

# THE COLLEGE FOR BEHAVIORAL HEALTH LEADERSHIP

# Equity-Grounded Leadership Fellow Program

## PROGRAM GOALS

The Equity-Grounded Leadership Fellow Program shifts the focus of cross-sector behavioral health leaders to intersectionality, equity, and anti-racism for behavioral health systems transformation.

Cultivates a deep understanding of how inequity is perpetuated by and in the behavioral health system.

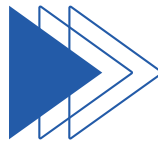
Supports all leaders to step into their own voice, courage, and power.

Empowers all leaders to thrive as change agents to unravel systemic racism and inequity.

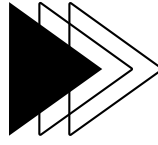
Prepares all leaders to take measurable action to create equitable systems.

## PRINCIPLES OF CHANGE

The core components of the Fellow Program are built around the five Principles of Change:



Understands How Racism and Oppression Show Up in Behavioral Health



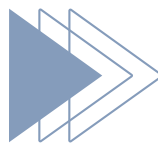
Practices Intersectional Allyship



Integrates Data Equity Frameworks and Culturally Responsive Behavioral Health Approaches



Engages in Co-Production and Community-Driven Practices



Demonstrates Transformational Leadership to Improve Communities

## CORE PROGRAM COMPONENTS

The Equity-Grounded Leadership Fellow Program includes four core components:

01

### Curriculum

Expand knowledge and build experience the Principles of Change

02

### Facilitation

Foster a safe space for collaboration

03

### Mentorship

Receive group and individualized leadership support through coaches, advisors, and peers

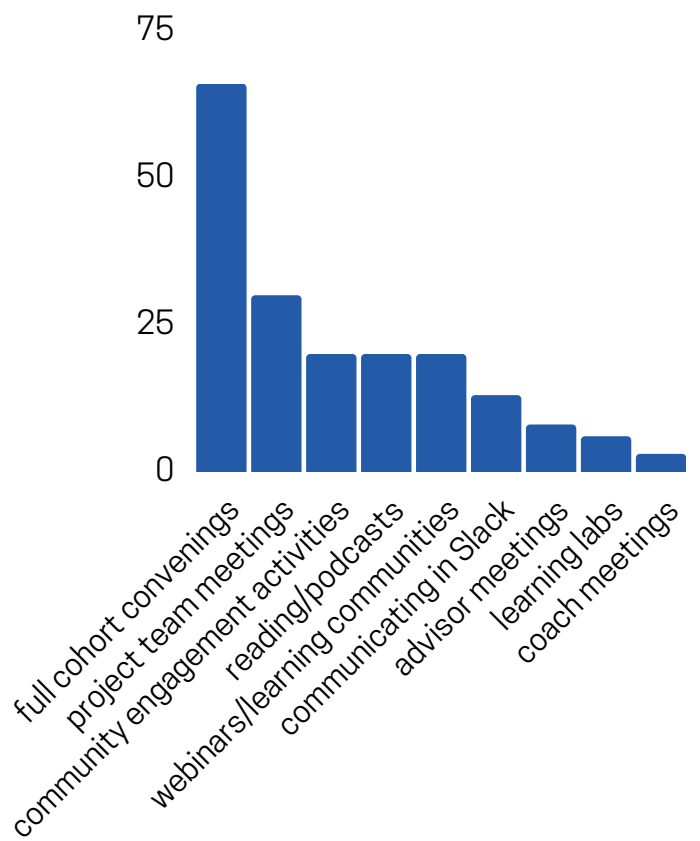
04

### Collaboration

Learn by doing through community-driven, meaningful, collaborative projects

## TIME COMMITMENT

Meaningful participation in the Fellow Program is anticipated to take up to 200 hours during the 11-month period.



## TIMELINE

### Stage 1

Cohort Formation & Needs Assessment  
Coaching  
**Months 1-2**

### Stage 2

Logic Model & Theory of Change Development  
Project Advising  
Optional Coaching  
**Months 2-6**

### Stage 3

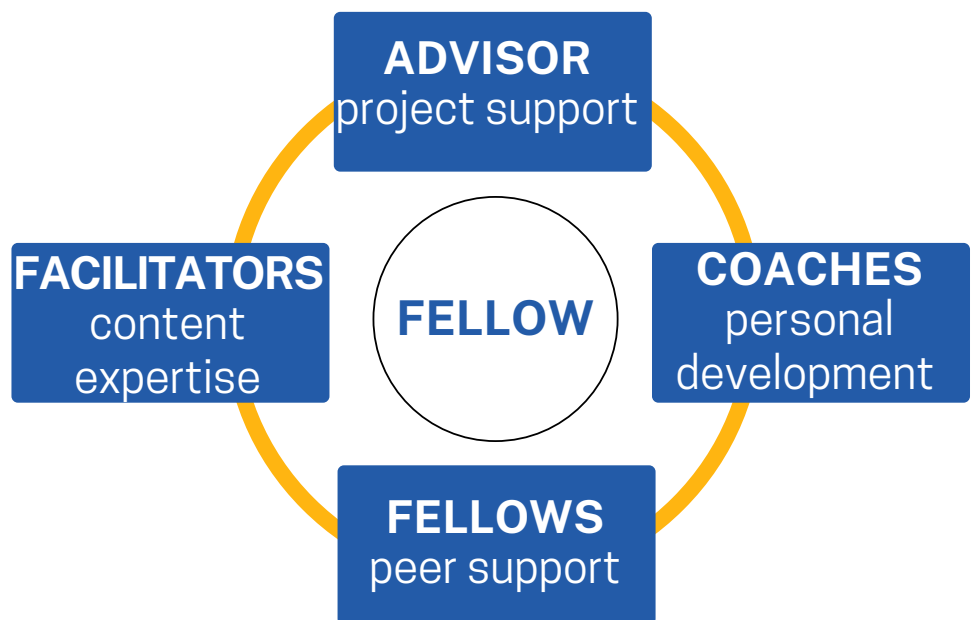
Project Implementation  
**Months 7-11**

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# Equity-Grounded Leadership Fellow Program

## DEDICATED LEARNING AND DEVELOPMENT TEAM

Each fellow has a team available to support them in the program. Fellows are assigned a **coach** to support personal development related to equity-grounded leadership and an **advisor** to assist the fellow and their assigned group with the collaborative project. In addition, the team includes the **program co-facilitators** to assist with content expertise and application, a **wellness coach** to support well-being, and the **other fellows** in the program to serve as peers to co-create the Fellow Program experience.



## COLLABORATIVE PROJECTS

Fellows are assigned to collaborative project teams (up to 5 fellows per team) to work on improving equity in behavioral health systems and services in their organizations, communities, or regions. Fellows spend Months 2-6 of the program creating a logic model and theory of change to guide their projects, and begin implementation in Month 7.

Projects should be part of the fellows current work and role to reduce the burden of program participation. And, they should be enhanced by the support of the team members, the larger cohort, project advisor, and the co-facilitators. While fellows complete the projects as part of their usual work, **how** they complete their projects is not business as usual.

Apply new ideas to solve current problems/challenges or needs

Apply analytical and measurement techniques to understand community impact of project

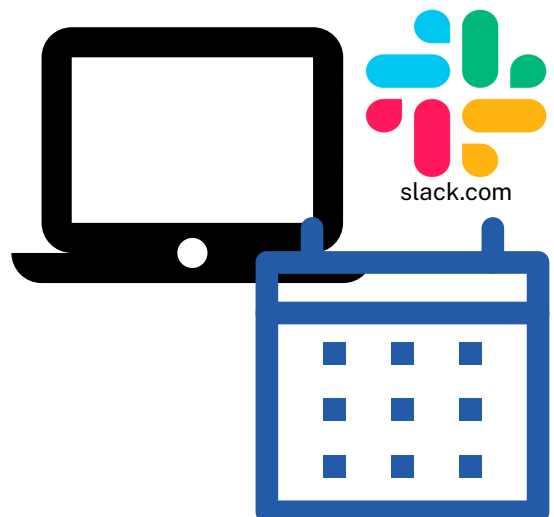
Promote system change

Include and engage community members in all phases of the project

Demonstrate change in key equity and inclusion metrics

## PROGRAM COMMUNICATION

Fellows will utilize Slack to communicate with one another and with members of the Program Team throughout the program period.



A calendar with mandatory program events is shared during the pre-application webinar and will be made available to fellows for ease of scheduling and accessing event links, as necessary.

**FOR MORE INFORMATION:** Contact Aly Feye, Director of Operations, at [afeye@leaders4health.org](mailto:afeye@leaders4health.org) Visit CBHL online at <https://www.leaders4health.org/>