

# Philanthropy, Research, and Education



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# Mission Statement

The Intuitive Foundation is dedicated to reducing the global burden of disease and suffering through philanthropy, research, and education aimed at better outcomes for patients everywhere.

# Introduction

"The Intuitive Foundation supports programs that focus on improving the quality and accessibility of surgical care by investing in education, innovation, and outreach."

**Dr. Catherine Mohr**  
President, Intuitive Foundation

The Intuitive Foundation was created in 2018 to promote health and advance education by making grants to U.S. tax-exempt organizations under section 501(c)(3) of the I.R.C. and foreign charities for medical and technology research; science, technology, engineering, and math-related educational programs, training, and fellowships; healthcare training programs and facilities; direct disaster relief; and other similar purposes.

We invest in programs that improve access to high-quality surgical care, support diverse and equitable

healthcare workforces, and strengthen global health infrastructure, awarding grants to promote health and advance education in three categories: technology research, clinical research, and clinical robotics education and training. We aspire to a future that also supports projects related to science, technology, engineering, and mathematics (STEM) educational programs, medical research, training and fellowships, healthcare training programs and facilities, and other efforts aligned with our mission.

This 2024 Annual Report offers an in-depth look at our programs, partnerships, and progress throughout the year. We share this work to reflect our values of transparency, global collaboration, and inclusive innovation. While our annual reports to date have been created for internal stakeholders—providing detailed compliance and operational data—this first public version offers a narrative view of our mission, community-centered work, and long-term vision.



A student and faculty member from Maulana Azad Medical College in New Delhi demonstrate to the Foundation's President, Dr. Catherine Mohr, their use of surgical simulators.

In 2024, we reached a major milestone by achieving our \$80 million endowment goal—ensuring the sustainability of our mission-driven work. As our global footprint expanded, we reorganized internally to better support a complex, regionalized network of employee-led chapters, international collaborators, and institutional partners.

In 2024, the Intuitive Foundation advanced its mission by supporting outcomes-based research, enabling skill development for medical professionals, and expanding pathways for STEM education and community engagement. Our programs provided targeted research grants and surgical fellowships, delivered innovative training

for surgeons and care teams, created educational opportunities for students and early-career professionals, and fostered a culture of service through employee engagement and volunteering. These initiatives reflect our belief that meaningful, long-term impact is possible when we work together to improve health outcomes and create opportunities for all.

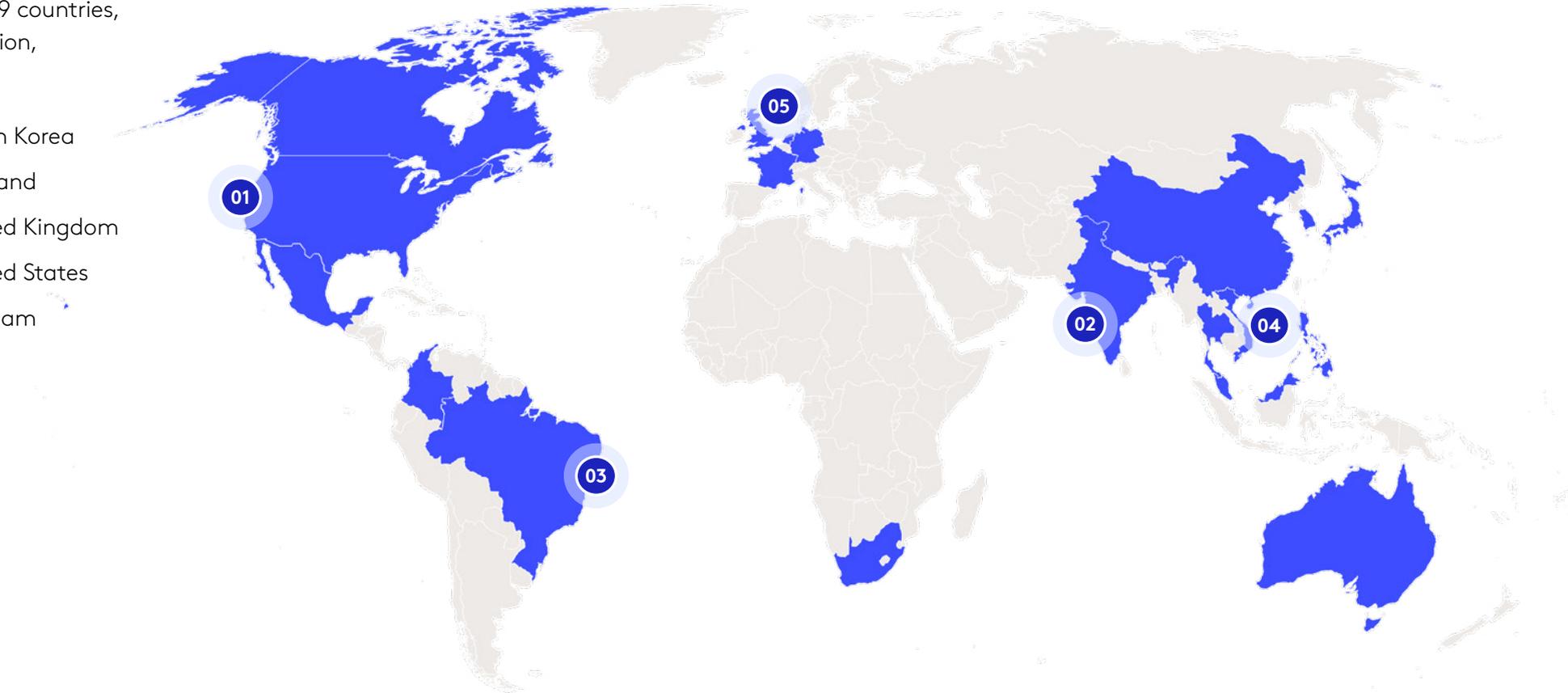
## Grants and fellowships

In 2024, the Intuitive Foundation awarded grants and fellowships across 19 countries, expanding our global footprint in outcomes research, biomedical innovation, surgical training, and STEM education.

- Australia
- Brazil
- Canada
- China
- Colombia
- France
- Germany
- India
- Japan
- Malaysia
- Mexico
- Netherlands
- Philippines
- Singapore
- South Africa
- South Korea
- Thailand
- United Kingdom
- United States
- Vietnam

## Program and activity examples include:

- 01** United States: Fellowship programs, outreach, and regional giving
- 02** India: Robotic surgical exposure camps and fellowship programs
- 03** Brazil: Outcomes research partnerships and fellowship programs
- 04** Vietnam: Simulation training for learners
- 05** Germany and United Kingdom: Engineering collaborations



# Research Grantmaking

“We support independent studies that focus on surgical safety, cost-effectiveness, and education. Our goal is to enable clinicians to lead the future of surgical innovation.”

**Dale Bergman**

Program Manager, Scientific Grants and Fellowships

The Intuitive Foundation’s Science Grants and Fellowships program is the largest and most established investment in our portfolio.

These programs are designed to accelerate surgical innovation, foster global research collaboration, and build a stronger pipeline of surgical leaders equipped to serve patients worldwide.

In 2024, we awarded \$6.48 million in total funding across research grants and surgical fellowships. Our open-call grants and milestone-based research collaborations spanned 11 countries, while our fellowships trained surgeons in eight countries across seven specialties. These investments are long-term in nature, designed not only to support rigorous science but also to shape the future of how surgical care is taught, delivered, and measured.

**Open-call research: A global collaboration model**

Twice annually, the Foundation issues open calls for proposals from researchers and institutions around the world. In 2024, we received 156 letters of intent from applicants in 19 countries. Following a rigorous review process involving external subject matter experts, 20 grants were awarded.

These studies investigated a range of topics, including real-world outcomes of robotic-assisted surgery (RAS), best practices in surgical training, the impact of surgeon learning curves on patient safety, and access to minimally invasive surgery in low-resource environments.

**\$2.8M**

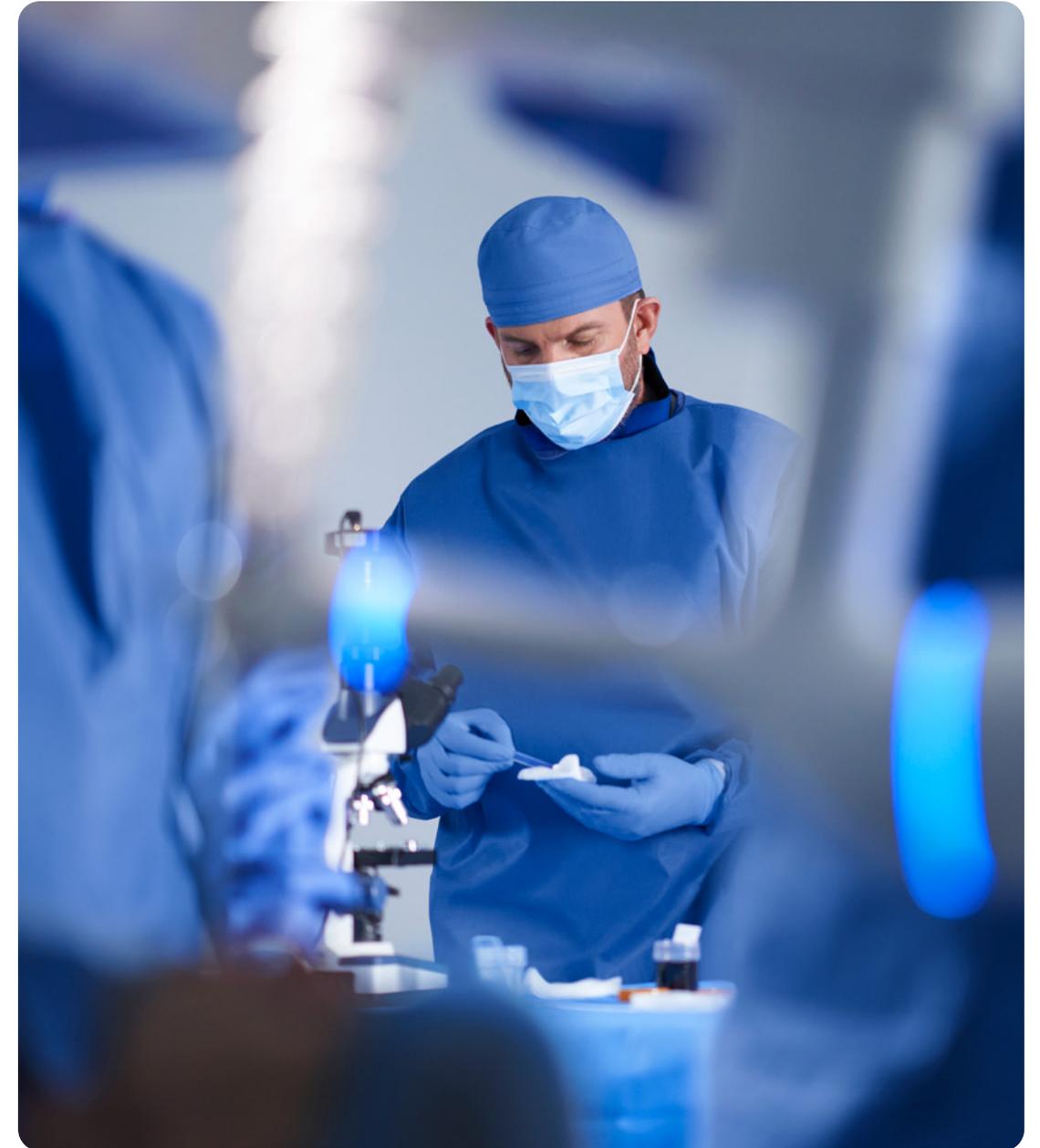
clinical and society grants across 11 countries

**\$3.68M**

for 36 fellowships across eight countries and seven specialties

**\$6.48M**

awarded in total throughout 2024



# Surgical Education Learners Forum (SELF)

“SELF is a global community bringing skills training to the point of care.”

**Patrick Diamond**

Program Manager, SELF

## SELF by the Numbers

**28** countries represented

**5** surgical disciplines

**3** new collaborating organizations

The Surgical Education Learners Forum (SELF) is the Intuitive Foundation’s flagship global education initiative.

It supports the development of simulation-based surgical and procedural training tools designed specifically for low-resource environments. By engaging a growing international network of clinicians, educators, engineers, and public health leaders, SELF empowers frontline experts to create culturally relevant, evidence-based training programs.

SELF’s unique value lies in its commitment to decentralization. Rather than simply creating training modules, the Foundation supports the infrastructure, software, and peer networks needed for educators to build their own regionally tailored programs. Learn more at <https://www.self.surgery/>.



SELF Symposium participants in Kuala Lumpur, Malaysia in August of 2024.

**2024 highlights**

In 2024, SELF moved from strategic design into widespread deployment of these development programs by:

- Hosting its second annual symposium in Kuala Lumpur during International Surgical Week
- Launching a formal Community of Practice to connect curriculum developers globally
- Piloting playbooks for simulation development with East African nursing leadership

**2.1 Learner Profile**

Build a complete, detailed picture of your target learner: the clinician who will use your training module.

**SETUP**  
Print or open a 2.1 Learner Profile worksheet.

**IV CATHETER EXAMPLE**

2.1 Learner Profile Worksheet	Who is your target learner?
<p><b>1 Learner Profession and Specialty</b> All other professionals to whom it is in their scope of practice.</p> <p><b>2 Level of Experience</b> All levels of experience, a fundamental skill that is a prerequisite of the procedure.</p> <p><b>3 Skills Related to Procedure</b> What are the essential skills that your target learner must have to perform this procedure? List the skills and describe the level of proficiency required.</p> <p><b>4 Training Environment</b> This is the practice and performance of the procedure. Describe the setting where the procedure is performed, the resources available, and the level of supervision required.</p> <p><b>5 Other Factors</b> Describe any other details that may affect how and what your learner focuses on and is able to accomplish.</p>	<p><b>1 Profession and Specialty</b> Start by identifying the profession and specialty of the clinician with the most limited scope of practice that you expect to use the training module. Are they a nurse? A clinical officer? A general surgeon? This will help you decide the depth and focus of your training module.</p> <p><b>2 Level of Experience</b> Describe your target learner's level of clinical experience. For example, is your target learner a senior trainee about to graduate, an early-career practitioner, or a seasoned professional? This will help you decide upon your training module's level of detail and pacing.</p> <p><b>3 Skills Related to Procedure</b> What general existing skills does your target learner already have? For example, knowing how to do a basic physical exam? Describe any prerequisite knowledge and/or skills your learner needs to have learned elsewhere before engaging with your training module.</p> <p><b>4 Training Environment</b> Describe the setting where your target learner works and trains. This will help you understand the range of equipment and supplies that could be available to your target learner. Consider the lowest level of resources where the procedure can be realistically performed.</p> <p><b>5 Other Factors</b> Describe any other details that may affect how and what your learner focuses on and is able to accomplish.</p>

**INSTRUCTIONS**  
Use the 2.1 Learner Profile worksheet to define your target learner by identifying their background, experiences, current skills, working environment, and other details.

Developer playbook worksheet for defining target learners.



SELF Symposium participants developing the theory-of-change framework.

**Tools and innovation**

SELF provides open-source, no-cost tools for module design, validation, and delivery. Many of these tools are developed in collaboration with partners like Stanford University, the Royal College of Surgeons in Ireland (RCSI), the UN Global Surgery Learning Hub, and Abstract Partners. In 2024, key tools in development included:

- ENTRUST, an objective scenario builder for competency assessment
- PeerReview, a video-based review system with anonymized feedback tools
- A tissues database to help replicate the needed anatomical characteristics for simulation models
- An outcome registry for long-term learner tracking
- A module recommendation engine powered by learner input

**Global community and scale**

Through its Community of Practice, SELF now connects developers and faculty in more than 30 countries. Regular workshops, shared content libraries, and cross-institutional peer reviews have helped maintain consistent quality standards and encouraged regional customization.

# Biomedical and Engineering Innovation

“We are training the people who will keep the lights on — literally and figuratively — in surgical systems.”

**Dr. Catherine Mohr**

President, Intuitive Foundation

In addition to supporting surgical education and research, the Intuitive Foundation invests in biomedical engineering programs that address the infrastructure gaps that limit access to high-quality surgical care. These initiatives provide self-directed, asynchronous training to local biomedical engineers.

## Biomedical Technician Training Program

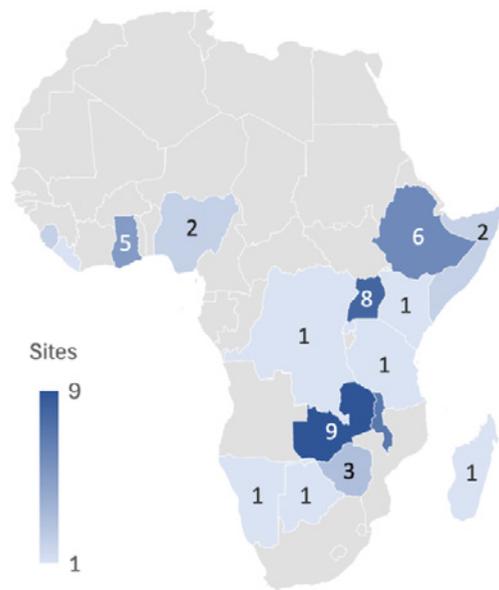
In 2024, the Foundation concluded a pilot partnership with Medical Aid International to support biomedical technicians in sub-Saharan Africa. The goal was to improve the maintenance and repair of essential hospital equipment—a core barrier to surgical access that is often overlooked.

During the pilot program, more than 150 technicians across 52 hospitals completed asynchronous coursework hosted by Medical Aid International. In parallel, each hospital conducted an inventory audit of their medical devices, allowing for before-and-after comparisons.

This program also marked a successful transition to long-term management by Engineers Without Borders USA, which is integrating simulation-based learning into its ongoing global health infrastructure programs. These changes will ensure greater sustainability and a wider footprint.



Biomedical technicians unpacking a toolkit provided by the program.



Countries where the biomedical technician training program was piloted.

## Da Vinci Research Kit

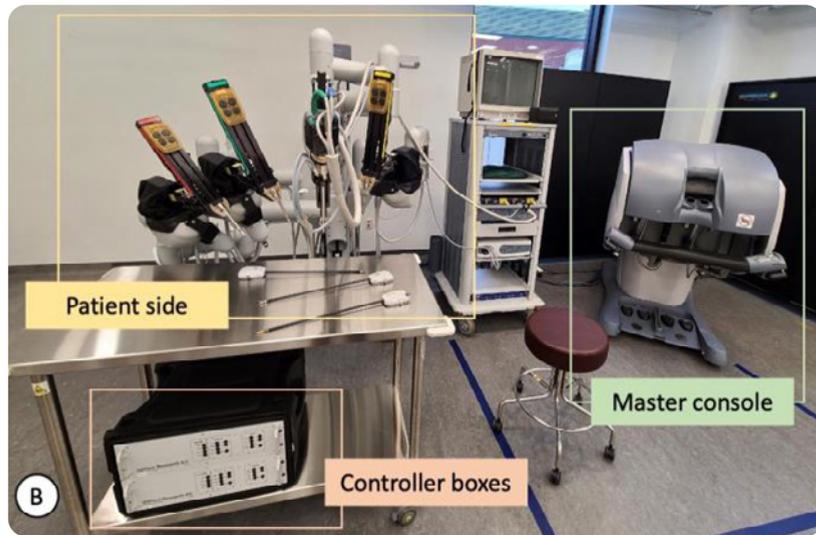
The Foundation also manages the da Vinci Research Kit, or dVRK, a hardware platform built from repurposed components of decommissioned da Vinci systems. Universities and research labs use the dVRK to study surgical robotics, develop artificial intelligence tools, and design novel surgical interventions.

As of 2024, more than 40 institutions across 11 countries were using dVRK systems. While demand remains high, expansion is currently limited by the availability of older hardware components. A community-driven development model—including shared open-source code and technical documentation—continues to support research collaboration.

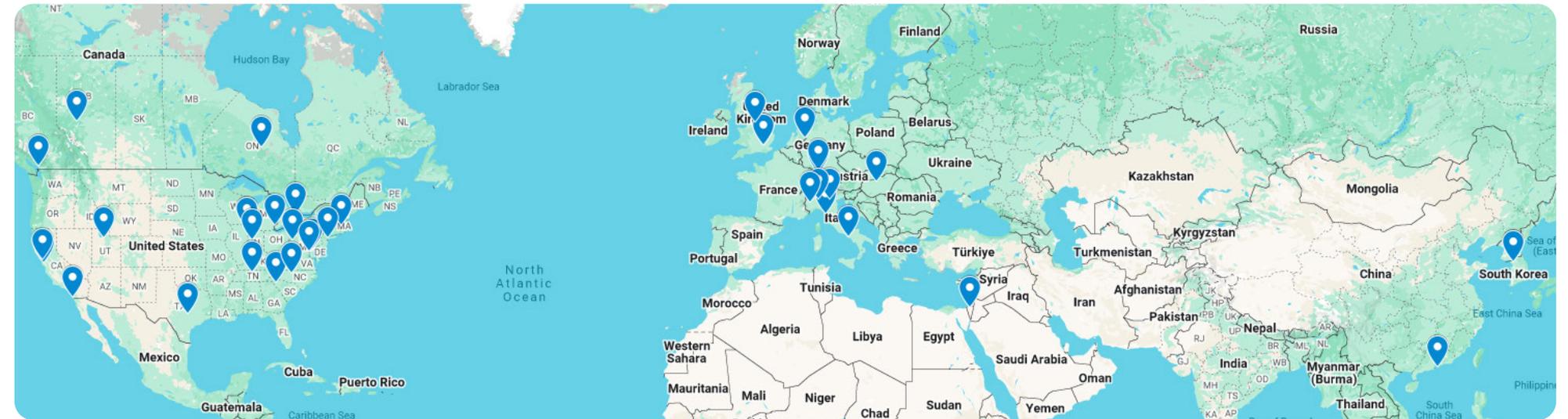
## Looking ahead: innovation through collaboration

In 2025, we look forward to enabling even deeper connections between the engineers, surgeons, and students using the platform. We are also exploring ways to support early-stage development of surgical simulation tools and integrate engineering education into future SELF developer courses.

Together, these efforts reflect the Foundation’s belief that sustainable change in surgical systems requires technical creativity, global equity, and community leadership.



Da Vinci Research Kit components



Global da Vinci Research Kit sites include 38 universities, several with two or more labs using dVRK hardware.

# Philanthropic Engagement

“We want to make it easier for employees to amplify their voices for causes they strongly support.”

**Cynthia Arteaga**

Program Manager, Matching Donations

The Intuitive Foundation’s philanthropic engagement programs empower Intuitive employees to amplify their charitable impact beyond the workplace. Through matched donations, wellness incentives, and regional giving campaigns, the Foundation supports employees in their efforts to create positive change in their communities.

### Expanded giving programs

In 2024, the Foundation launched a redesigned giving platform that made it easier than ever for employees to support charitable causes. Employees participated in campaigns focused on hunger relief, emergency response, and youth education. Matching funds were provided for all campaigns, amplifying the impact of each contribution.

The Foundation also introduced a wellness tracking feature within the giving platform, enabling employees to convert physical activity—such as walking, running, or cycling—into charitable donations.

### Regional campaigns and community grants

In keeping with our commitment to global equity, the Foundation expanded its regional grantmaking in 2024. Employee chapters in multiple countries nominated local organizations to receive direct philanthropic support. This grassroots approach ensured that giving was relevant, timely, and meaningful to the communities we serve.

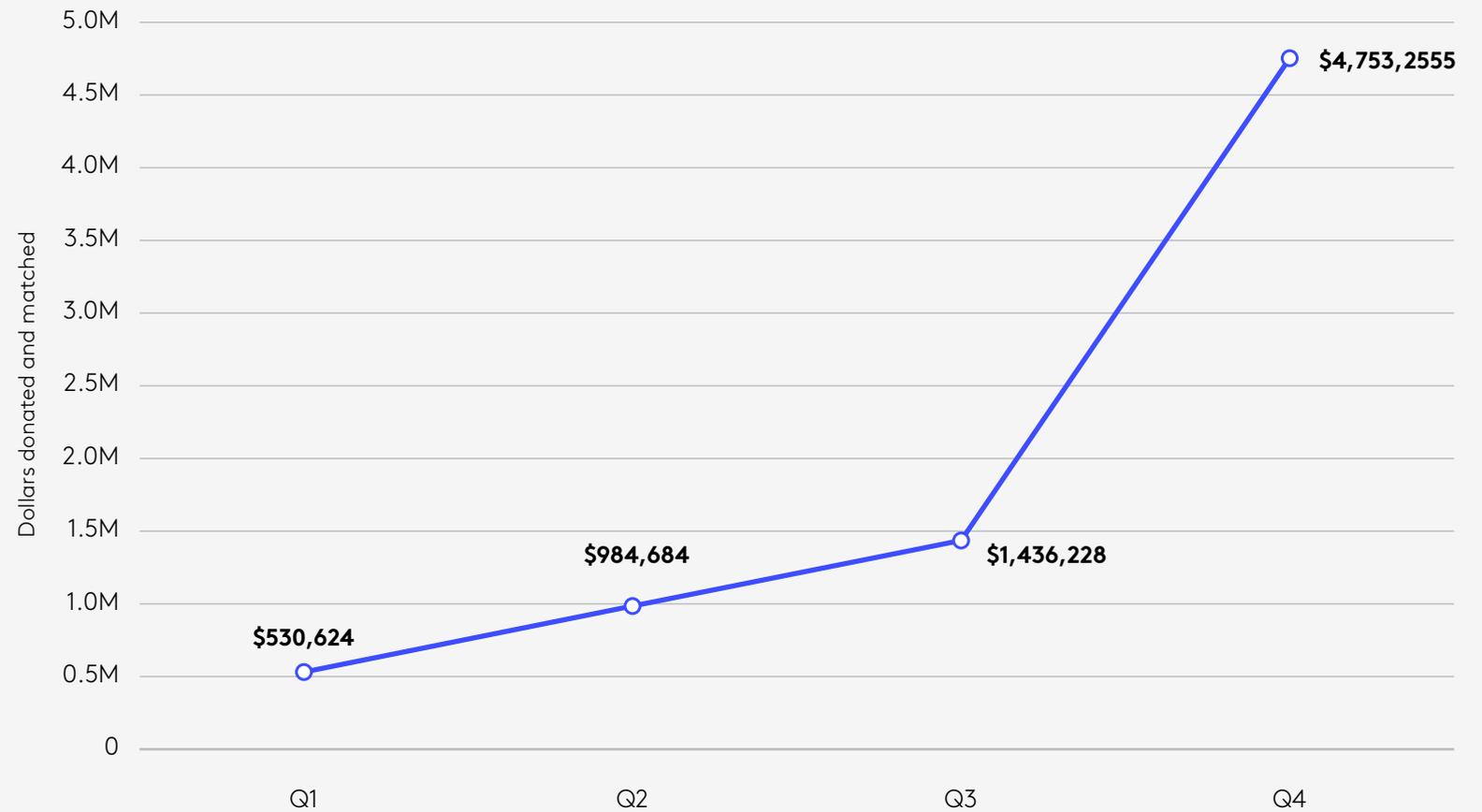


Employees raise \$100k+ during the 2024 Brain Health Awareness Challenge to fight Alzheimer’s.

## Cumulative Dollars Donated and Matched

1,500+ unique causes

1,200+ employees



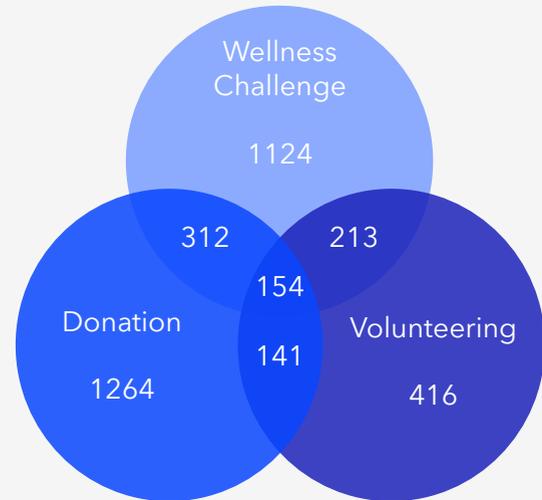
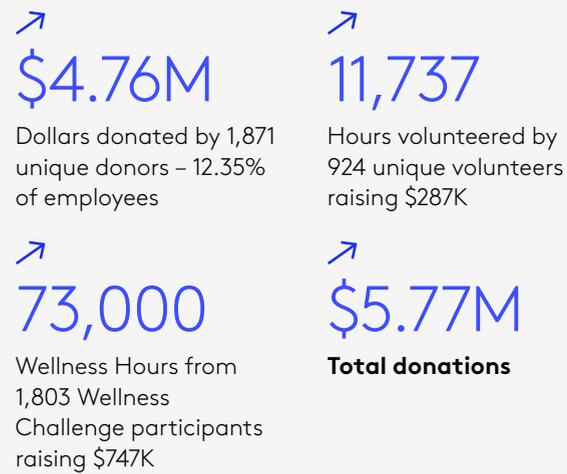
**Looking ahead**

In 2025, the Foundation will expand employee-led philanthropy by offering customizable toolkits for regional campaign design and investing in leadership training for chapter volunteers. We believe that empowering employees to drive change at the local level not only builds stronger communities but strengthens our shared purpose.

“We wanted every aspect of the employee experience to resonate with what matters most to them.”

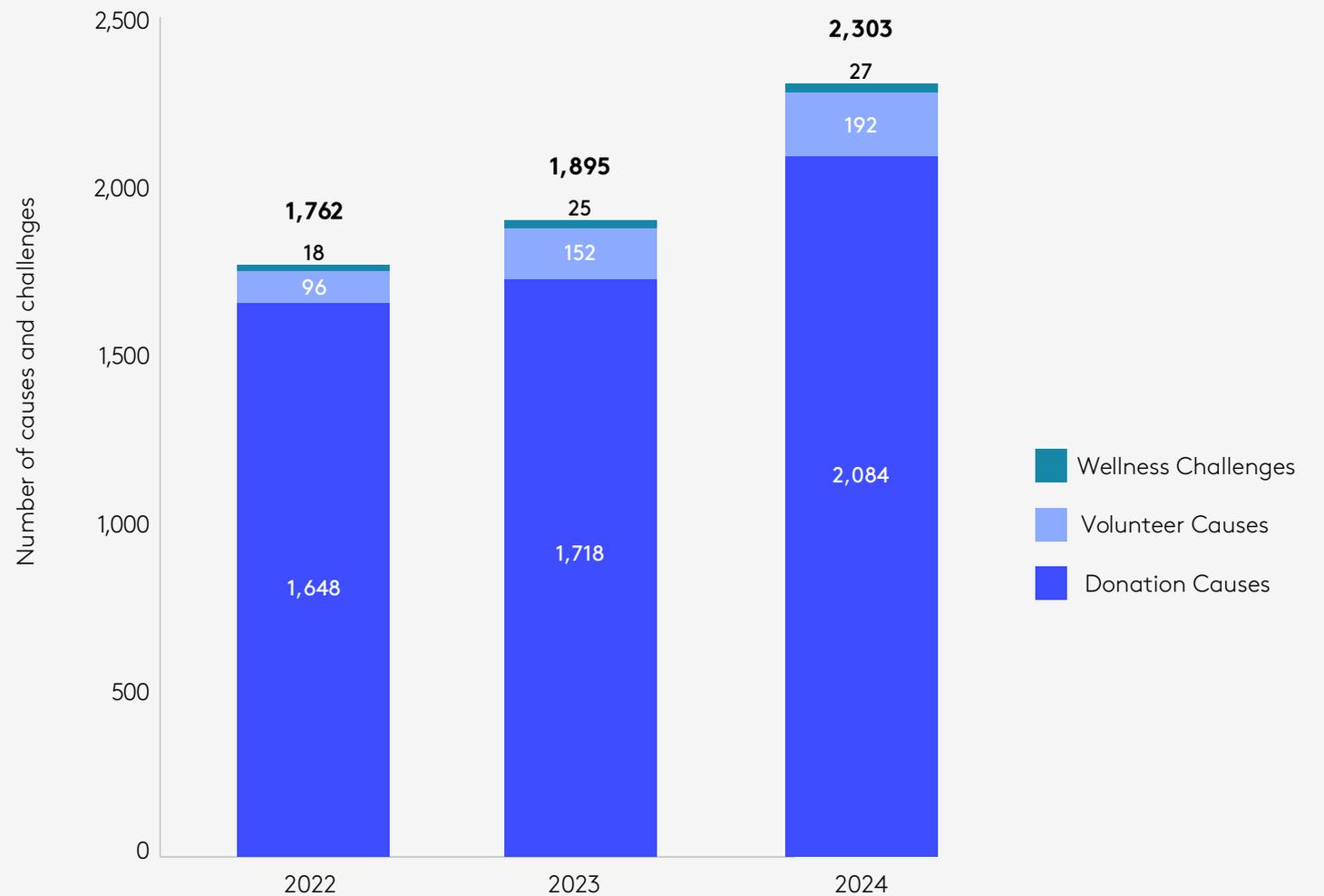
**Anthony Young**  
 Program Manager  
 HR/ISI Interface

**2024 Philanthropy by the Numbers**



**Empowering Change**

**Employee-identified philanthropic causes and wellness challenges**



# Volunteering and Community Impact

“Volunteering is a way to contribute our time and resources to meaningful causes while working shoulder to shoulder to strengthen our teams and uplift our communities.”

**Haunani Nakabara**

Program Manager, Volunteer Matching



The Intuitive Foundation’s volunteering initiatives reflect our belief that change begins at the community level. By offering dedicated time, financial support, and infrastructure for volunteering, we empower our employees to give back in ways that matter to them.

### Global Volunteer Day

In 2024, we celebrated our second annual Global Volunteer Day, bringing together employees from across the globe for coordinated service projects. This year, events were held at five locations: Sunnyvale, California; Peachtree Corners, Georgia; Raleigh, North Carolina; Mexicali, Mexico; and Oxford, United Kingdom. Activities included the assembly of hygiene kits, a blood drive, building houses in support of Habitat for Humanity, a food drive, and the donation of food parcels and toiletry packs to London’s Felix Project.

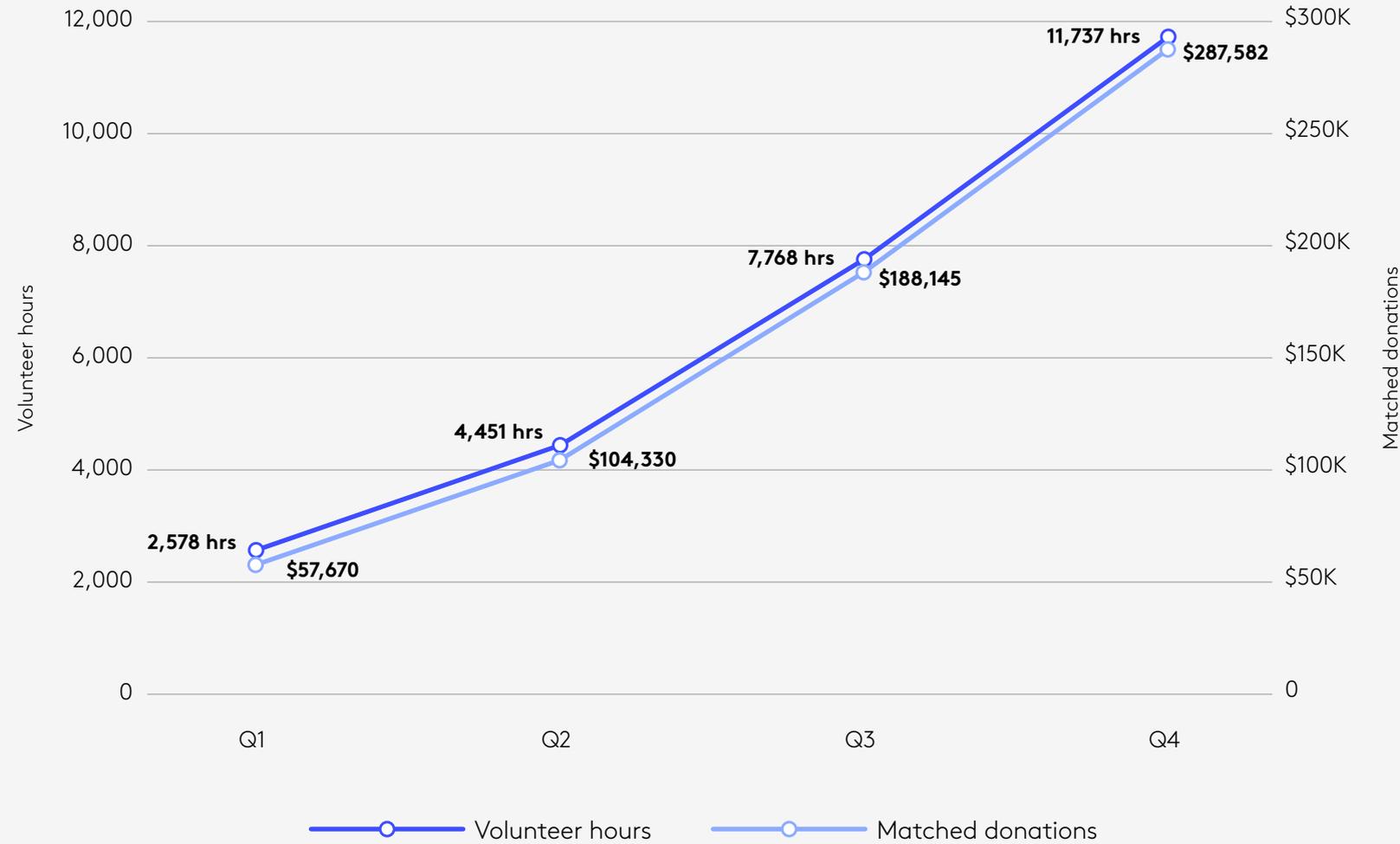
Clockwise from top left: Learning about local volunteering opportunities in Mexicali; Peachtree Corners blood drive; assembling hygiene kits in Sunnyvale; Habitat for Humanity in Raleigh; food parcel assembly in the UK.

## Year-round volunteer support

To support sustained involvement, hourly employees receive up to eight hours of paid time off to volunteer with eligible nonprofit organizations of their choice. In addition, employees who volunteered 20 or more hours in 2024 were eligible for Foundation-funded grants to those same nonprofits.

Many chapters organized monthly service events focused on local needs, from supporting STEM education to assisting senior centers.

### Cumulative Volunteer Hours and Matched Donations



## Looking ahead

In 2025, we plan to launch new tools for tracking impact and sharing volunteer stories across chapters. We will also pilot a volunteer leadership program to help employees scale their service projects with Foundation support.

# University and Workforce Development

“These aren’t one-time scholarships — they’re investments in our collective future.”

**Sherice Nivens**  
Program Director



High school student test driving a da Vinci Xi.

The Foundation’s university and workforce development programs are designed to expand access to healthcare and STEM careers for students from underrepresented communities. These investments support research stipends and mentorship opportunities that open pathways into medicine, engineering, and public health.

### Scholarships and academic collaborations

In 2024, the Foundation deepened its collaboration with a select group of universities serving historically marginalized communities. Current participants include the University of California San Diego, Florida A&M University, Fort Lewis College, and CETYS University in Mexico.

Support was provided through tuition stipends, summer research funding, and access to hands-on skills labs in collaboration with Intuitive teams. Students also received mentorship and coaching from professionals in the surgical, clinical, and tech spaces.

66,796  
 students supported  
 across  
 23 programs  
 in 2024

### Workforce readiness and internships

Students enrolled in the Foundation’s partner programs were also eligible for internships through Intuitive, gaining experience in areas such as product design, health equity research, biomedical engineering, and communications.

# Outreach Initiative: Diversity in STEM and Healthcare

“Our students now see themselves as future doctors and engineers — because someone showed up to tell them they belong.”

**Mary Grace Gardner Sandoval**

Program Manager, Outreach Programs/Community Grants



Health Careers Collaborative brought health science education and career exploration to nearly 1,500 high school students in 2023-2024.

The Outreach Initiative supports nonprofit organizations that are working to increase representation in STEM and healthcare careers, with a focus on first-generation students and communities historically underrepresented in medicine, science, and technology. These investments reflect the Foundation’s commitment to equity and its belief that better outcomes for all begin with building a more inclusive pipeline of talent.

“As the first person in my family to attend college, participating in outreach programs cultivated my passion for STEM and showed me career paths I didn’t know existed,” said Gardner Sandoval. “Now, as chair of the Outreach Initiative, I get to give back and help other first-generation students like me do the same.”

## 2024 grantmaking strategy

In 2024, the Foundation awarded funding to 23 nonprofit organizations located across the United States, Latin America, and Southeast Asia. Each grantee was selected through a process that emphasized alignment with the Foundation’s mission, community-rooted leadership, and demonstrated impact in historically underserved communities. These organizations varied in scope and structure but were united by a common goal: helping students see themselves as future contributors to the health and technology sectors.



Victoria Nxumalo, CEO of Girls in STEM Zimbabwe, receives the U.S. Department of State International Visitor Leadership Program Impact Award from the U.S. ambassador to Zimbabwe, Pamela Tremont. By investing in technology, training, and community engagement, the organization fosters innovation, inspires future careers, and builds a strong ecosystem.

In total, the programs approved in 2024 reached more than 69,000 individuals—from those who attended a single workshop to others who engaged in year-long mentorship or career pathway programs.

“With the goal of better outcomes for all, our outreach efforts aim to ensure that those who provide medical care and create medical technology are more reflective of the populations they serve,” Gardner Sandoval said.

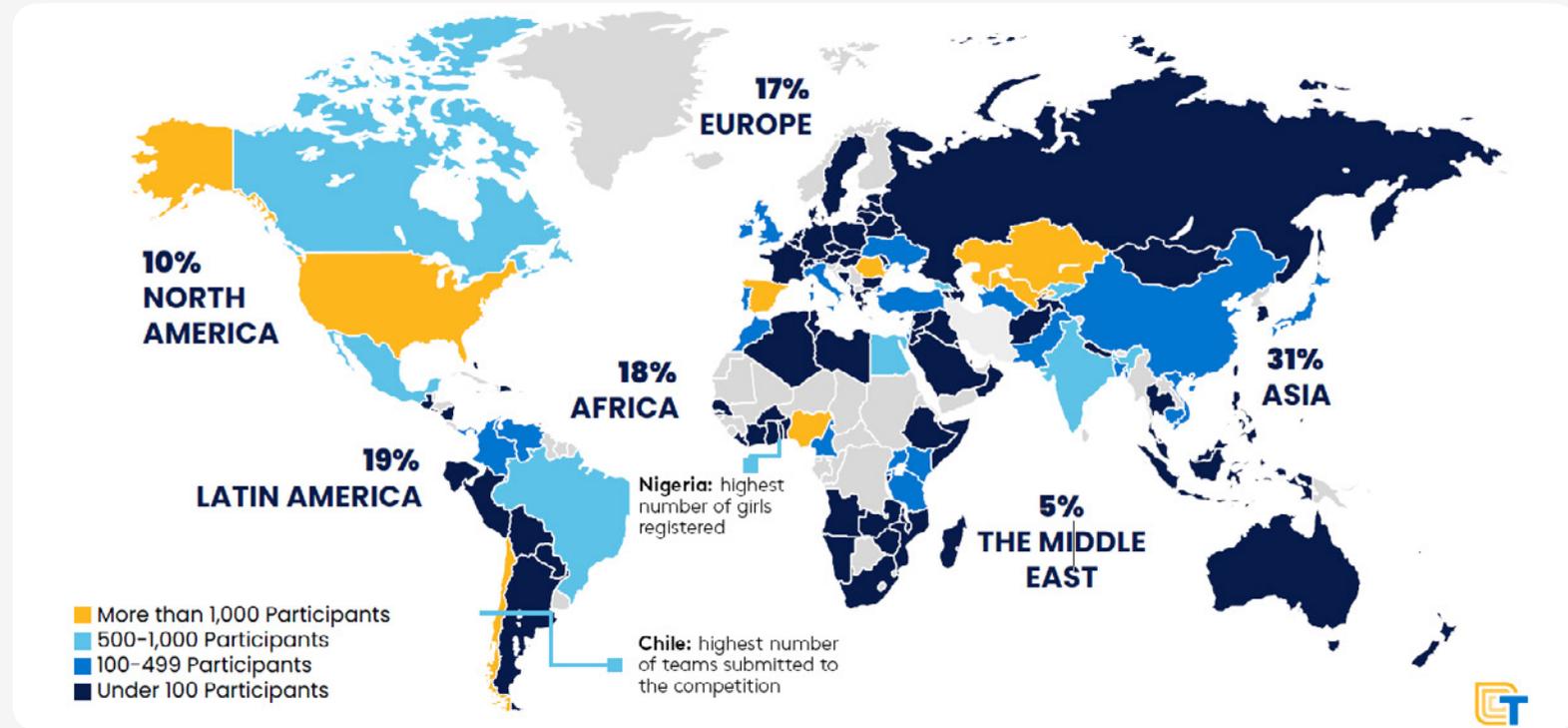
**Sample grantee programs**

- A youth science and robotics program for middle school students in Oakland, California
- A health careers mentorship project in Monterrey, Mexico
- A summer surgical exposure camp for high school girls in Hanoi, Vietnam



**Empowering future innovators**

The Intuitive Foundation works with Technovation, a global tech education nonprofit, to increase diversity in the STEM pipeline and support young women interested in technology.



**31,000+**

girls reached through Technovation in 2024

# Organizational Restructuring

“The restructuring has allowed me to build deeper and more sustainable partnerships to support the Foundation and our employees.”

**Anthony Young**

Program Manager, HR/ISI Interface

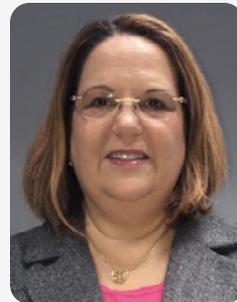
In 2024, the Foundation underwent an internal reorganization designed to align staff roles, governance, and workflows with the scale and complexity of its growing global portfolio. The new structure improves program management, supports regional expansion, and fosters greater engagement with Intuitive employees across geographies.

### Program alignment and focus areas

All Foundation initiatives were reorganized under seven program areas: clinical research, education, engineering, philanthropy, workforce, outreach, and volunteerism.

Each area is now led by a dedicated staff member or committee sponsor to ensure consistent strategy, impact evaluation, and alignment with organizational priorities.

## Project Management Structure Leadership and central coordination



**Science Grants and Fellowships**  
 Dale Bergman



**Outreach Programs/ Community Grants**  
 Mary Grace Sandoval



**Wellness Challenges**  
 Alper Ender



**Volunteer Matching**  
 Haunani Nakabara



**HR/ISI Interface**  
 Anthony Young



**HCC & Truck Program**  
 Nicky Goodson



**SELF**  
 Patrick Diamond



**Matching Donations**  
 Cynthia Arteaga



**FIRST Robotics**  
 Ed Yeh



**Liaisons**  
 Sindhu Suryanarayana

Foundation project management structure

## Employee engagement and liaison program

To better serve the growing number of regional employee-led chapters, the Foundation launched its Foundation Liaison Program. Liaisons are assigned to specific regions and serve as connectors between headquarters and local chapter volunteers.

This change helped clarify roles, streamline communication, and empower regional teams to scale their programs with Foundation support.

## Intuitive Foundation Liaisons (2024) Supporting Intuitive employee resource groups (ERG) and local chapter leadership



**Mary Grace Sandoval**

- Diverse Abilities ERG



**Ed Yeh**

- VETS ERG
- InPAC ERG



**Busisiwe Mlambo**

- BLACK ERG
- WIN ERG
- Health Equity ERG



**Sherice Nivens**

- PRIDE ERG



**Teresa Buchholz**

- EA Group



**Sindhu Suryanarayana**

- China Chapter
- India Chapter



**Cynthia Arteaga**

- HOLA ERG
- Mexicali Chapter
- Peachtree Corners Chapter



**Haunani Nakabara**

- EU Chapter

### Key liaison responsibilities

- Serve as ERG/chapter point of contact for the Foundation
- Ensure events align with Foundation mission and compliance
- Share tools, information, and resources with ERG/chapter leaders
- Track engagement, report progress, and celebrate milestones
- Promote Foundation programs across the company
- Gather feedback and recommend improvements
- Educate peers on Foundation mission and policies
- Foster cross-group collaboration and partnerships
- Advise on governance and sustainability
- Encourage employee participation in Foundation initiatives
- Suggest new programs and innovations
- Document activities and outcomes accurately

# Looking Forward

“We’re scaling responsibly — with deep investment in the people closest to the work.”

**Dr. Catherine Mohr**

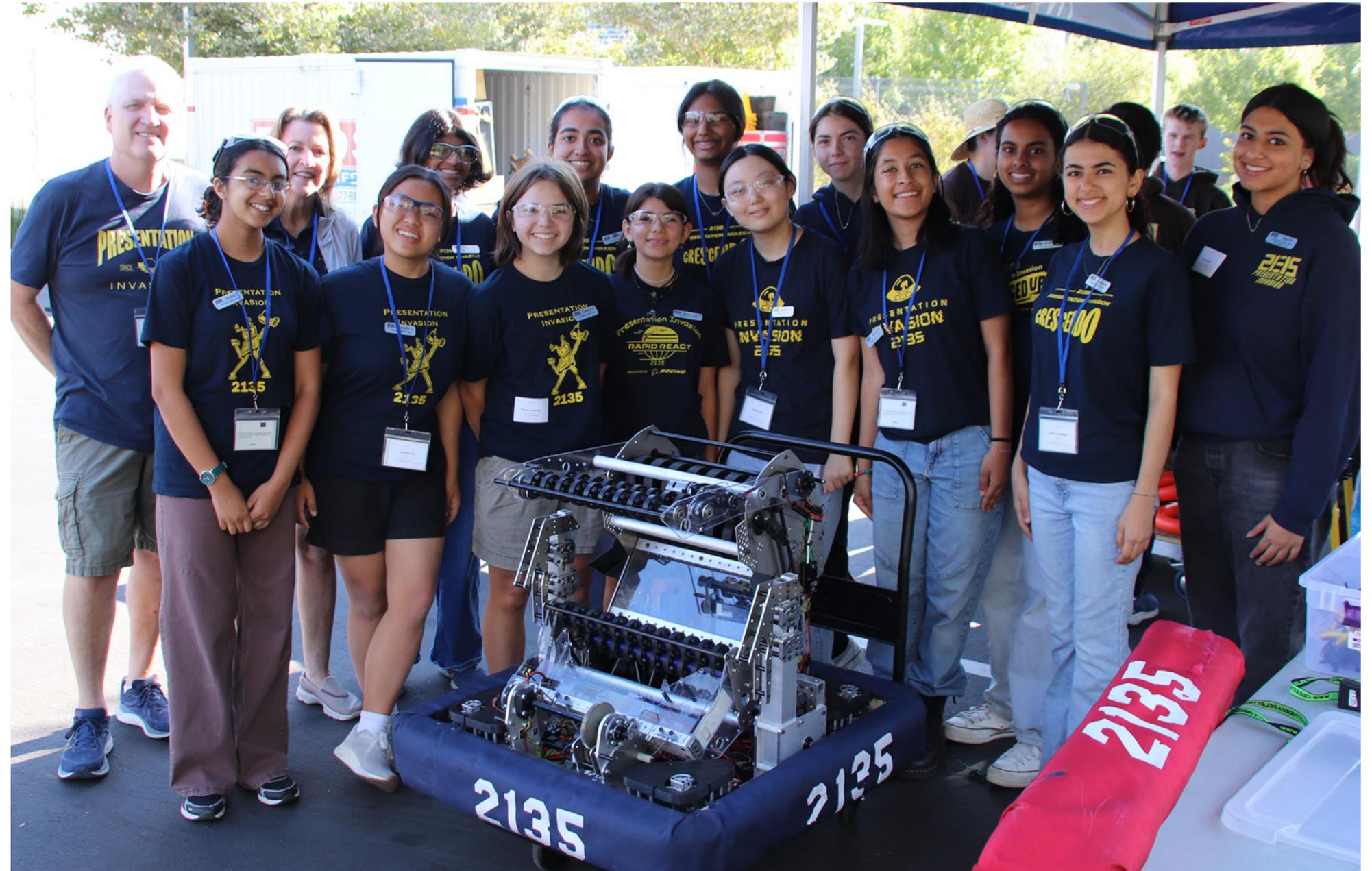
President, Intuitive Foundation

As the Foundation prepares for 2025, we remain focused on growing programs that reflect our mission: to reduce the global burden of disease through education, research, and innovation.

In the year ahead, we will expand our investment in equity-centered education, regional coordination, and partnerships that amplify community leadership.

**Our top priorities include:**

- Expanding SELF deployment with new regional organizations and training centers
- Supporting the development of the dVRK Community of Practice
- Launching new tools for measuring volunteer impact
- Increasing support for first-generation college students entering health and STEM fields



Dubbed “Crescendo,” the 2024 Robonanza competition featured 120 students from 12 nearby high schools showcasing their robots in friendly exhibition matches open for Sunnyvale employees to watch.

INTUITIVE  
Foundation

[intuitivefoundation.org](http://intuitivefoundation.org)