



Equity-Grounded Leadership
Fellow Program
2024-2025 Cohort
Overview and Pre-Application Webinar
May 15, 2024

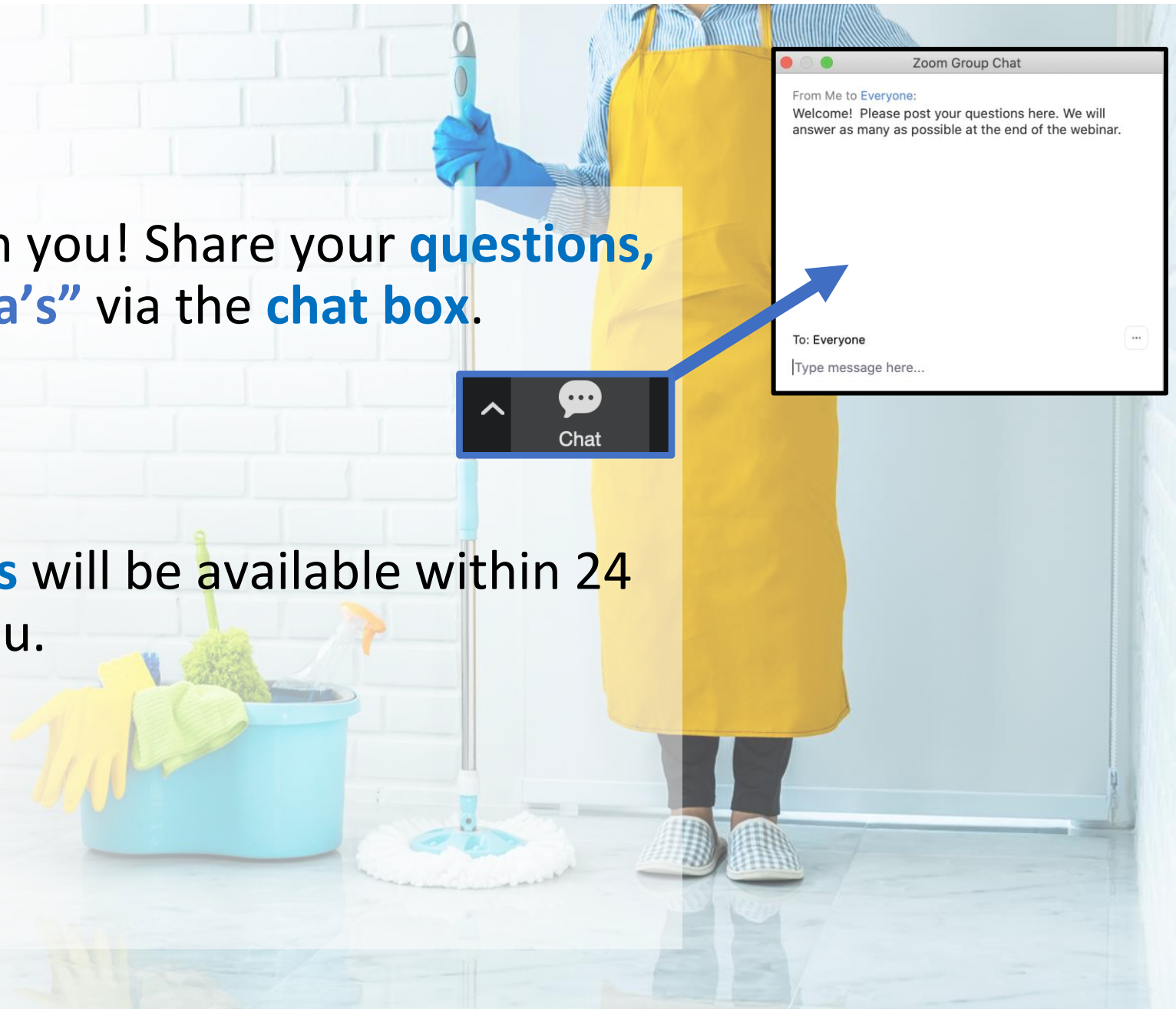
12:00pm PT / 1:00pm MT / 2:00pm CT / 3:00pm ET

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.

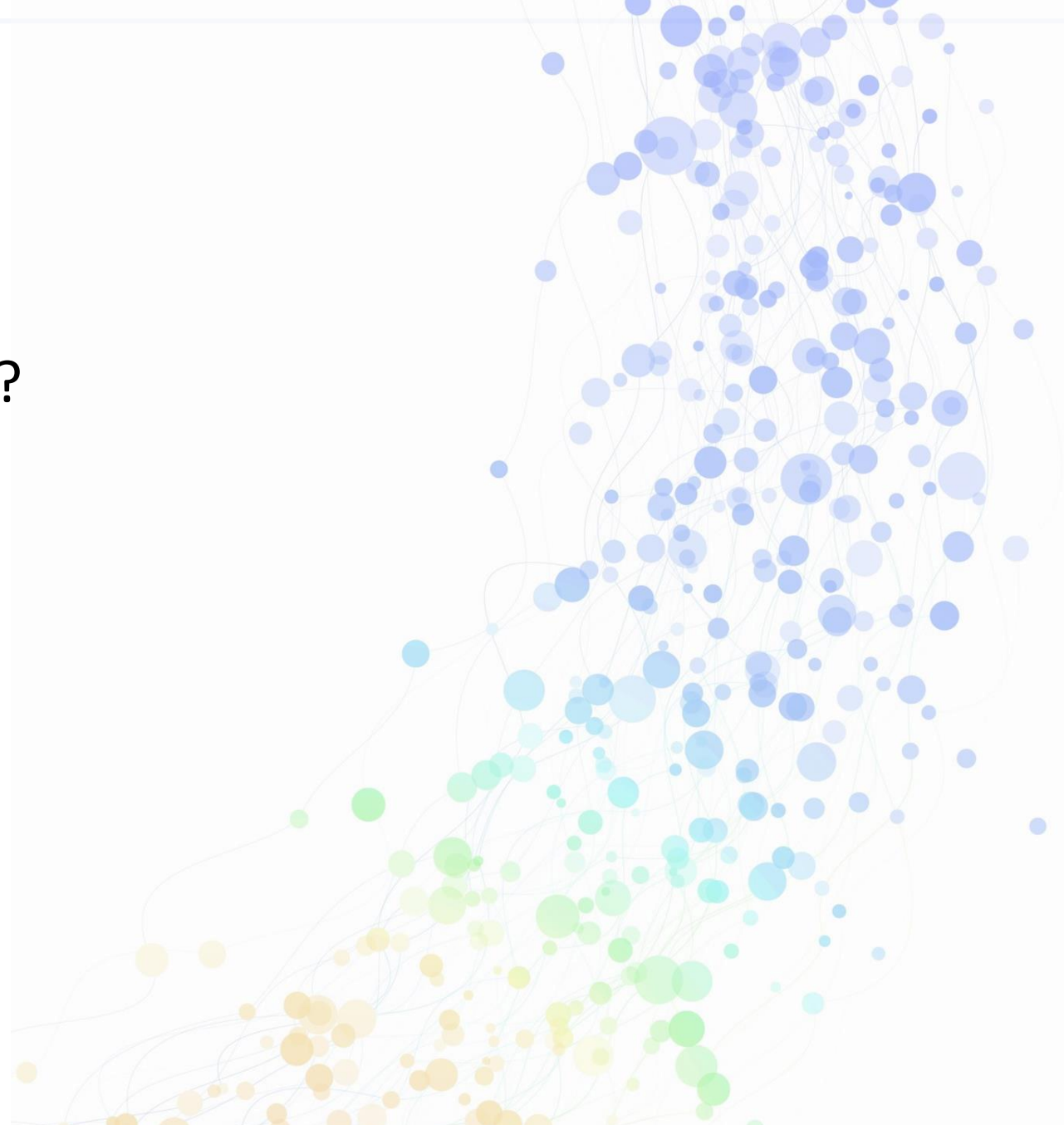


Welcome



Agenda

- Meet the Program Team
- What is the EGL Fellow Program?
- 2024-2025 Program Overview
- Application Process
- Costs and Sponsorships
- Q&A



Meet the Program Team



Ebony Chambers

Director of Equity-
Grounded Leadership
& 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

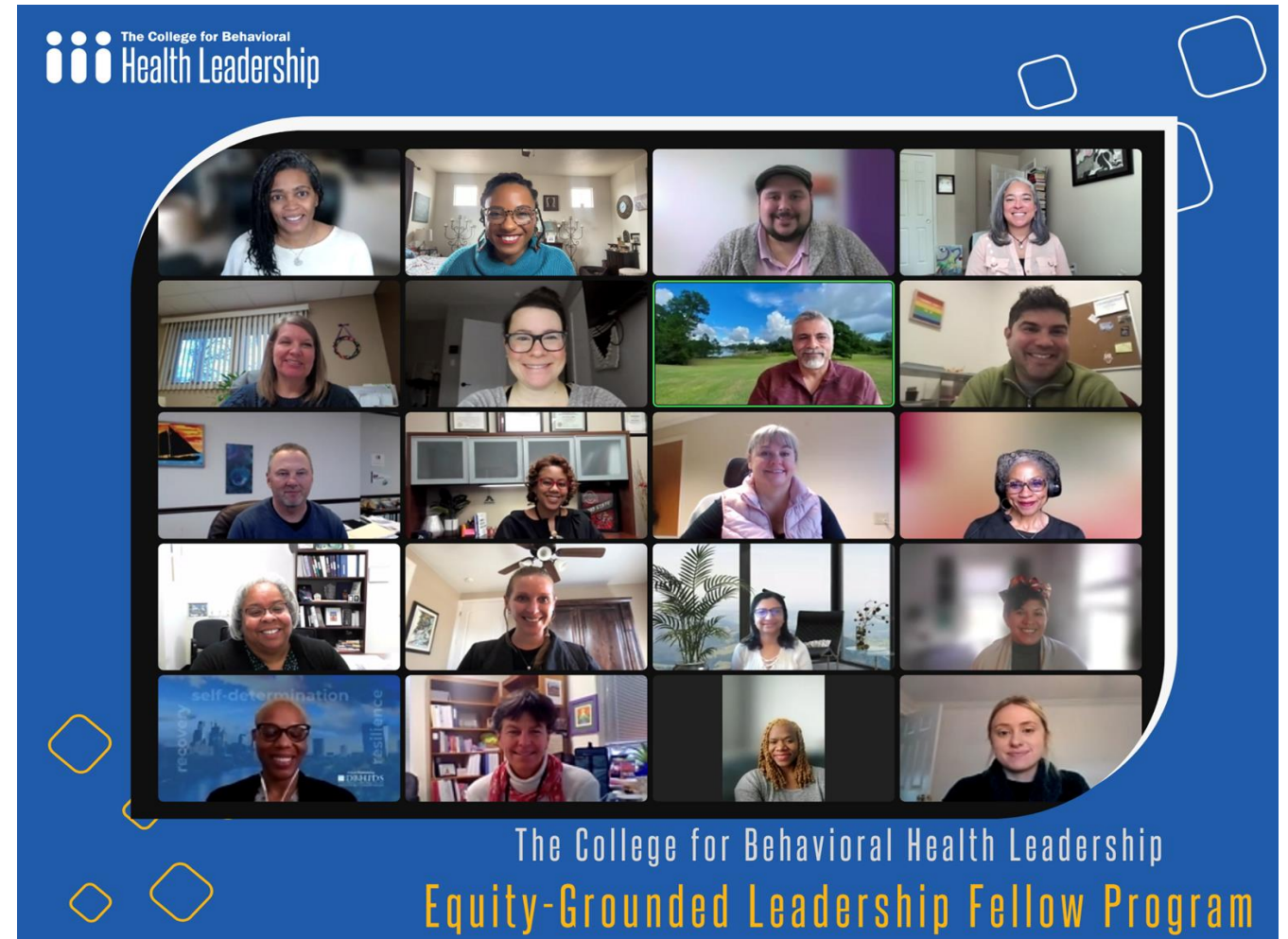


Demonstrates Transformational Leadership to Improve Communities

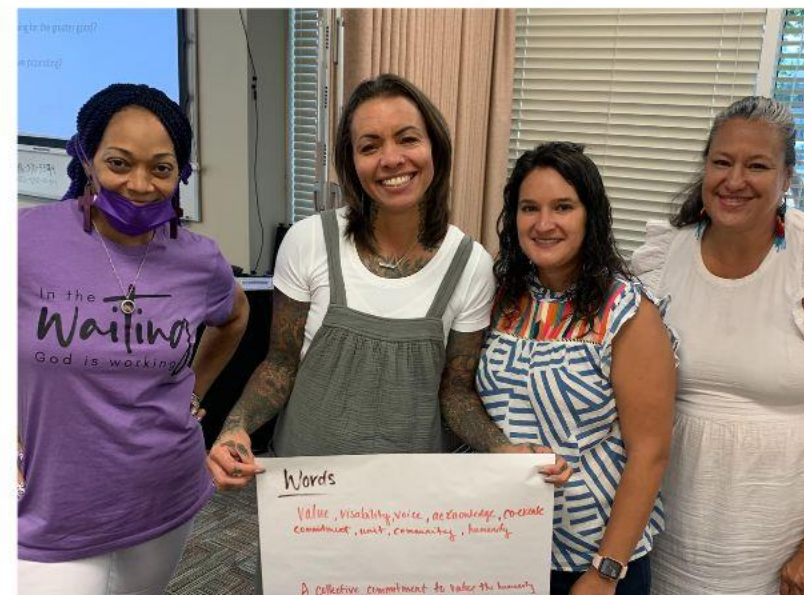


Pilot Cohort: 2022-2023

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



2023-2024 Cohort



2023-2024 Cohort Experience



Marnie Huffman Green, LCSW

American Rescue Plan Act (ARPA)
Mental Health and Social Resilience
Program Manager, Community
Services in Boulder County (CO)



Magdalena Sunshine Serrano, LCSW

Director of Behavioral Health and
Psychiatry Services for the Community
Health Centers of the Central Coast, Inc.
(CA)

2023-2024 Feedback | Fellow

“One of the highlights for me is that by following the curriculum I’ve been prepared to speak in public meetings and apply for two grants. I credit this program for giving me the confidence and knowledge to do this. It’s been amazing to have personal growth, to gain confidence, and to be together with other people doing amazing work.”

2023-2024 Cohort Feedback | Fellow

“As a rural, frontier organization my role as DEI manager is new. This program has helped me with the structure for developing an equity-grounded DEI strategic plan with an assessment process that doubles as an evaluation process, which will increase DEI accountability throughout leadership so it is not just on me.”

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

Benefits to Organization, Community, or Region



Develop an **organizational or community asset** that can be sustained, replicated, and applied



Initiate **equity-grounded change** driven by the fellow and with the support of a cadre of experts



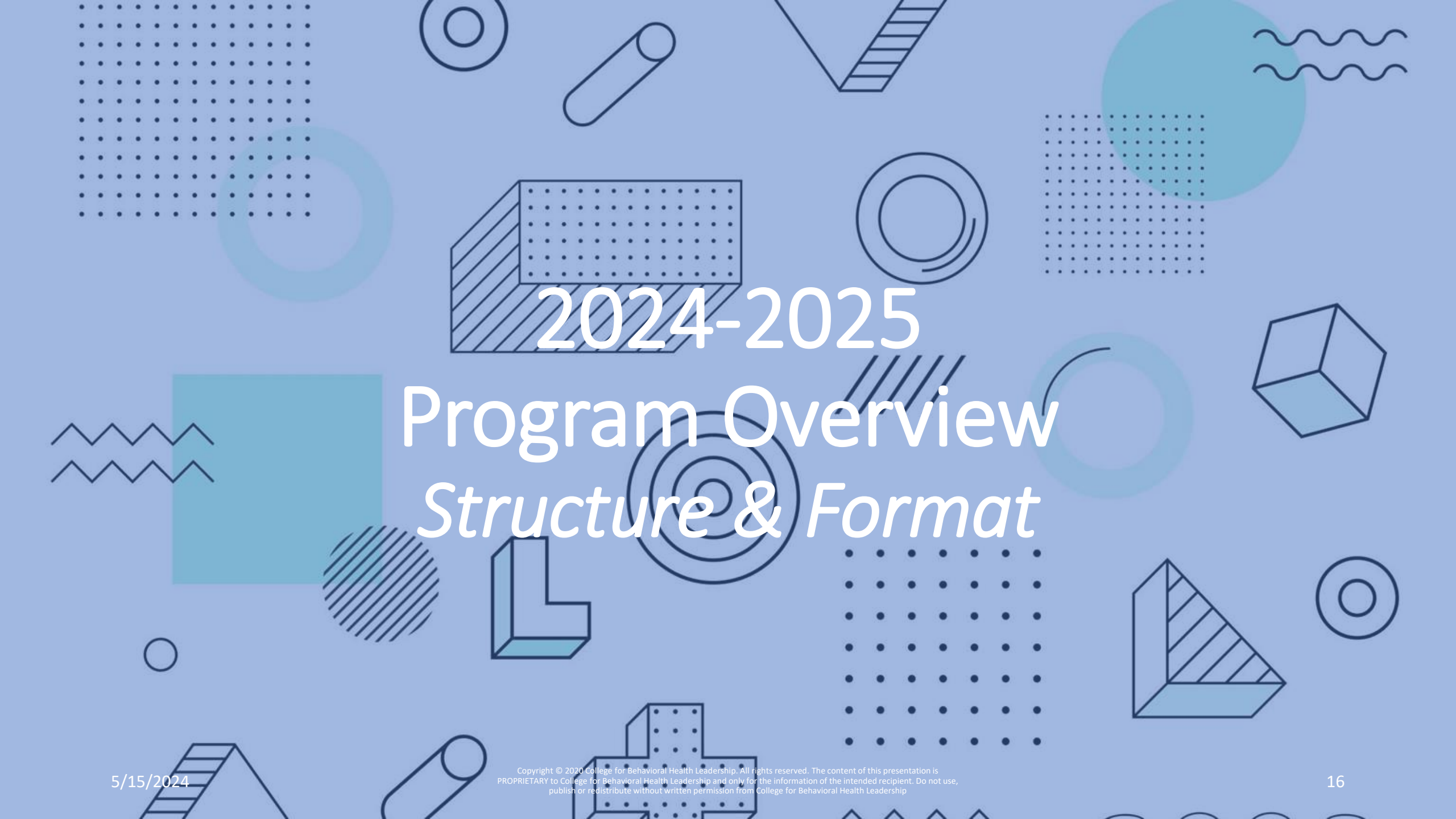
Improve organizational culture and increase connections between staff, resulting in higher staff satisfaction and lower turnover



Invest in the **acquisition of knowledge, skills, and attributes** for equity-grounded systems transformation



Access a **network of equity-grounded leaders** through the fellow's continued engagement in the Equity-Grounded Leadership Learning Collaborative



2024-2025 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)

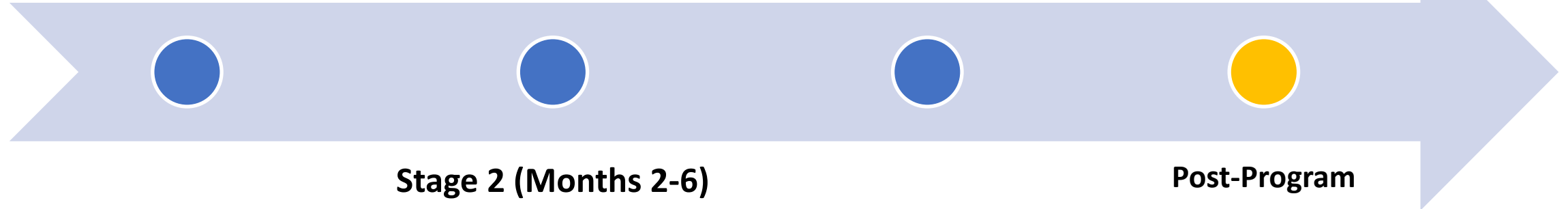
- Project Implementation
 - Virtual Meetings
- Celebration and Closing Meeting

Stage 2 (Months 2-6)

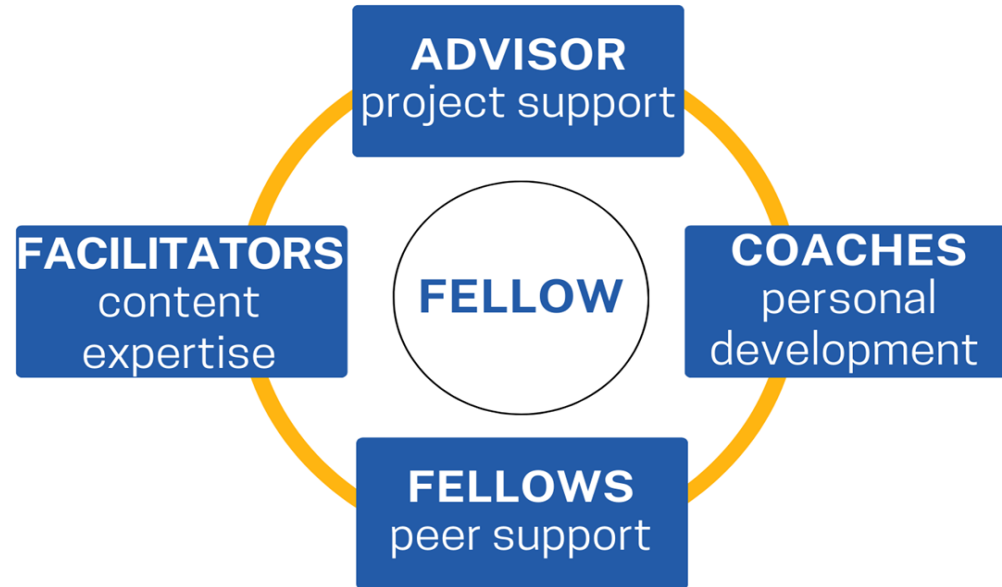
- Logic Model & Theory of Change Development
 - Virtual Meetings
 - Project Advising
- Optional Coaching

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 project designed to address inequities in behavioral health

Evaluation consultation office hours

Bi-monthly learning labs

Bi-monthly social hours

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



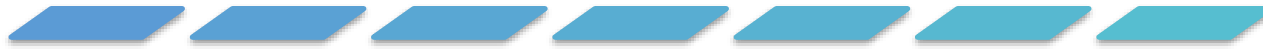
Curriculum & Facilitation

- Curriculum based on the Principles of Change
 - Tailored to meet the needs of each cohort
- 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

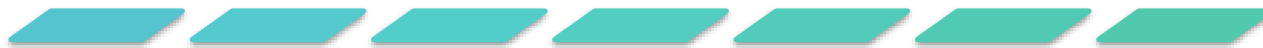


A Day in the Life of a Cohort Meeting..

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

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 12-13, 2024, in Sacramento, CA
 - Closing & Celebration – July 31-August 1, 2024 (*Location TBD*)
- All other meetings are virtual

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

Mentorship



- Fellows will receive group and individualized leadership support through mentorship
 - **Coaches** will provide individualized 1:1 support based on personal goals
 - 3 individual coaching sessions with accredited or certified coaches
 - **Advisors** will provide small group project support to support experiential projects
 - Up to 9 meetings; advisors have subject matter expertise in the experiential project topic
 - **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 an experiential 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



2023-2024 Cohort

- A **Colorado fellow** is developing a comprehensive Justice, Equity, Diversity and Inclusion training strategy for their organization
- An **Oklahoma fellow** is working on a project to increase community engagement and cultural competency to build a more representative workforce and enhanced care coordination with providers in the community

Pilot Cohort

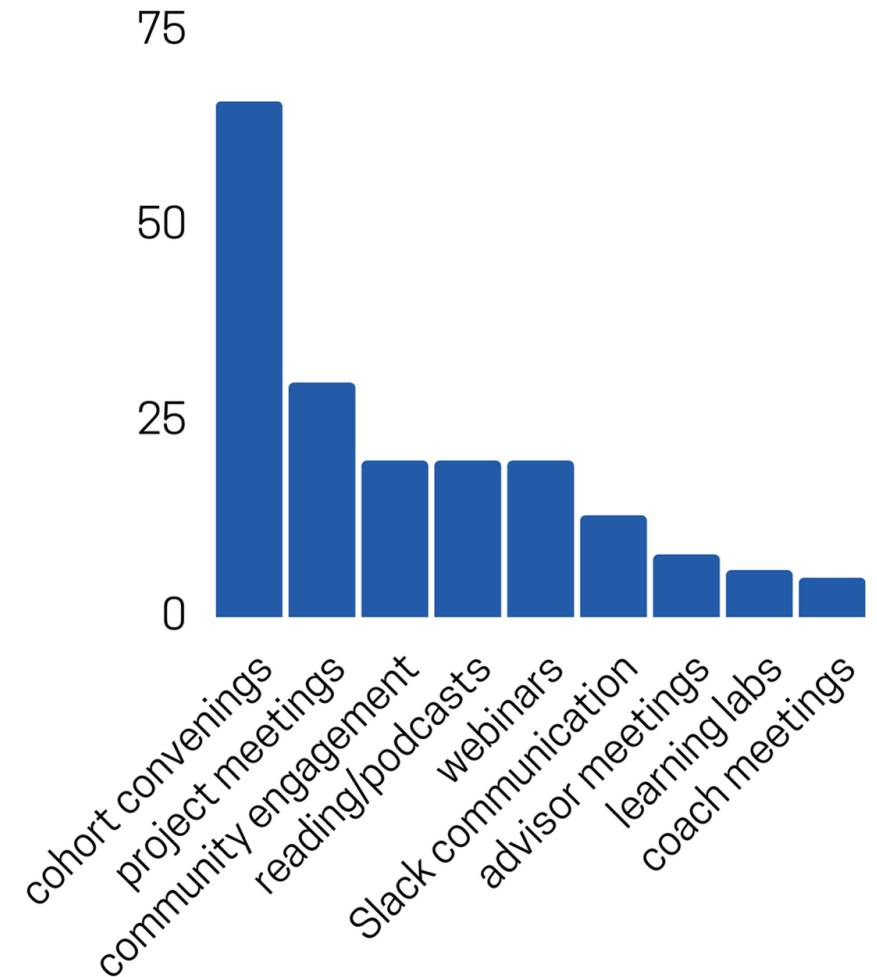
- **California** fellows developed hiring and retention practices focusing on DEI
- **Texas** fellows created and implemented a Health Equity Framework – centered on racial justice and language justice and cross-cultural issues – that guides both internal policies and processes, as well as across state and local level policy and practice.



2024-2025 Program Overview *Time Commitment*

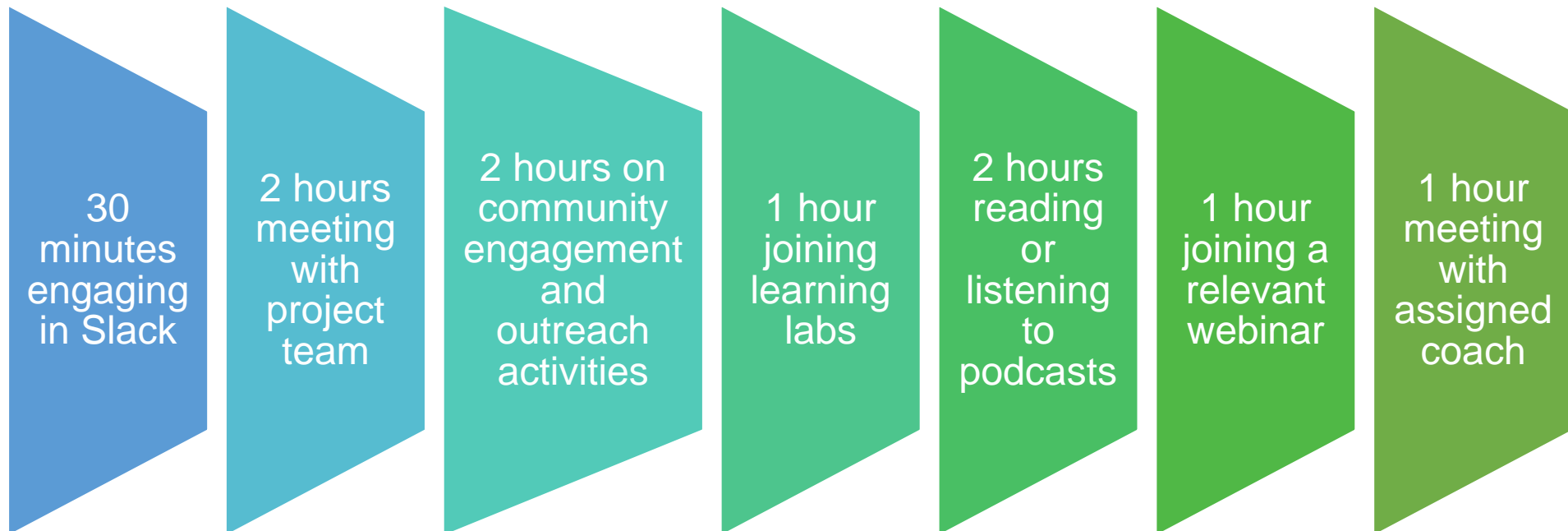
This work takes commitment

*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

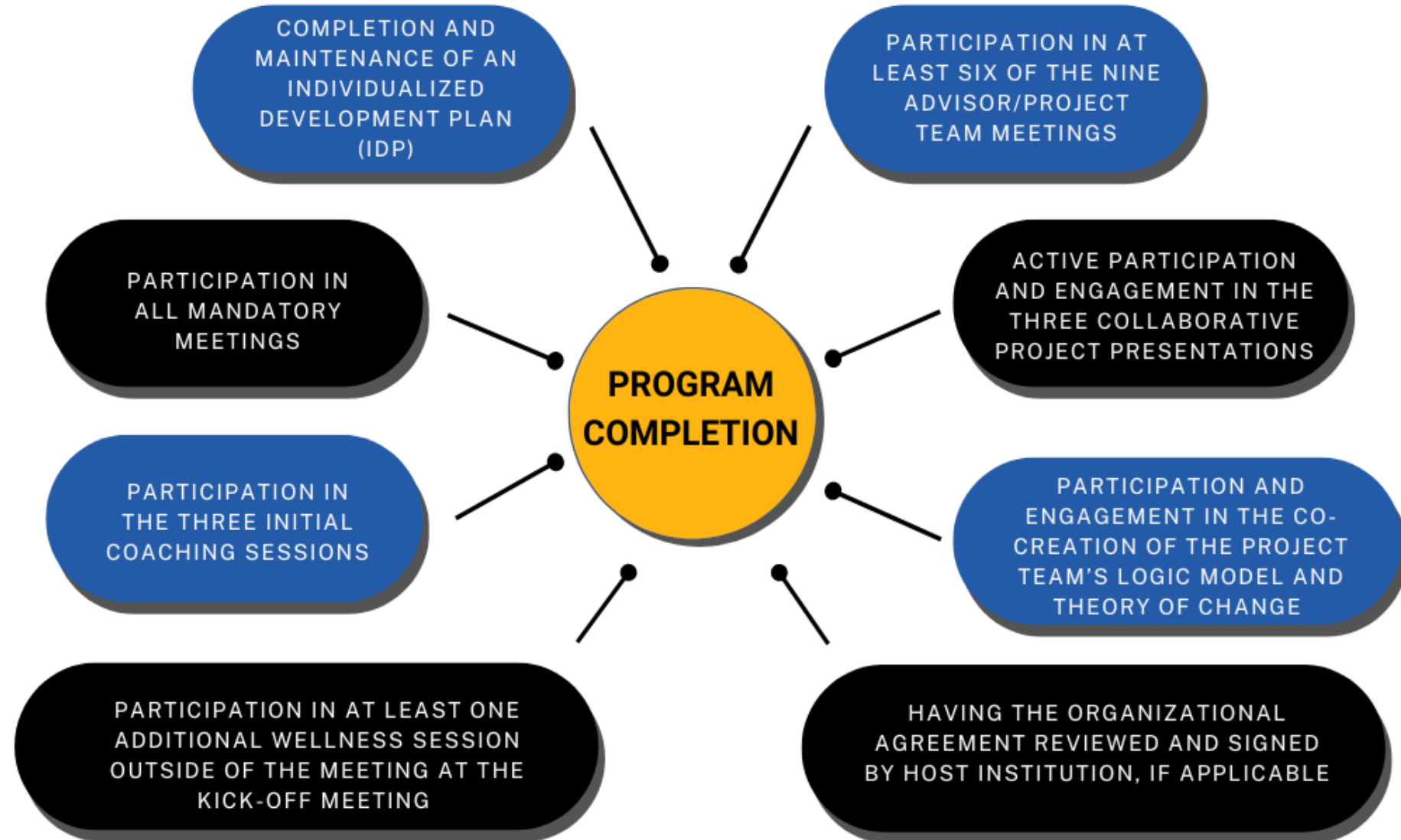


- Kick-off and closing sessions (in person) are required
- All virtual cohort sessions are designed for full cohort participation and engagement
 - 80% attendance is required for program completion (at least 10/12 meetings)
- Optional session participation (social hours, consultation hours, learning 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



Application Process and Requirements

Who Should Apply?

Cross-sector behavioral health leaders in positions of influence in their organization, community, or region who are willing to engage in change efforts to advance behavioral health equity 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 and seeks to change them

- 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, crisis response, and other first responder organizations; criminal justice; education; hospitals; community-based organizations; and others whose work intersects with behavioral health

There are no specific degree(s), licensure(s), role, or clinical background required to apply!

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



Equity-Grounded Leadership Fellow Program: 2024-2025 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.

Applications are due June 24, 2024.

Start press Enter ↵

🕒 Takes 7+ minutes

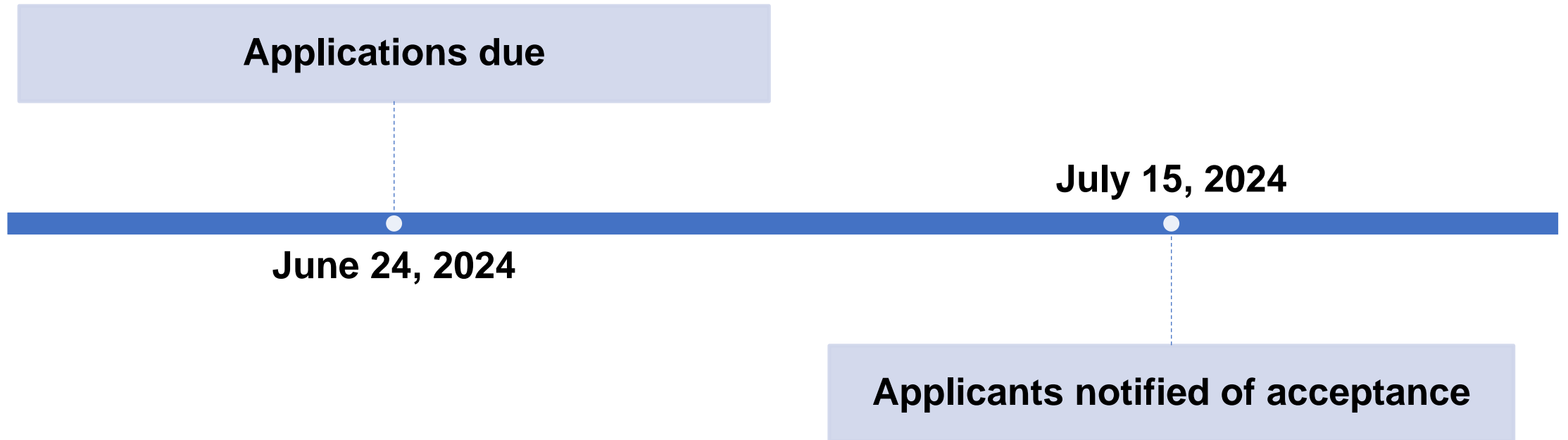
Application Materials

- Resume or CV demonstrating relevant leadership skills and experiences
- A brief bio (250 words or less)
- A personal statement (350 words or less)
 - Outlining reasons for participating in the EGL Fellow Program, personal and professional development goals, personal and professional experiences in equity and anti-racism, and plans/vision for improving equity in your organization, community, or region in the future

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
 - 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





Costs and Sponsorship Opportunities

Program Costs

- \$10,950 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, 2024
 - Program fees may be split into two payments of \$5,475, with the first due by August 30, 2024



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
 - Some sponsorships may be limited to specific geographies or participant roles
- **We encourage interested applicants to apply if sponsorship is needed!**

Sponsorship Request Template

- Funding may be available in your community, region, or state. A few options to explore potential sponsorship support include:
 - Local mental health boards, steering committees, or advisory groups
 - State and local philanthropy organizations
- A sponsorship request template is available to use as a request to your home organization for participation **or** can be sent to external organizations who may be able to provide sponsorship support

EGL Office Hours

- The EGL Program Team will hold office hours throughout the duration of the application period
- If you have questions related to the program, sponsorships, application process, we encourage you to attend office hours
 - Sign-up for a 15-minute slot using Calendly!

Questions?



Contact



Aly Feye, MPA

Director of Operations

The College for Behavioral Health Leadership

afeye@leaders4health.org

www.leaders4health.org