



Equity-Grounded Leadership Fellow Program

The Equity-Grounded Leadership (EGL) Fellow Program is an 11-month immersive program designed to advance cross-sector behavioral health leaders, supporting them with personal and professional growth and the acquisition of confidence, skills, and knowledge necessary to disrupt the current harmful system practices, policies, and cultures that contribute to inequity in behavioral health. Up to 25 leaders are selected for program participation following a competitive application process.

Modeled after evidence-based leadership development approaches and reflecting the experiences of leaders in behavioral health, the EGL Fellow Program represents a shift in leadership to focus on intersectionality, equity, and anti-racism for behavioral health systems transformation. The program:

- 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.

The curriculum is centered around five principles of equity-grounded leadership:

- 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

The EGL Fellow Program is composed of:

- 66 hours of facilitated cohort content across 16 sessions (30 hours in-person, 36 hours virtual)
- 9+ hours of team-based mentorship with advisors to plan, design, and implement a collaborative project designed to address inequities in behavioral health
- Evaluation consultation office hours
- Bimonthly learning labs
- Bimonthly social hours
- 4 group wellness coaching sessions
- 3 individualized 1:1 coaching sessions
- Up to 100 hours of self-directed & team-based learning guided by facilitators and mentors
- 3 years of CBHL membership
- Following completion of the program, continuing support through an alumni learning collaborative
- A detailed program overview, outlining all components, can be found [here](#).

Applications for the 2023-2024 EGL Fellow Program Cohort are due by June 12, 2023.

More Information

For questions, contact Aly Feye, Director of Operations, at afeye@leaders4health.org