



Equity-Grounded Leadership
Fellow Program
2023-2024 Cohort
Pre-Application Webinar
May 16, 2023

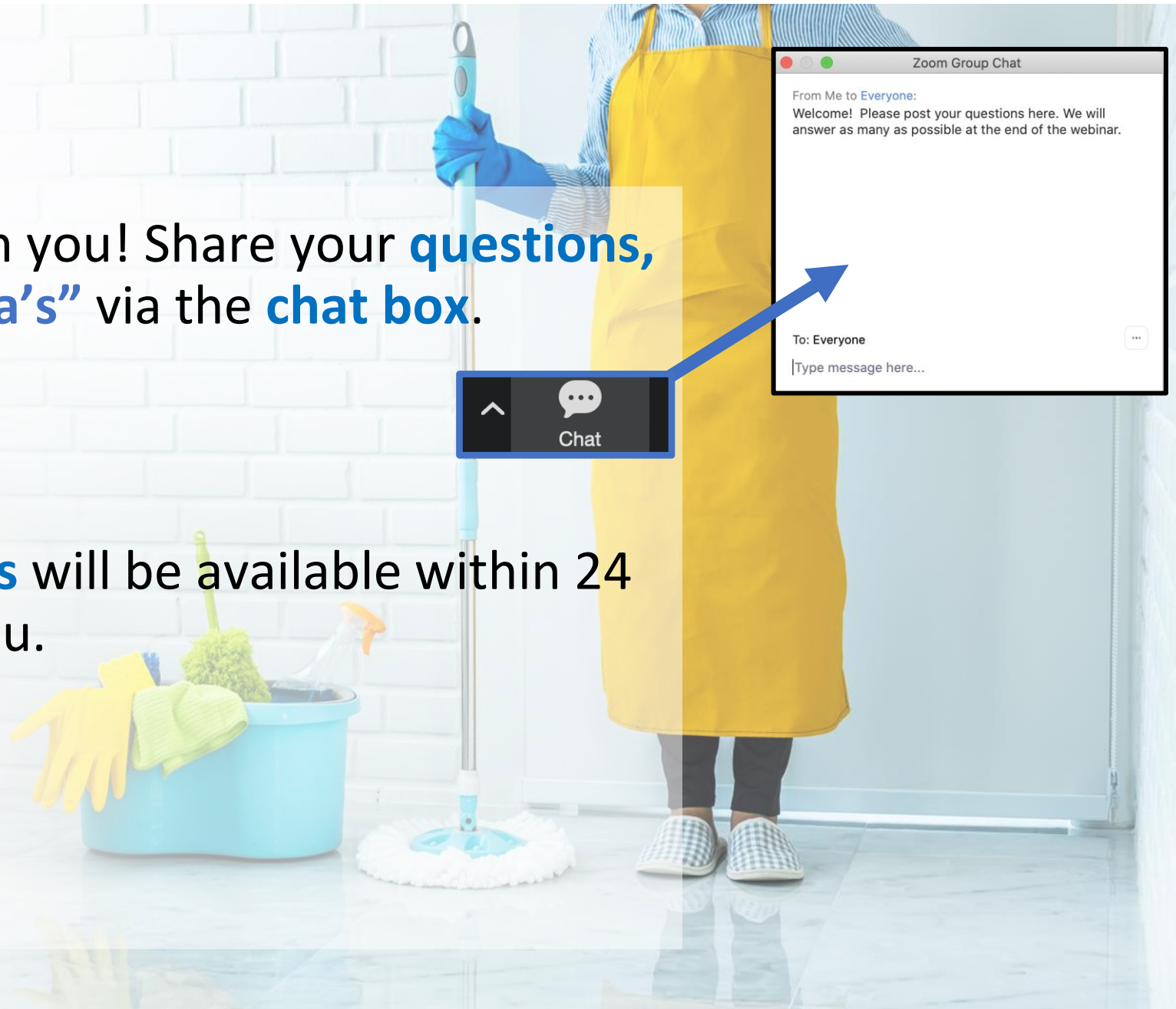
9:00am PT / 10:00am PT / 11:00am CT / 12:00pm ET

Welcome! We will get started momentarily.

Please let us know who you are and where you are from in the chat box
(click the chat icon at the bottom of your screen).

Housekeeping

- We want to hear from you! Share your **questions, comments** and “**ah-ha’s**” via the **chat box**.
- A **recording and slides** will be available within 24 hours - We’ll email you.

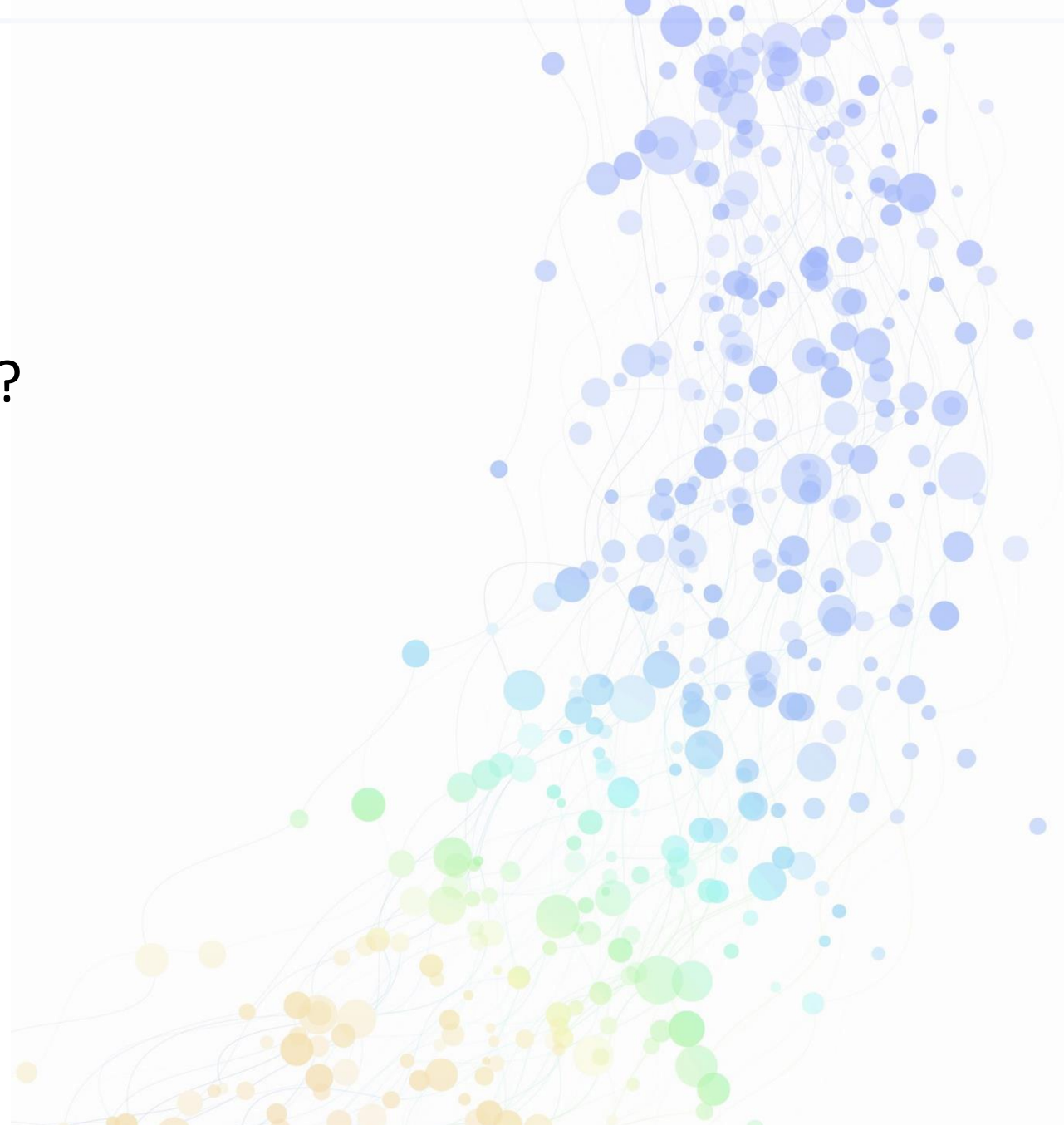


Welcome



Agenda

- Meet the Project Team
- What is the EGL Fellow Program?
- 2023-2024 Program Overview
- Application Process
- Costs and Sponsorships
- Q&A



Meet the Project Team



Ebony Chambers

Facilitator




Terrell Thomas, MSW

Facilitator



Aly Feye, MPA

Program Manager



What is the Equity-Grounded Leadership Fellow Program?

Equity-Grounded Leadership Fellow Program

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.

The co-facilitated program will:



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



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



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



Prepare all leaders to take measurable action to create equitable systems

Principles of Change

- Qualities and characteristics of equity-grounded leaders
- Co-produced with cross-sector behavioral health leaders and pilot cohort fellows

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

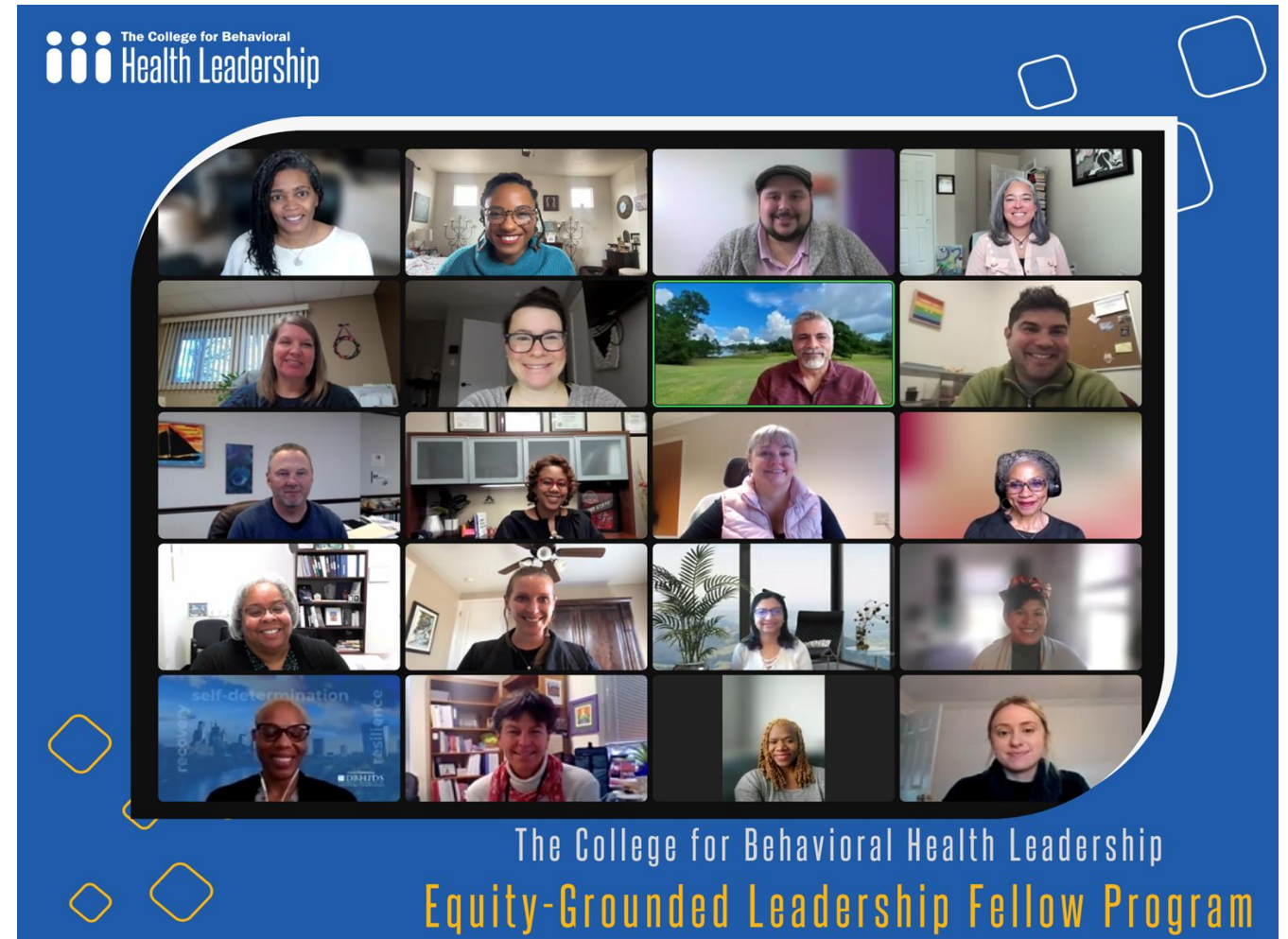


Demonstrates Transformational Leadership to Improve Communities



Pilot Cohort: 2022-2023

- Launched in March 2022
- Closing celebration took place in January 2023
- 2023 Fellows have transitioned to Equity-Grounded Leadership Learning Collaborative





2022-2023 Experience

Aimee Wade, MSW

Executive Director, County of Summit
Alcohol, Drug Addiction and Mental
Health Services (ADM) Board (Ohio)

Pilot Cohort Feedback | Fellow

“There was a community experience that was very restorative. There’s a lot we are fighting against and to just sit in that space and acknowledge that, and really talk about racism and queerphobia... I felt there was a lot of healing.”

Pilot Cohort Feedback | Fellow

“The mentorship that happened is life changing. Having a coach provided me personal growth and professional development that was really powerful. The whole program was life changing to be honest. It really resonated that there were other people out there who have similar challenges.”

Outcomes



Statistically significant improvement in all five Principles of Change from pre- to midpoint and pre- to post-program



Program leadership rapidly incorporated feedback throughout the pilot, significantly improving programming going forward



Fellows shared that they **found the support and guidance provided by program activities to be very impactful**, a sentiment echoed by coaches and advisors



2023-2024 Program Overview *Structure & Format*

An 11-month immersive program....

Stage 1 (Months 1-2)

- Cohort Formation & Needs Assessment
- In-Person Kick-Off Meeting
- Virtual Meetings
 - Coaching

Stage 3 (Months 7-11)

- Project Implementation
 - Virtual Meetings
- Celebration and Closing Meeting

Stage 2 (Months 2-6)

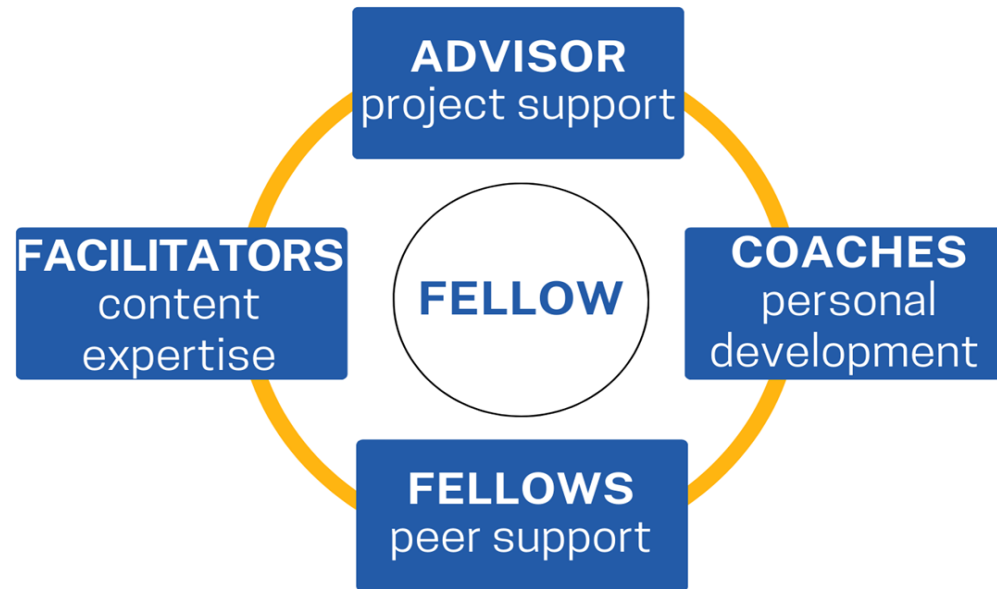
- Logic Model & Theory of Change Development
 - Virtual Meetings
 - Project Advising
- Optional Coaching

Post-Program

- Ongoing Alumni Learning Collaborative
- Continued Project Implementation



....with fellows supported by a team on their EGL journey



Program Components

★ 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 and team-based learning guided by facilitators and mentors

3 years of CBHL membership + ongoing support through an alumni learning collaborative

Program Components



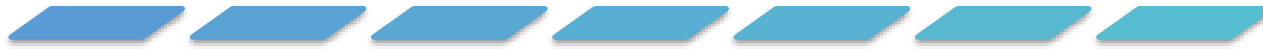
Curriculum & Facilitation

- Curriculum based on the Principles of Change
- In-person and virtual cohort sessions featuring numerous subject matter experts
 - Includes time for reflection, connection, and exploration
- Self-directed learning tied to individual goals through multiple modalities
- Flexible and adaptable

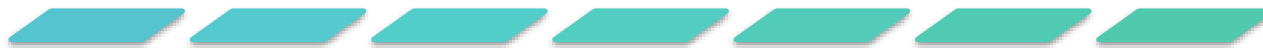


A Day in the Life of a Cohort Meeting..

Welcome & Group Agreements



Grounding Meditation



Connection and Reflection



Subject Matter Expert Presentations and Discussion



Using Data-Driven Systems: Examining Data around Disparities from an Evaluation Perspective

Cultural Humility, Intersectionality, Allyship to Accomplice



Debrief and Close



01 Curriculum
Expand knowledge and build experience the Principles of Change

02 Facilitation
Foster a safe space for collaboration

Two blue callout boxes with white text and orange hexagonal icons containing the numbers 01 and 02. The first box is for 'Curriculum' and the second is for 'Facilitation'. A vertical dashed line connects the two boxes.

Self-directed learning can take many forms..



Participating in a webinar on community-led racial healing models



Reading a book about the damage caused by racism from the perspective of trauma and body-centered psychology



Engaging in a local community meeting to hear from community members about concerns related to equitable access to care



Listening to a podcast about innovative practices for using data to examine and eliminate disparities in services

Program Calendar – Full Cohort Meetings

- In-Person Meetings:
 - Kick-Off – September 14-15, 2023, in Sacramento, CA
 - Closing & Celebration – August 1-2, 2024, on East Coast (*Location TBD*)
- All other meetings are virtual

Program Month	Month	Event	Date & Time
2023			
Month 1	September	In-Person Kick-Off Day 1 <i>Sacramento, CA</i>	Thursday, September 14 9am – 5pm PT
Month 1	September	In-Person Kick-Off Day 2 <i>Sacramento, CA</i>	Friday, September 15 9am – 5pm PT
Month 1	September	Virtual 3-hour meeting	Friday, September 22 9am – 12pm PT / 12pm – 3pm ET
Month 1	September	Virtual 3-hour meeting	Friday, September 29 9am – 12pm PT / 12pm – 3pm ET
2024			
Month 5	January	Virtual 3-hour meeting	Friday, January 12 9am – 12pm PT / 12pm – 3pm ET
Month 5	January	Virtual 3-hour meeting	Friday, January 19 9am – 12pm PT / 12pm – 3pm ET
Month 5	January	Virtual 3-hour meeting	Friday, January 26 9am – 12pm PT / 12pm – 3pm ET
Month 6	February	Virtual 3-hour meeting	Friday, February 2 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 5 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 12 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 19 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 26 9am – 12pm PT / 12pm – 3pm ET
Month 11	July	Virtual 3-hour meeting	Friday, July 19 9am – 12pm PT / 12pm – 3pm ET
Month 11	July	Virtual 3-hour meeting	Friday, July 26 9am – 12pm PT / 12pm – 3pm ET
Month 11	August	In-Person Celebration Day 1 <i>East Coast (Location TBD)</i>	August 1, 2024 9am – 5pm ET
Month 11	August	In-Person Celebration Day 2 <i>East Coast (Location TBD)</i>	August 2, 2024 9am – 5pm ET

Mentorship



- Fellows will receive group and individualized leadership support through mentorship
 - **Coaches** will provide individualized 1:1 support based on personal goals
 - Three individual coaching sessions with accredited or certified coaches
 - **Advisors** will provide small group project support to support collaborative projects
 - Up to 9 meetings; advisors have subject matter expertise in the collaborative topic project
 - **Facilitators** will also serve as mentors, enhancing both personal and professional growth throughout the program
 - **Fellows** will provide peer to peer mentorship by supporting one another through the program
 - **Wellness Coach** will provide group wellness support (optional)

We learn by doing...



- Fellows will be assigned to small groups to work on a collaborative project to advance equity in their organization, community, or region
- The purpose is to explore and identify an organizational or community need and co-produce a solution
- Fellows will be supported through the program to collaboratively design, develop, address challenges, and begin implementation of the project
- Project teams will be supported by advisors, facilitators, and evaluators during the Program, with continued support through the learning collaborative

Making an impact



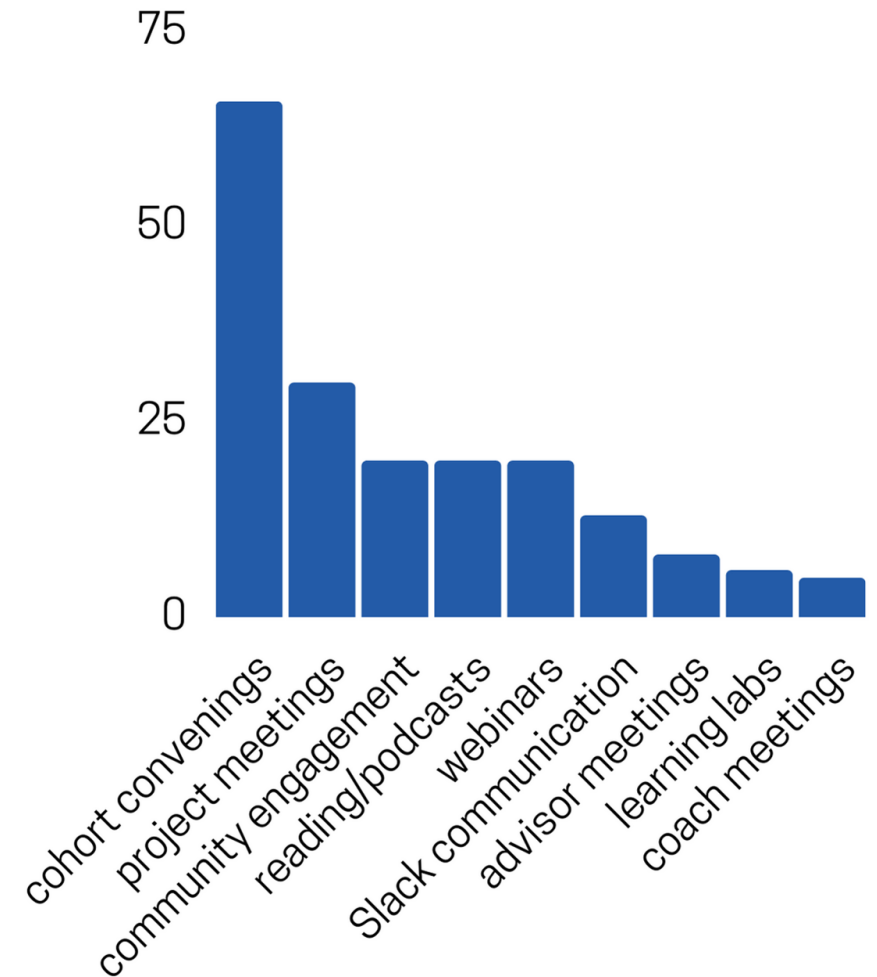
- **California** fellows focused on diversity, equity and inclusion in their hiring and retention practices. Fellows collaborated with their advisor and consultants to develop hiring and retention that focused on "creating a healthy work environment that is inclusive and diverse and in which people want to work and stay
- An **Ohio** fellow focused on an inclusive anti-stigma and wellness campaign to increase awareness and representation in the recovery
- **Texas** fellows focused on creating and implementing a Health Equity Framework – centered on racial justice and language justice and cross-cultural issues – that guides both internal policies and processes, as well as across state and local level policy and practice.



2023-2024 Program Overview *Time Commitment*

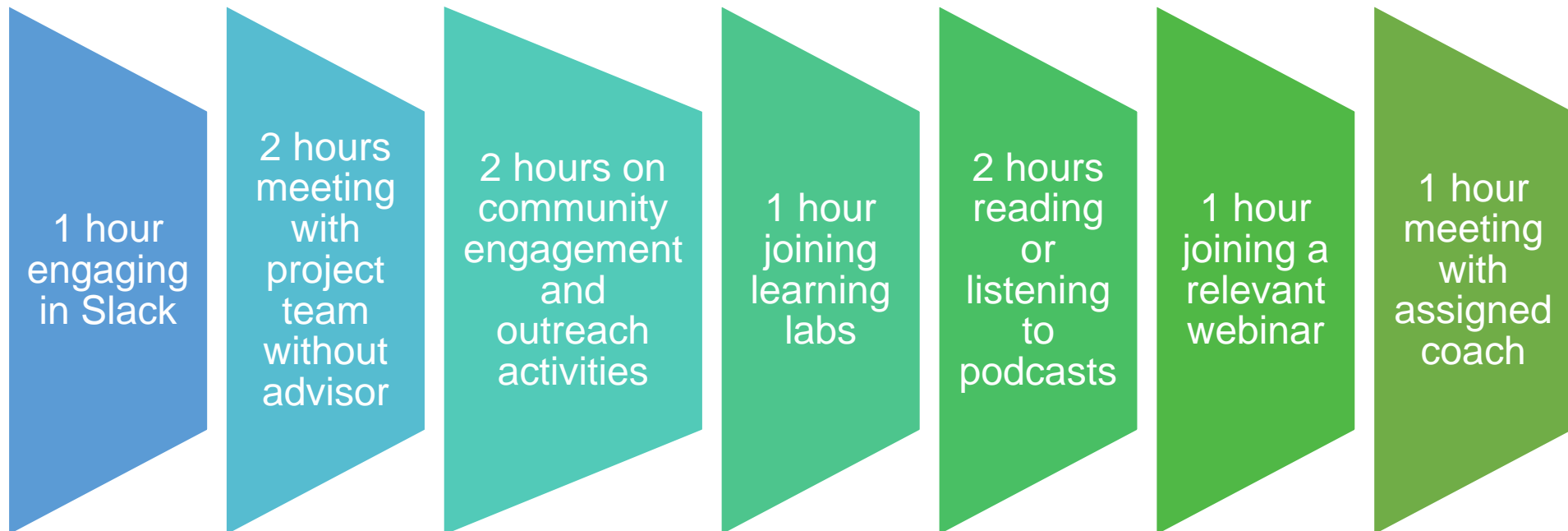
This work takes commitment

*Meaningful participation
in the program is
estimated to take
~200 hours (25 days)
over 11 months*



A month in the program might look like...

- Up to 10 hours/month x 11 months for self-guided and team-based activities
- A sample breakdown of a month in the program might look like:



Meaningful participation is critical for cohort success

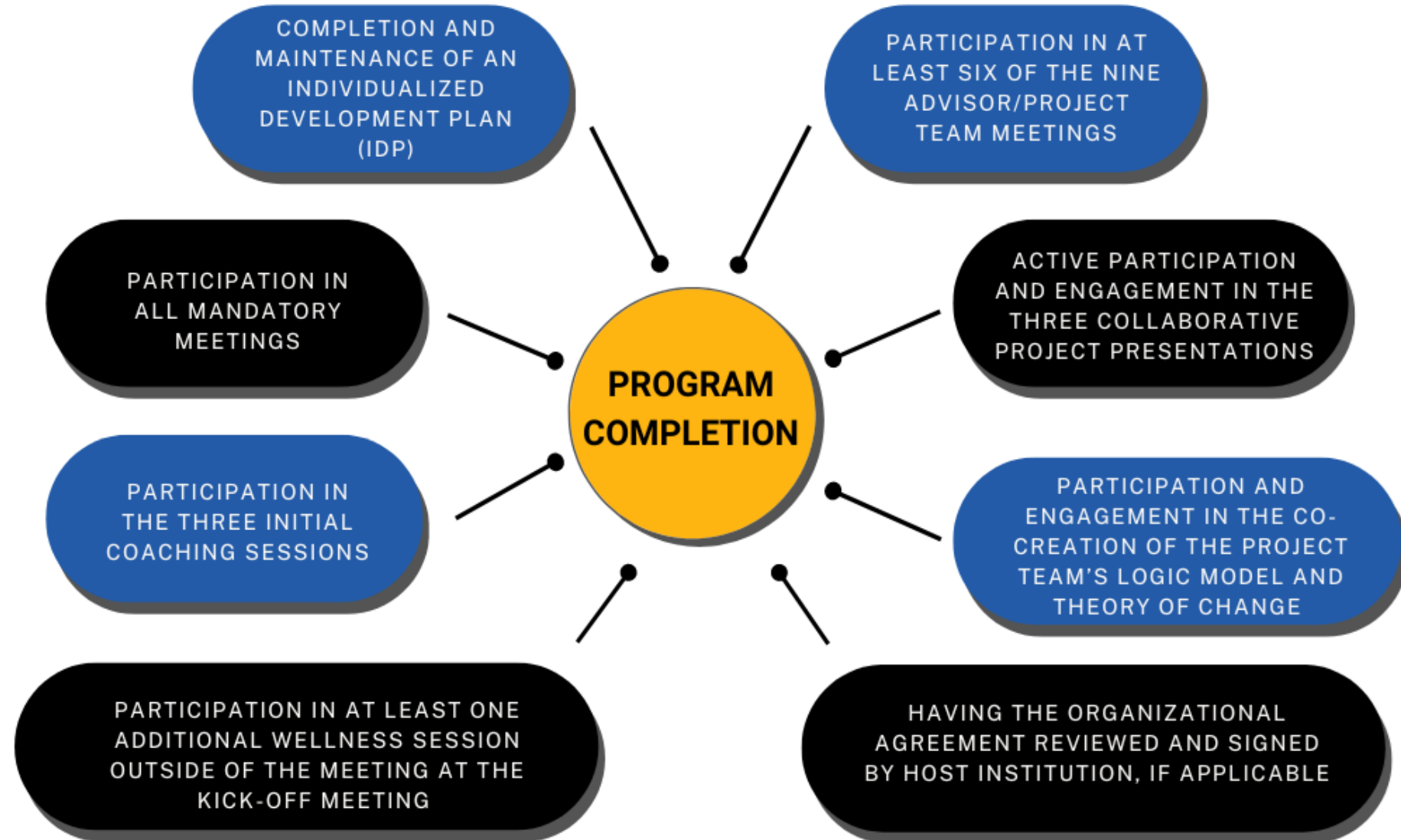


- Kick-off and closing sessions (in person) are required
- All virtual cohort sessions are designed for full cohort participation and engagement
 - 80% attendance is required for program completion
- Optional session participation (social hours, consultation hours, learning labs) is highly encouraged!

Of course, life happens - exceptions will be discussed, equitably, on a case-by-case basis

EQUITY-GROUNDED LEADERSHIP FELLOW PROGRAM

Requirements for Program Completion





Program Completion

- **Indicates commitment** to equity-grounded leadership
- Equity-grounded leadership is a **constant state** of learning, active humility, ongoing personal and professional development
- Upon completion, transition to the Learning Collaborative
 - Follows an ECHO Model
 - Monthly meetings with prior cohort(s)
 - Additional details provided to accepted applicants



Application Process and Requirements

Who Should Apply?

- Current or emerging behavioral health leaders of all levels with learned and lived experience who are **open, willing, and prepared to engage in change efforts** to advance behavioral health equity in their organization, community, or region
- Public or non-profit mental health, behavioral health, or substance use services, prevention, or advocacy; emergency medical services, law enforcement, and other first responder organizations; criminal justice; education; hospitals; community-based organizations; and others whose work intersects with behavioral health

Before Applying

- Viewing this webinar, live or recorded, is a requirement
- Webinar should be viewed by both the applicant **and** a responsible party at their home institution, e.g., supervisor, manager, Board, etc., **to ensure shared understanding of the commitment** being made and expectations of the program - for both the fellow and organization
 - Applicants should also confirm that their home organizations are willing to sign an agreement to create space for program commitments (if applicable), which is a requirement upon acceptance
- Please **confirm availability** for all mandatory meeting dates/times



Application Submission Process

Review	Review PDF Application Form
Prepare	Prepare responses and materials
Submit	Submit application via Typeform

The College for Behavioral Health Leadership

Equity-Grounded Leadership Fellow Program: 2023-2024 Cohort Application

Prior to submitting your application through this platform, **please review the Application Form**. We recommend preparing your responses in a word document prior to completing this application.

Start press Enter ↵

⌚ Takes 7+ minutes

Application Materials

- Resume or CV demonstrating relevant leadership skills and experiences
- A brief bio (200 words or less) tailored to discuss personal and professional experiences in equity and anti-racism
- A personal statement (250 words or less)
 - Outlining reasons for participating in the EGL Fellow Program, personal and professional development goals, and plans for improving equity in your organization, community, or region in the future
- A vision statement (150 words or less)
 - Outlining your vision for the community, including how this can be facilitated by participation in the EGL Fellow Program (imagine yourself outside your role at your employer)
- Principles of Change Scale
 - Not seeking a certain score to determine acceptance- will use aggregate results along with the full application package to assess for alignment with the cohort

Application Materials

- Letter of commitment signed by both the applicant and home organization, if applicable, detailing program expectations and accommodations that will be made to foster the fellow's participation in the program
 - If applicant would participate in the 11-month program “on work time,” the letter of commitment is applicable
 - For example, if working full-time, how will additional time for these requirements be created?
- If participating in the program “on your own time,” the letter of commitment is still required but can exclude the home organization signature



Application Timeline

Applications are due by June 12, 2023

12 June 2023

14 July 2023

Applicants will be notified of acceptance by July 14, 2023



Costs and Sponsorship Opportunities

Program costs

- The cost of the 2023-2024 EGL Fellow Program is \$11,800 per fellow
 - Includes the costs associated with curriculum facilitation, coaches, advisors, and 3-years of CBHL membership
- The program fees **do not** include travel
 - Attendance at in-person meetings is a requirement of program completion
- Payment is due by August 30, 2023
 - For some fellows, program fees may be split into two payments of \$5,900, with the first due by August 30, 2023



Sponsorships

- A limited number of sponsorships are available for select applicants who demonstrate exemplary promise as an equity-grounded leader, whose host organizations would otherwise be unable to submit the program fees, and who serve communities with limited access to resources
 - Sponsorships may be limited to specific geographies or participant roles
- If you are interested in apply and require sponsorship but do not see an available sponsorship you qualify for, there are still opportunities for sponsorship and **we encourage you to apply!**



Current Committed Sponsorships

- 2-4 behavioral health leaders in Ohio
- 3 behavioral health leaders in California
 - 1 Emergency Medical Services focused leader
- 3 behavioral health leaders in Colorado
- *Additional sponsorships available dependent upon applications*

Questions?



Contact



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Director of Operations

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