

Application to The College for Behavioral Health Leadership 2024-2025 Equity-Grounded Leadership Fellow Program

[Equity-grounded leadership](#) stems from the understanding that the current systems are unjust. It empowers leaders to mobilize themselves and others to create positive change. Equity-grounded leadership begins with courageous inquiry of personal and professional biases that impact how one views oneself and others. Through their work with The College for Behavioral Health Leadership (CBHL), leaders learn how to influence others to create resilient communities and promote healing.

Launched through a pilot cohort in 2022, the [Equity-Grounded Leadership \(EGL\) Fellow Program](#) is in its third year of implementation. This innovative program shifts the focus of cross-sector behavioral health leaders to intersectionality, equity, and anti-racism for behavioral health systems transformation to:

- 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.

Equity-grounded leadership is anti-racist, person-centered, recovery-oriented, and trauma-informed and acknowledges that individuals have different experiences, abilities, needs, and strengths. It empowers leaders to account for differences and develop decision-making strategies that includes all voices. Equity-grounded leadership ensures all leaders are equipped to lead with influence and from a position of love and humility. Equity-grounded leadership recognizes the danger caused by unchecked power and hierarchies in all forms and works to mitigate them. It demands transformative solutions away from the status quo. It differs from leading from a place of equality, which is about sameness and assumes that all individuals will benefit from being provided the same support.

The EGL Fellow Program:

- **Focuses on the individual as a leader.** Participants will learn to lead visibly as their authentic self. Personal goals will be identified and progress measured.
- **Prioritizes the power of relationships.** The cohort will develop a shared vision. Curriculum will be delivered in a circular (person-centered) versus hierarchical approach to emphasize competencies aligned with the vision. Relationships will be cultivated with other leaders and with community, and will continue beyond the Program.
- **Spurs collective action.** Participants will take action through collaborative learning. They will develop practical and transformative solutions resulting in collective change for their organization, community, or region.

- **Is adaptable.** The content and approach are based on individual and cohort experiences, goals, and needs. Program requirements are directly aligned with work that already is or needs to occur, thus supportive of existing (or necessary) efforts.

Program Expectations

The 2024-2025 Cohort will convene from September 12, 2024, to August 1, 2025. Program expectations will be detailed in the [pre-application and overview webinar](#).¹ Meaningful engagement in the EGL Fellow Program entails a time commitment of approximately 200 hours (25 days) of participation during the 11-month program period.² This includes:

- 66 hours of hybrid, full cohort meetings (at various sessions across 11 months)
- A minimum of 9 hours of advisor meetings (1-hour monthly meetings across nine months)
- Individual coaching meetings (three 1-hour meetings across 12 weeks)
- Up to 10 hours/month of self-paced and team-based learning activities, such as participating in learning labs, attending webinars, or joining learning labs or wellness sessions, among other activities

Following participation in the 11-month program period, fellows transition to an Equity-Grounded Leadership Learning Collaborative where they will collaborate with leaders from past cohorts, and they will receive an additional two-year membership to CBHL.

Curriculum

Through individualized curriculum design, fellows will gain knowledge and experience across the five [Principles of Change](#). The principles guiding the EGL Fellow Program are that an equity-grounded leader:

- 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

Curricula include in-person and virtual sessions, and self-paced learning tied to individual goals through multiple modalities.

Sample Syllabus Snapshot

A [sample syllabus snapshot](#) is available to preview program expectations/schedule. The curriculum and associated learning objectives are tailored to meet the needs of each cohort. A final syllabus, reflective of the needs of the cohort, will be available at the beginning of the program.

¹ The pre-application and overview webinar is scheduled for May 15, 2024. A recording will be made available post-event.

² Please refer to the [sample syllabus snapshot](#) for an example of curriculum and program schedule.

Mentorship, Coaching, and Advising

Fellows will receive support and mentorship through the program support team, colleagues in the program, and EGL Fellow Program alumni. Fellows will receive individualized leadership support through coaches, who will support personal development and growth, and advisors, who will assist with experiential projects. Fellows will meet with their coaches for three individual sessions, and with their advisors and experiential project team monthly.

Experiential Project

In the program, fellows engage in an experiential project with up to five of their peers, supported by advisors and evaluators, to:

- Apply new ideas to solve current problems, challenges or needs
- Apply analytical and measurement techniques to understand community impact of project
- Promote systems change
- Demonstrate change in key equity and inclusion metrics

Through the project, fellows will explore and identify an organizational or community need and will strategize how to make an impact and address any challenges. By program completion, fellows will have taken steps towards implementing this plan, taking action to address the issue, with support of their peers, assigned advisor, and evaluation team. A project menu will be provided upon acceptance and orientation, aligned with curriculum, to support project development.

Facilitation

Together, fellows will build with one another as a cohort, with intentional effort to co-create a safe, brave, and liberated space for collaboration and growth. Convenings will include time for reflection and connection, creating an opportunity for fellows, along with the EGL Facilitators, to cultivate an environment conducive to learning, growth, and action.

Program Calendar

Fellows are expected to fully engage in mandatory events.³ Interested applicants who have conflicts with the in-person convening dates and/or three or more of the virtual convening dates are encouraged to apply for a future cohort.

Successful program completion requires engagement in cohort meetings (fellows must participate in 100% of the in-person convenings and at least 80% of the virtual convenings), a minimum of 9 advisor meetings (dates TBD upon acceptance and experiential project group selection), and 3 individual coaching meetings (dates TBD post-acceptance). The program calendar below includes all pre-scheduled cohort meetings, excluding coach and advisor meetings which are scheduled post-acceptance.

³CBHL defines “fully engaging” as being on time, participating in the entirety of meetings, and having video turned on (as reasonably possible) for virtual meetings.

Program Month	Month	Event	Date & Time
2024			
Month 1	September	In-Person Kick-Off Day 1 <i>Sacramento, CA</i>	Thursday, September 12 9am – 5pm PT
Month 1	September	In-Person Kick-Off Day 2 <i>Sacramento, CA</i>	Friday, September 13 9am – 5pm PT
Month 1	September	Virtual 3-hour meeting	Friday, September 20 9am – 12pm PT / 12pm – 3pm ET
Month 1	September	Virtual 3-hour meeting	Friday, September 27 9am – 12pm PT / 12pm – 3pm ET
2025			
Month 5	January	Virtual 3-hour meeting	Friday, January 10 9am – 12pm PT / 12pm – 3pm ET
Month 5	January	Virtual 3-hour meeting	Friday, January 17 9am – 12pm PT / 12pm – 3pm ET
Month 5	January	Virtual 3-hour meeting	Friday, January 24 9am – 12pm PT / 12pm – 3pm ET
Month 5	January	Virtual 3-hour meeting	Friday, January 31 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 4 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 11 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 18 9am – 12pm PT / 12pm – 3pm ET
Month 8	April	Virtual 3-hour meeting	Friday, April 25 9am – 12pm PT / 12pm – 3pm ET
Month 11	July	Virtual 3-hour meeting	Friday, July 18 9am – 12pm PT / 12pm – 3pm ET
Month 11	July	Virtual 3-hour meeting	Friday, July 25 9am – 12pm PT / 12pm – 3pm ET
Month 11	July	In-Person Celebration Day 1 <i>East Coast (Location TBD)</i>	Thursday, July 31 9am – 5pm ET
Month 11	August	In-Person Celebration Day 2 <i>East Coast (Location TBD)</i>	Friday, August 1 9am – 5pm ET

Cost

The cost of the 2024-2025 EGL Fellow Program is \$10,950 per fellow. The program fees include the costs associated with curriculum facilitation, coaches, advisors, and CBHL membership. The program fees do not include travel to the in-person kick-off meeting in Sacramento, CA nor to the in-person celebration meeting (location TBD on the East Coast). Attendance at the in-person meetings is a requirement of program completion.

Payment is due to The College for Behavioral Health Leadership by August 30, 2024. Payment options will be discussed with accepted fellows; and will include a paid in full option for the \$10,950, and a split payment option with two payments of \$5,475.

Sponsorships

A limited number of sponsorships will be 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. Applicants/host organizations are responsible for travel to in-person meetings (e.g., flight, ground transportation, hotel, per diem, etc.). For some applicants who are accepted as a sponsored fellow, travel may be partially or fully covered. Applicants will indicate where prompted in the application form if sponsorship is required for participation.

Sponsorships may be limited to specific geographies or participant roles. Some sponsors may request a report-out or final presentation at program completion.

We encourage interested applicants to apply if sponsorship is needed.

Sponsorship Request Letter Template

Interested applicants are encouraged to seek their own sponsorship and/or support from their organization. If funding is not available through your organization, funding may be available in your community, region, or state. A customizable [sponsorship request template](#) is available to use as a starting point for seeking sponsorship and/or support from an organization.

Application Requirements

In order to apply, applicants (and their immediate supervisors if applying to participate as part of an institution, e.g. “on work time”) are expected to participate in or stream the EGL Fellow Program pre-application and overview webinar. The webinar will be held on May 15, 12pm PT / 3pm ET. Webinar registration can be found [here](#). The webinar will be recorded for those who are unable to attend live.

Applicants are asked to submit to CBHL:

- A completed application form, which includes demographic details
- A brief bio (250 words or less)
- CV or resume, demonstrating leadership skills and relevant experiences
- A personal statement outlining:
 - Reasons for participating in the fellow program
 - Personal and professional development goals
 - Personal and professional experiences in equity and anti-racism
 - Plans for improving equity in the organization, community, or region in the future
 - Vision for yourself as an equity-grounded leader or vision for your community or region: how can your participation in the EGL Fellow Program help facilitate this vision

Personal statements should not exceed 350 words.

Suggestions for the personal statement include describing how you currently apply leadership skills in your community; demonstrating an awareness of the people, systems, policies, and cultures in your community that intersect with the behavioral health system; how you hope to advance your own personal development through participation in the EGL Fellow program; Indicating an understanding of how equity-grounded leadership translates to the context of your own organization, what partnerships are needed in your community to increase equity, and who would be most impacted by equity-grounded leadership in your organization, community, or region are additional recommendations for strong personal statements.

- A letter of commitment signed by both the applicant and employer/home organization, if applicable, detailing program expectations and accommodations that will be made to foster the fellow's participation in the program. The letter of commitment must also either describe the home organization's commitment to paying the \$10,950 program fees by August 30, 2024, or otherwise describe why a sponsorship would be requested for the applicant, and whether a partial or full sponsorship is needed. The commitment letter must also indicate agreement to pay travel costs (e.g., flight, hotel, ground transport, per diem, etc.) associated with the required in-person travel (or sponsorship need for in-person travel).
 - A direct supervisor or other accountable home organization member signature is required if the applicant would be participating "on work time," e.g., participating in the program as part of their daily work expectations. If the applicant would participate as an individual (e.g., self-employed or participating on personal time outside of work) this letter can exclude the employer/home organization signature. Upon acceptance, the home institution will sign an agreement to further detail this commitment to the fellow's participation in the program.

Submission Instructions

The application materials listed above should be submitted via the [application portal](#).

Deadline

The deadline for submission of the application package is June 24, 2024.

Selection Criteria

Only applicants who submit complete application packages by the deadline will be considered. CBHL application reviewers will give preference to applicants who clearly demonstrate leadership experience that can be enhanced through the acquisition of equity-grounded principles and practices. Applicants will also be selected based on their potential to integrate learning from the EGL Fellow Program into organizational, community, or regional transformation during and following program participation. Preference will be given to applicants of underrepresented, marginalized, and oppressed groups.

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 are encouraged to apply. The ideal applicant is working in health care, policy, community, advocacy, or peer-led recovery organizations and recognizes the disparities that exist within these arenas - seeking to interrupt the status quo. Behavioral health leaders committed to

and passionate about driving systems transformation, including but not limited to 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, are invited to apply to join the EGL Fellow Program.

Up to 25 applications will be accepted. Selected applicants will be notified by July 14, 2024 via email to the address provided on the application form.

Application Office Hours

The EGL Program Team will hold office hours throughout the duration of the application period. If you have any questions related to the program or application components/process, we encourage you to attend office hours. You can sign-up for a 15-minute office hour slot [here](#).

Contact

Please direct any questions to Aly Feye, CBHL Director of Operations, at afeye@leaders4health.org

If you are not participating on work time, and if accepted into the program, do you agree to personally pay these funds by June 30, 2024?

Yes No - Requesting Sponsorship

If seeking sponsorship, please describe the rationale for your sponsorship request. If seeking partial sponsorship, please also include an estimate of the sponsorship amount that will be required.

With which group do you most strongly identify? Please feel free to check all that apply. Please feel free to specify further details.

- Asian, Hawaiian, or Pacific Islander: _____
- Black or African Diaspora Peoples: _____
- Hispanic or Latino: _____
- Native or First Nation Peoples: _____
- White (or European decent): _____
- More than one race/ethnicity: _____
- A group not listed here: _____
- Unsure
- Prefer not to answer

Which most closely describes your gender?

- Woman
- Man
- Transgender Woman
- Transgender Man
- Non-Binary
- Agender
- Gender not listed. My gender is _____
- Prefer not to answer

What are your preferred pronouns? _____

Do you identify as part of the LGBTQIA2S+ community?

- Yes
- No
- Unsure
- Prefer not to answer

Do you have any experience navigating the behavioral health system on behalf of yourself or family members?

- Yes – Self
- Yes – Family
- Yes – Both
- No
- Unsure
- Prefer not to answer

What is your preferred email address for communication? Please note, if accepted, there may be sensitive information sent via email as part of your participation. We want to honor your preferences for utilizing a work, personal, or other email account accordingly. _____

If accepted, please describe any accommodations you would need to fully participate:

If accepted into the program, there are mandatory meetings that are required for program completion. While some meetings will be scheduled with accepted fellows after the program launches, e.g., advisor and coach meetings, others have been scheduled in advance. Please review the program calendar (on page 4 of this form) and affirm your availability. In order to meet the attendance requirements, accepted fellows must participate in 100% of the in-person convenings and at least 80% (at least 10 out of 12) of the virtual convenings. Do you have any known conflicts with the mandatory meetings that have been pre-scheduled?

Yes No

If yes, please explain any known conflicts with the mandatory meetings that have been pre-scheduled:
