



Gilead Foundation Creating Possible Fund Impact Report

Year One

It is my pleasure to share the inaugural Creating Possible Fund (CPF) Impact Report. Over the past year, we have been tremendously inspired by the work of our 13 grantees in their relentless efforts to advance students' success throughout the United States. Their work motivates us at the Gilead Foundation every day.

The CPF is integral to the Gilead Foundation's broader commitment to creating a thriving health ecosystem, and it is through our grantees' pursuit of education equity that we aim to promote healthier and more promising futures for students and their communities. By confronting systemic barriers and closing gaps that have long existed in our education system, our grantees are helping create greater health prosperity, bringing necessary resources, assistance and opportunities to communities that have been historically underserved.

It has been an honor to contribute to their goals, helping them further their success in the years to come.

Almost a year after announcing CPF, we had the opportunity to gather our grantees in Oakland, California, for our 2023 CPF Convening. Over two days, we listened, learned and grew as grantees spoke with each other and us. We gained a better understanding and appreciation for their collective goals and struggles and we left even more resolved to use our platform in the most effective, efficient and impactful manner to create possible in schools, communities and society.

The following report shares the key impact, achievements and milestones of the first CPF grantees, and it demonstrates the community we have cultivated among our first cohort of grantees.

Thank you for your support of our grantees, the CPF and our pursuit of health prosperity for all.

Sincerely,

Kate Wilson

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President, Gilead Foundation



About The Creating Possible Fund

The Creating Possible Fund (CPF) is the Gilead Foundation's signature program. We recognize the importance of individuals and communities directly impacted by unjust and biased laws, policies and systems in the solutions needed to achieve health justice. CPF provides support to grantees that address the barriers to achieving health justice across sectors, empowering them to apply their expertise to transform systems and impact lives. By mobilizing significant, multi-year funding, the CPF provides grantees the resources necessary to build capacity so they can implement critical programming with greater impact and longevity.

In 2022, the Gilead Foundation awarded a total of \$20 million to the CPF's inaugural cohort of 13 grantees to fund their high impact strategies, focusing on education equity as a fundamental tool for improving young people's life trajectories, including their wellbeing and health outcomes.

Across the education ecosystem, we are working to help create the next generation of Black healthcare leaders. To do this, we provide opportunities that nurture curious, young minds so they have the tools they need to make a difference for themselves and their communities.

The CPF grantees are working to increase social connections for students and their families, improve the physical, emotional and mental spaces needed for a healthy learning environment and create systems of support to set students up for success in the classroom and beyond.



Education and Health Equity

A Widening Gap

According to [a study by the Brookings Institution](#), in the 2020-21 school year, test-score gaps between students in low-poverty and high-poverty elementary schools grew by around 20% in math and 15% in reading.

- Virtual learning, social isolation and food shortages during the pandemic exacerbated disparities in education. Early education interventions, mentorship and skills based training can work to close these gaps.

A Need for Diversity

According to [a study by UCLA](#), the percentage of Black male physicians has changed minimally in 40 years (making up 3.1% of all physicians in 1979 vs. 2.9% in 2019).

- The inequities experienced by underserved student populations impact career prospects and the diversity of career pipelines. By building a pipeline of future Black educators and healthcare professionals, we are helping to empower them with the tools they need to change the trajectory of their communities.

Education For Health

According to an article by the [Proceedings of the National Academy of Sciences](#), a young person at the age of 25 with a bachelor's degree can live up to a decade longer than someone without a high school education.

- Providing students with the necessary educational resources will allow them to create the networks of support and care needed for broader community health.

Creating Possible Fund: Year 1 Impact



900+

trainings, workshops, lectures
and other educational
sessions conducted



10,700+

educators, mentors and/or
administrators engaged



2,690+

youth enrolled in CPF-
funded activities

Our Theories of Change

The Gilead Foundation's pursuit of education equity is guided by our grantees' knowledge of what is needed in their communities and what works to best serve the next generation. To us, impactful change begins with creating connections and community, fostering a safe learning environment and facilitating the networks students' need to build a positive present and a promising future.

Increasing Social Connections



Facilitating the networks of support and community young people need to grow and achieve their ambitions.

Fostering the Learning Environment



Curating a safe learning environment conducive to students focusing on what really matters: their wellbeing, goals, education and future.

Creating Systems of Support



Connecting our students to the mentors, educators and professionals who can guide and empower them to succeed today and in the future.

Increasing Social Connections

Showing Up for Mental Health

Increasing social connections creates a strong community of support, which is necessary not only for students' mental health, but also their families' and communities' wellbeing, and is an essential component of helping students thrive and actualize their possibilities.



West Hollywood, CA

The Trevor Project is a leading national organization providing crisis intervention, mental health support and suicide prevention services to LGBTQ+ youth. It is the world's largest crisis intervention and suicide prevention organization specifically for LGBTQ+ youth. Its core program provides free, accessible, 24/7 crisis counseling services via phone (TrevorLifeline), instant messenger (TrevorChat) and text (TrevorText).



Oakland, CA

Kingmakers of Oakland (KOO) seeks to advance the health of society by achieving equity for Black males and operates from the fundamental truth that "all Black boys are brilliant, beautiful and possess innate greatness." KOO improves the lives and possibilities for young Black males through transforming public education policies and practices.



Compton, CA

St. John's Well Child and Family Center's (SJCH) is a Federally Qualified Health Center whose mission is to eliminate health disparities and foster community wellbeing by providing and promoting the highest quality care in South Los Angeles. St. John's, in partnership with Compton Unified School District, is disrupting the school-to-prison pipeline by addressing adverse childhood experiences through expanded mental health and primary care services in schools and by promoting students' leadership skills to build resilience.

CPF Supported Impact

In the last year, Trevor has had more than **275,000 crisis contacts** via calls, chats and texts through its national hotline.

KOO enrolled more than **1,000 young men** in its Manhood Development Program, which builds the academic, leadership and social emotional skills of middle and high school students.

SJCH has hosted more than **780 mental health sessions, workshops and support groups** for students in Compton.

Fostering the Learning Environment

Transforming School Environments and Systems

Establishing a safe and supportive learning environment is a critical component of providing students with the resources they need to succeed.

By working to make classrooms more safe, productive and beneficial for students, educators and caregivers, CPF grantees are confronting the school-to-prison pipeline, changing disciplinary policies and practices and offering counseling, peer support and family and educator services to support students' needs so they can pursue their aspirations.



Oakland, CA

The Oakland Fund for Public Innovation (OFPI) harnesses the power of public and private partners to innovate, test and scale ideas that enhance and improve Oakland communities. In partnership with the Department of Violence Prevention, OFPI is improving student attendance and wellbeing at seven high schools in Oakland. OFPI is creating family and community supports and alternatives to violence among students, families and community members.



Los Angeles, CA

Represent Justice (RJ) uses the media to engage audiences in reimagining the justice system and create demand for real change. For decades, schools have not provided adequate mental health services and social emotional learning, especially in low-income, Black and Latinx communities. RJ elevates the dialogue on the school-to-prison pipeline, the need for alternatives to extreme disciplinary policies and providing comprehensive social and mental health services.



Norfolk, VA

YELLOW, founded by Pharrell Williams, works to “Even the Odds” through education by embracing and building upon students’ diverse strengths, encouraging innovation and empowering them with the skills to be successful in an ever-changing world. YELLOW celebrates possibility at every touch point in a uniquely immersive school experience and launched its first tuition-free “microschool,” YELLOWHAB, to serve students in Norfolk, VA.

CPF Supported Impact

More than **8,000 community members** have attended OFPI’s Town Nights, where residents – including law enforcement personnel – celebrate, honor and empower each other to end violence.

More than **4,000 people** have attended screenings of RJ’s documentaries, *On These Grounds* and *Master of Light*.

Nearly **400 people** attended community events that provided support services and wellness activities for students and their families.

Creating Systems of Support

Diversifying Our Leaders

No one can do it alone. CPF grantees are working to create systems of support by bringing mentorship, professional role models and opportunities to students, providing them with the guidance needed to embark on a bright future.



Chicago, IL

Founded by three practicing physicians who met as students at Xavier University, Pulse of Perseverance (P3) supports, empowers and inspires African American youth by providing mentorship and exposure to Black professionals, leaders and scholarships. P3 is increasing the pool of Black mentors through the development of a mentoring app and build a national Black professional mentor network



Atlanta, GA

Morehouse College Center for Educational Excellence (MCCEE) prepares students to teach, explore, innovate and lead with excellence in education and increase the number of Black male teachers, who currently make up only 2% of the teaching population. Through the My Brother's Teacher initiative, MCCEE supports young Black male students to enter the field of education and provide the resources to sustain them in the teaching workforce.



New Orleans, LA

An HBCU leader in undergraduate science education, Xavier University of Louisiana (XULA) sends more African American students to medical school than any university in the country and is a pioneer in building a pre-college pipeline for students starting in high school. By providing education and support services to Black students and their families, XULA is building a pipeline of diverse STEM leaders.

CPF Supported Impact

P3 has recruited over **150 mentors** to support young people in their academic and life aspirations.

MCCEE is providing support and mentorship to **22 high school students** who want to become teachers and is developing a national campaign to celebrate Black teachers.

XULA enrolled more than **200 students** in its signature STEM pre-college programs.

Additional Grantees



Montgomery, AL



Milpitas, CA

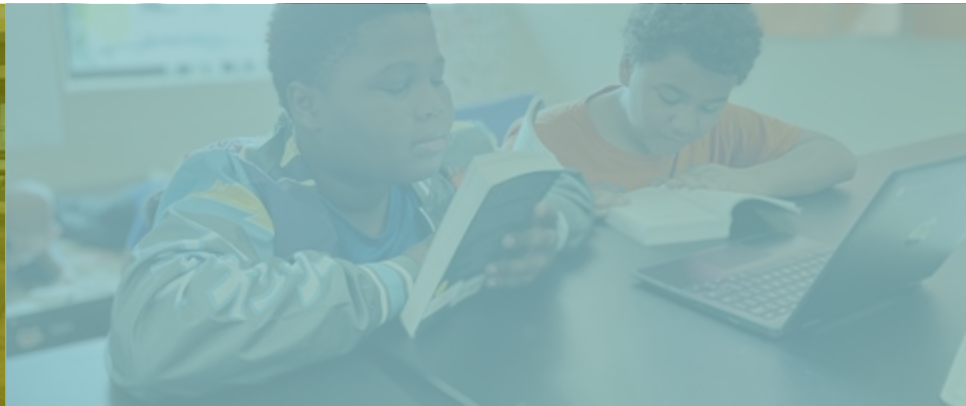


San Francisco, CA



ANNENBERG
BROWN UNIVERSITY

Providence, RI





Thank you.