a recipient to subaward if they may not be able to monitor and manage subrecipients properly.
- Choose to fund no applications under this NOFO.

## Funding preferences

This program includes funding preferences authorized by Section 805 of the Public Health Service (PHS) Act (42 U.S.C. § 296d) for applicants with projects that will substantially benefit rural or underserved populations or help meet public health nursing needs in State or local health departments.

HRSA staff will determine the funding preference, and applicants can only qualify for one funding preference.

If HRSA determines your application qualifies for a funding preference, we will move it to a more competitive position among fundable applications.

Qualifying for a funding preference does not guarantee that your application will be successful.

**Table: Funding preferences and qualifications**

Funding preferences	Qualifications to meet preference
<p><b>Substantially benefits rural populations</b></p>	<p>Confirm your eligibility for this funding preference by inserting the address of the partnering clinical training site into <a href="#">HRSA's Rural Health Grants Eligibility Analyzer</a> or "<a href="#">Am I Rural?</a>"</p> <p>You must include a copy of the output from the Analyzer with the application in <a href="#">Attachment 6</a>.</p> <p>If the output exceeds 3 pages, only the first 3 pages will count toward the page limit.</p>
<p><b>Substantially benefits underserved populations</b></p>	<p>Confirm your eligibility for this funding preference by partnering with a clinical training site that is serving either:</p> <ul style="list-style-type: none"> <li>• A federally designated Medically Underserved Area (MUA), or</li> <li>• A Medically Underserved Population (MUP).</li> </ul> <p>You must include a copy of the output from <a href="#">MUA/MUP Find</a> tool in <a href="#">Attachment 6</a>.</p> <p>If the output exceeds 3 pages, only the first 3 pages will count toward the page limit.</p> <p>Also, include a letter of agreement from any organization(s) you will partner with to fulfill the program goals and meet the project requirements. Include key agreements in <a href="#">Attachment 3</a> and letters of support in <a href="#">Attachment 8</a>.</p>
<p><b>Helps meet public health nursing needs in state or local health departments</b></p>	<p>Demonstrate linkage(s) or practice collaborations with state or local departments for practitioners or student practicum experiences.</p> <p>A practice agreement that documents such collaboration must be included in <a href="#">Attachment 6</a>.</p> <p>If the output exceeds 3 pages, only the first 3 pages will count toward the page limit.</p>

## Award notices

We issue Notices of Award (NOA) on or around the [start date](#) listed in the NOFO.

See Section 4 of the [R&R Application Guide](#) for more information.



# Step 5: Submit Your Application

## In this step

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Application checklist	<a href="#">42</a>



# Application submission and deadlines

Your organization's authorized official must certify your application. See the section on [finding the Application Package](#) to make sure you have everything you need.

Make sure you are current with SAM.gov and UEI requirements. When you register or update your SAM.gov registration, you must agree to the [financial assistance general certifications and representations, and specifically with regard to grants](#).

Make sure that your SAM.gov registration is accurate for both contracts and grants, as these registrations differ. See [Get Registered](#).

You will have to maintain your registration throughout the life of any award.

## Deadlines

**You must submit your application by March 18, 2025, at 11:59 p.m. ET.**

Grants.gov creates a date and time record when it receives the application.

Multiple applications from an organization with the same Unique Entity Identifier (UEI) are not allowed, even if they propose distinct projects.

## Submission method

### Grants.gov

You must submit your application through Grants.gov. You may do so using Grants.gov Workspace. This is the preferred method. For alternative online methods, see [Applicant System-to-System](#).

For instructions on how to submit in Grants.gov, see the [Quick Start Guide for Applicants](#). Make sure that your application passes the Grants.gov validation checks, or we may not get it. Do not encrypt, zip, or password protect any files.

See [Contacts and Support](#) if you need help.

## Other submissions

### Intergovernmental review

This NOFO is not subject to [Executive Order 12372](#), Intergovernmental Review of Federal Programs. No action is needed.

# Application checklist

Make sure that you have everything you need to apply:

Form	See instructions	Included in page limit?
<input type="checkbox"/> <b>Project Abstract Summary</b>	<a href="#">Project abstract</a>	No
<input type="checkbox"/> <b>Research and Related Other Project Information</b>	<a href="#">Project narrative</a> <a href="#">Form instructions</a>	Yes*
<input type="checkbox"/> <b>Research and Related Budget</b>	<a href="#">Budget and budget narrative</a> <a href="#">Form instructions</a>	Yes*
<b>Attachments</b>	<a href="#">Attachments</a>	Yes
<input type="checkbox"/> 1. Accreditation Documentation		Yes
<input type="checkbox"/> 2. Project organizational chart		Yes
<input type="checkbox"/> 3. Letters of agreement, MOAs, and contracts		Yes
<input type="checkbox"/> 4. Staffing plan and job descriptions		Yes
<input type="checkbox"/> 5. Maintenance of effort documentation		Yes
<input type="checkbox"/> 6. Funding preference documentation		Yes
<input type="checkbox"/> 7. Tables and charts		Yes
<input type="checkbox"/> 8. Letters of support		Yes
<input type="checkbox"/> 9 to 15. Other relevant documents		Yes
<b>Other required forms</b>		
<input type="checkbox"/> Standardized Work Plan (SWP)	<a href="#">Project narrative, high-level work plan</a> <a href="#">Form instructions</a>	No
<input type="checkbox"/> Research and Related Senior/Key Person Profile (Expanded)	<a href="#">Project narrative, organizational information</a> <a href="#">Form instructions</a>	No
<input type="checkbox"/> R & R Subaward Budget Attachment(s)	<a href="#">Form instructions</a>	Yes*
<input type="checkbox"/> Project/Performance Site Locations(s)	<a href="#">Form instructions</a>	Yes*

Form	See instructions	Included in page limit?
<input type="checkbox"/> Disclosure of Lobbying Activities (SF-LLL)	<a href="#">Form instructions</a>	No
<input type="checkbox"/> BHW Program Specific Data Form	<a href="#">Form instructions</a>	No

\* Only what you attach in addition to these forms counts against the page limit. The form itself does not count.



# Step 6:

# Learn What Happens After Award

## In this step

Post-award requirements and administration [45](#)

# Post-award requirements and administration

## Administrative and national policy requirements

There are important rules you need to know if you get an award. You must follow:

- All terms and conditions in the Notice of Award.
- The regulations at [45 CFR part 75](#), Uniform Administrative Requirements, Cost Principles, and Audit Requirements for HHS Awards, or any superseding regulations Effective October 1, 2024, HHS adopted the following superseding provisions:
  - [2 CFR 200.1](#), Definitions, Modified Total Direct Cost.
  - [2 CFR 200.1](#), Definitions, Equipment.
  - [2 CFR 200.1](#), Definitions, Supplies.
  - [2 CFR 200.313\(e\)](#), Equipment, Disposition.
  - [2 CFR 200.314\(a\)](#), Supplies.
  - [2 CFR 200.320](#), Methods of procurement to be followed.
  - [2 CFR 200.333](#), Fixed amount subawards.
  - [2 CFR 200.344](#), Closeout.
  - [2 CFR 200.414\(f\)](#), Indirect (F&A) costs.
  - [2 CFR 200.501](#), Audit requirements.
- The HHS [Grants Policy Statement](#) (GPS). This document is incorporated by reference in your Notice of Award. If there are any exceptions to the GPS, they'll be listed in your Notice of Award.
- All federal statutes and regulations relevant to federal financial assistance, including those highlighted in [HHS Administrative and National Policy Requirements](#).

Additionally:

- See the requirements for performance management in 2 CFR 200.301.
- The project director must register promptly in the HRSA electronic handbook (EHB) once award is made.

## Non-discrimination and assurance

If you receive an award, you must follow all applicable nondiscrimination laws. You agree to this when you register in SAM.gov. You must also submit an Assurance of Compliance ([HHS-690](#)). To learn more, see the [Laws and Regulations Enforced by the HHS Office for Civil Rights](#).

Contact the [HHS Office for Civil Rights](#) for more information about obligations and prohibitions under federal civil rights laws or call 1-800-368-1019 or TDD 1-800-537-7697.

The HRSA Office of Civil Rights, Diversity, and Inclusion (OCRDI) offers technical assistance, individual consultations, trainings, and plain language materials to supplement OCR guidance. Visit [OCRDI's website](#) to learn more about how federal civil rights laws and accessibility requirements apply to your programs, or contact OCRDI directly at [HRSACivilRights@hrsa.gov](mailto:HRSACivilRights@hrsa.gov).

## Executive Order on Worker Organizing and Empowerment

[Executive Order on Worker Organizing and Empowerment \(E.O. 14025\)](#) encourages worker organizing and collective bargaining and promotes equality of bargaining power between employers and employees.

You can support these goals by developing policies and practices that you could use to promote worker power.

## Cybersecurity

You must create a cybersecurity plan if your project involves both of the following conditions:

- You have ongoing access to HHS information or technology systems.
- You handle personal identifiable information (PII) or personal health information (PHI) from HHS.

You must base the plan on the [NIST Cybersecurity Framework](#). Your plan should include the following steps:

### Identify:

- List all assets and accounts with access to HHS systems or PII/PHI.

### Protect:

- Limit access to only those who need it for award activities.

- Ensure all staff complete annual cybersecurity and privacy training. Free training is available at 405(d): [Knowledge on Demand \(hhs.gov\)](#).
- Use multi-factor authentication for all users accessing HHS systems.
- Regularly backup and test sensitive data.

**Detect:**

- Install antivirus or anti-malware software on all devices connected to HHS systems.

**Respond:**

- Create an incident response plan. See [Incident-Response-Plan-Basics\\_508c.pdf \(cisa.gov\)](#) for guidance.
- Have procedures to report cybersecurity incidents to HHS within 48 hours. A cybersecurity incident is:
  - Any unplanned interruption or reduction of quality, or
  - An event that could actually or potentially jeopardize confidentiality, integrity, or availability of the system and its information.

**Recover:**

- Investigate and fix security gaps after any incident.

## Reporting

If you are funded, you will have to follow the reporting requirements Section 4 of the [R&R Application Guide](#). The NOA will provide specific details.

You must also follow these program-specific [reporting requirements](#):

- The Federal Financial Report (SF-425) is required. The report is an accounting of expenditures under the project that year. Financial reports must be submitted electronically.
- Submit a progress report to us annually. In addition, you must submit a Quarterly Progress Update (QPU) to HRSA via the Electronic Handbooks (EHBs) at the completion of each quarter. The QPU will be automatically generated and allows recipients to document progress on activities based on the information submitted in the SWP.

We will require a Performance Report annually via the Electronic Handbooks (EHBs).

All HRSA recipients must collect and report performance data so that HRSA can meet its obligations under the Government Performance and Results Modernization Act of 2010 (GPRMA) and the Foundations for Evidence-Based Policymaking Act of 2018.

The Annual Performance Report (APR) collects data on all academic year activities from July 1 to June 30. It is due to HRSA on July 31 each year. If award activity extends beyond June 30 in the final year of the grant, HRSA may require a Final Performance Report (FPR) to collect the remaining performance data. The FPR is due within 120 calendar days after the period of performance ends.

You can find examples of APRs at [Report on Your Grant](#) on the HRSA website. Performance measures and reporting forms may change each academic year. HRSA will provide additional information in the Notice of Award (NOA).

**Federal Awardee Integrity Reporting:** The NOA will contain a provision for integrity and performance reporting.





# Contacts and Support

## In this step

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# Agency contacts

## Program and eligibility

### **Aja Williams, MS, RN**

Project Officer

Division of Nursing and Public Health

Bureau of Health Workforce

Email: [Awilliams4@hrsa.gov](mailto:Awilliams4@hrsa.gov)

Call: 301-945-9658

### **Marian Smithey, MS, RN**

Project Officer

Division of Nursing and Public Health

Bureau of Health Workforce

Phone: 301-443-3831

Email: [msmithey@hrsa.gov](mailto:msmithey@hrsa.gov)

### **Kimberley Sarvis, MPH**

Project Officer

Division of Nursing and Public Health

Bureau of Health Workforce

Phone 240-290-2186

Email: [ksarvis@hrsa.gov](mailto:ksarvis@hrsa.gov)

## Financial and budget

### **G. Sapphire Marc-Harris, M. Ed.**

Senior Grants Management Specialist

Division of Grants Management Operations

Office of Federal Assistance and Acquisition Management

Email: [SMarc-Harris@hrsa.gov](mailto:SMarc-Harris@hrsa.gov)

Call: 301-443-2628

## HRSA Contact Center

**Open Monday to Friday, 7 a.m. to 8 p.m. ET, except for federal holidays.**

Call: 877-464-4772 / 877-Go4-HRSA

TTY: 877-897-9910

# Grants.gov

Grants.gov provides 24/7 support.

You can call 1-800-518-4726, search the [Grants.gov Knowledge Base](#), or [email Grants.gov for support](#) or [email Grants.gov for support](#). Hold on to your ticket number.

# SAM.gov

If you need help, you can call 866-606-8220 or live chat with the [Federal Service Desk](#).

# Helpful websites

[HRSA Grants page](#)

[Bureau of Health Workforce Glossary](#)

# Endnotes

1. How Nurse Leaders Can Promote Diversity in Nursing. (2024, February 12). ANA. <https://www.nursingworld.org/content-hub/resources/workplace/promote-diversity-in-nursing/> ↑
2. National Advisory Council on Nurse Education and Practice. (2013). Achieving Health Equity through Nursing Workforce Diversity. <https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/2013-eleventhreport.pdf>. ↑
3. Health Resources & Services Administration (2024) Diversity. <https://bhwh.hrsa.gov/glossary#:~:text=Diversity,exist%20between%20groups%20and%20individuals>. ↑
4. [National Sample Survey of Registered Nurses \(NSSRN\) | Bureau of Health Workforce \(hrsa.gov\)](#) ↑
5. Carter B. (2020). Achieving diversity, inclusion and equity in the nursing workforce. *Revista latino-americana de enfermagem*, 28, e3254. <https://doi.org/10.1590/1518-8345.0000-3254> ↑
6. Terlizzi, Emily P. et al. (2019). Reported importance and access to health care providers who understand or share cultural characteristics with their patients among adults, by race and ethnicity. <https://stacks.cdc.gov/view/cdc/81822> ↑
7. Exploring Health Professions Training Programs Participant Demographics (2023). 2023-2023 D19 Nursing Workforce Diversity <https://data.hrsa.gov/topics/health-workforce/training-programs#top> ↑
8. Enhancing Diversity in the Nursing Workforce (2024, June) [AACN Fact Sheet: Enhancing Diversity in the Nursing Workforce \(aacnnursing.org\)](#) ↑
9. Bleich, M.R., MacWilliams B.R., & Schmidt, B.J. (2015) Advancing Diversity Through Inclusive Excellence in Nursing Education [Advancing Diversity Through Inclusive Excellence in Nursing Education - ScienceDirect](#) ↑