Addressing Health Disparities Leadership Program

2019 Call for Applications

Americans must be able to access quality mental health and addictions care, regardless of their social determinants. Yet, headlines from across the country underscore that health disparities persist: Rural American hospitals are not prepared for the rise in babies born with opioid withdrawal, Stigma of depression hurts African American populations more than others and LGBT youth at higher risk for suicide attempts. As health care staff, you work every day to support people with these and other grave challenges. However, front line staff are often promoted into management and leadership positions without the training or tools to address the systemic and organizational barriers that impact the health of the communities they serve.

The National Council for Behavioral Health recognizes that one way to tackle these challenges is to develop emerging leaders, which is why we’ve invested since 2011 in more than 150 leaders through our Addressing Health Disparities Leadership Program. This program supports mid-level managers to develop their voice, agency and power to advance health equity within their organizations and across their broader communities by:

- Bolstering the development of their and others’ skills to advance health equity within their organizations and communities.
- Leading organizational and community efforts that advance health equity within a broader context of community diversity, inclusion and social justice.

You’ll graduate from this program equipped to lead and sustain efforts to eliminate health disparities among the communities you serve. Our alumni from across the country can attest to these benefits. The National Council is pleased to offer this program at no cost for up to 20 participants from National Council member organizations.

Program participation is ONLY offered to individuals from National Council member organizations. See the Participant Profile section on pages 2-3 for further details.

Please note that leaving your current organization during the program duration may result in your being asked to withdraw from the program. In this situation, the National Council will make every effort to ensure that you can remain in the program; however, eligibility requirements remain true (e.g. employed at a National Council member organization and maintained support from your new supervisor and executive director via a Letter of Commitment).
Program Overview

Over the course of this eight-month program, leaders will:

- Engage in and develop a Stretch Project *(as in stretching yourself beyond your current knowledge and comfort)* with a goal of implementing organizational/process change to achieve health equity among the people you serve. Project examples include *Eliminating barriers to accessing substance use treatment and services for LGBTQ populations*, *Addressing the impact that opioid use disorder has on women and creating a trauma-informed organization*.

- Develop high-level leadership skills through professional coaching, networking and a robust leadership curriculum which will include the following activities. All program activities, including in-person meetings and webinars, are mandatory:

  - **Program Introduction Webinar:** March 15, 2019 at 2-3 p.m. ET
  - **In-Person Meetings:**
    - Kick-off meeting: April 30-May 2 – Washington, DC
    - Mid-program meeting: July 23-25 – Location TBD
    - Wrap-up meeting: October 22-24 – Location TBD
  - **Webinars:** All webinars will be held from 2-3:30 p.m. ET
    - Friday, April 19
    - Friday, May 17
    - Friday, June 21
    - Friday, July 12
    - Friday, August 16
    - Friday, September 20
  - **Monthly 1:1 Coaching Calls:** To be scheduled based on participant availability. *Please Note: These coaching calls may be scheduled during evenings and weekends.*
  - **Monthly Peer-Support Calls:** Participant-led conference calls to be scheduled based on small group availability.
  - **Monthly Assignments & Readings:** Participants will be assigned readings and writing assignments to enhance their leadership skills and knowledge of strategies to advance health equity by eliminating health disparities and inequity for the people and communities they serve.
  - **Facebook Group.** Participants will be added to a Facebook group for sharing program-related news, training/webinar opportunities and reading materials.

This program is led by National Council staff and expert consultants who are nationally-recognized leadership development and health equity experts. Learn more about the [program faculty](#).
Participant Profile

Applicants should be highly motivated individuals seeking to expand their leadership skills and knowledge to advance health equity among people with mental illnesses and addictions (e.g., Latinos living with depression, Native American youth living with substance use disorders and LGBTQ individuals who have attempted suicide). Applicants must be considered a “mid-level manager” within a community-based, mental health or substance use prevention, treatment or recovery OR health care organization. “Mid-level manager” is defined as being an intermediate supervisor with direct reports and reporting to others within the organization. Applicants do not need to be clinicians, but must be able to directly influence practices to advance health equity within their organizations and the communities they serve.

Program participation is ONLY offered to individuals from National Council member organizations. If an individual is accepted into the program without current National Council membership, the applicant’s organization must become a National Council member prior to the Introduction Webinar. To learn more about National Council membership, visit our website. To confirm if your organization is a member, please visit this webpage: https://www.thenationalcouncil.org/about/membership/members/.

Application Process

The application deadline is 11:59 p.m. ET on February 4, 2019. We encourage applicants to begin early and take care in writing or recording their responses. All applications will be peer-reviewed by alumni of the program and a panel of National Council staff. The review panel makes every effort to select participants from organizations in varying geographic regions serving diverse communities.

Applications must be submitted online through the following link: https://nationalcouncil.secure-platform.com/a/solicitations/home/1118. A copy of the application questions is provided beginning on page 4 below. Selected applicants will be notified by early March. The National Council has made every effort to provide a simple application experience and ensure that the application questions and prompts capture the applicant’s skills, contributions to the field thus far, learning style, career aspirations and alignment with the program purpose. As such, applicants are encouraged to start early to properly prepare an application that is representative of their best work. The online application system allows applicants to return to their application over time prior to submission.

Please note – In addition to responding to the application questions, complete application submissions are also required to include:

- A Letter of Commitment signed by the applicant and the applicant’s supervisor and CEO.
- A 1-page resume.
- A professional headshot/picture.
- Organizational chart that identifies applicant’s position within the organization.

Interested applicants may participate in an informational webinar on Thursday, January 10 at 1 p.m. ET. The webinar will provide a brief overview of the program and give you an opportunity to ask questions you may have. Register to participate. If you have questions about the application or would like
additional information about the Addressing Health Disparities Leadership Program, please contact Dana Lange at DanaL@TheNationalCouncil.org.
Addressing Health Disparities Leadership Program  
2019 Application Questions
Submit final application online at:  
https://nationalcouncil.secure-platform.com/a/solicitations/home/1118

<table>
<thead>
<tr>
<th>How did you hear about the Addressing Health Disparities Leadership Program?</th>
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<tbody>
<tr>
<td>☐ Email from the National Council</td>
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<td>☐ Word of mouth</td>
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<td>☐ Facebook</td>
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<td>☐ Twitter</td>
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<td>☐ Other (please specify)</td>
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**Part I: Applicant Contact Information & Organizational Profile**

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<th>Name:</th>
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<td>Title:</td>
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<td>Organization:</td>
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Is your organization a National Council member? To confirm if your organization is a member, please visit this webpage:  
https://www.thenationalcouncil.org/about/membership/members/  

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<th>Yes</th>
<th>No</th>
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**Employer Mailing Address:**

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<th>City:</th>
<th>State:</th>
<th>Zip Code:</th>
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<th>Please select your <strong>US HHS Region.</strong></th>
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<td>Region I: CT, ME, MA, NH, RI, VT</td>
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<td>Region II: NJ, NY, Puerto Rico, Virgin Islands</td>
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<td>Region III: DE, DC, MD, PA, VA, WV</td>
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<td>Region IV: AL, FL, GA, KY, MS, NC, SC, TN</td>
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<td>Region V: IL, IN, MI, MN, OH, WI</td>
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<td>Region VI: AR, LA, NM, OK, TX</td>
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<td>Region VII: IA, KS, MO, NE</td>
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<td>Region VIII: CO, MT, ND, SD, UT, WY</td>
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<td>Region IX: AZ, CA, HI, NV, &amp; the six U.S. Associated Pacific Jurisdictions</td>
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<td>Region X: AK, ID, OR, WA</td>
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**Contact Information:**

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<th>Work Phone:</th>
<th>Email:</th>
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<td>Cell Phone (cell):</td>
<td>Secondary Email:</td>
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**Type of Organization:**

1. Public, Not-For-Profit Organization  
2. Private, Not-For-Profit Organization  
3. Other (Specify):  

**Which of the following describes your organization? (Check all that apply.)**

1. Freestanding community behavioral health care provider  
2. Hospital-based behavioral health care provider  
3. Stand-alone substance use disorder provider organization  
4. Other (Specify):
### Which most closely describes your organization or your site’s geographic location?

- [ ] 1. Rural
- [ ] 2. Frontier
- [ ] 3. Urban
- [ ] 4. Suburban
- [ ] 5. Other (Specify):

### Please indicate the percentage breakdown of primary populations that your agency serves (select all that apply. Note that the percentages do not have to total 100%.)

- [ ] Mexican, Mexican American, or Chicano/a _____%
- [ ] Puerto Rican _____%
- [ ] Cuban _____%
- [ ] Another Hispanic, Latino, or Spanish origin _____%
- [ ] Lesbian, gay, bisexual _____%
- [ ] Transgender_____%
- [ ] Other_____%

**Race/Ethnicity:**

- [ ] White_____%
- [ ] Black or African American_____%
- [ ] American Indian or Alaska Native_____%
- [ ] Asian Indian_____%
- [ ] Chinese_____%
- [ ] Filipino_____%
- [ ] Japanese_____%
- [ ] Korean_____%
- [ ] Vietnamese_____%
- [ ] Other Asian_____%
- [ ] Native Hawaiian _____%
- [ ] Guamanian or Chamorro_____%
Please indicate the percent of types of behavioral health populations that your organization serves:

☐ Samoan _____%
☐ Other Pacific Islander _____%
☐ Other _____%

Please indicate the percent of types of behavioral health populations that your organization serves:

☐ Adult Mental Health _____%
☐ Adult Substance Use Disorder _____%
☐ Children’s Mental Health _____%
☐ Children’s Substance Use Disorder _____%

Supervisor’s name: ________________________________
Supervisor’s email: ________________________________
Supervisor’s phone: ________________________________

CEO/President’s name: ________________________________
CEO/President’s email: ________________________________
CEO/President’s phone: ________________________________

Part II: Leadership Profile

For the following section, you may choose to answer the questions in one of two formats (please pick one only): A 750-word maximum essay OR a 5-minute maximum video submission. The video can be filmed on your mobile phone and does not have to be professionally edited. Videos will not be scored on production value or creativity – we want to learn more about you and your connection to the topics that this program will address!

Note that any essay exceeding 750 words OR any video exceeding 5 minutes in length will not be considered in our application scoring process.

Essay/Video Prompts:

1. Provide a brief description of your role at your agency, including the day-to-day activities for which you are responsible. This should add to, and not repeat, the information provided in your resume. Which specific activities and/or initiatives is your organization involved in to advance health equity (i.e. administrative, organizational, clinical, or community engagement) and your leadership role in these activities?

2. Each of us brings our own experience to the activities that we engage in throughout our lives – whether they be professionally, culturally and/or personally-related. Tell us a story about what brought you to
Part III: Participation Checklist & Authorized Signature

By checking the boxes below, I affirm that I have held these dates & times on my calendar prior to application submission and am able to attend all activities on the pre-specified dates and times.

☐ Program Introduction Webinar: March 15, 2019 at 2-3 p.m. ET
☐ In-Person Meetings:
  ☐ Kick-off meeting: April 30-May 2 – Washington, DC
  ☐ Mid-program meeting: July 23-25 – Location TBD
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☐ Monthly 1:1 Coaching Calls: To be scheduled based on participant availability. Please Note: These coaching calls may be scheduled during evenings and weekends.
☐ Monthly Peer-Support Calls: Participant-led conference calls to be scheduled based on small group availability.
☐ Monthly Homework Assignments & Readings: Participants will be assigned readings and small writing assignments to explore leadership growth and application of strategies to address health disparities.
☐ Facebook Group. Participants will be added to a Facebook group for sharing program-related news, training/webinar opportunities and reading materials.

By signing, I agree to participate fully in the activities associated with the Addressing Health Disparities Leadership Program. I understand that should I be selected, all program activities, including in-person meetings and webinars, are mandatory. I also understand that if I have more than one unexcused absence from program activities, I will be asked to withdraw from the program.

your current role at your organization, especially as it pertains to your interest and involvement in developing your voice, agency and power to advance health equity within your organization and across your broader community.

3. What is a current problem you are trying to solve in your organization and/or community as it relates to eliminating health disparities among those living with mental health and/or substance use disorders? How do you believe that the goals of the Addressing Health Disparities Program (bolstering the development of yours and others’ skills to advance health equity within your organizations and communities; and leading organizational and community efforts that advance health equity within a broader context of community diversity, inclusion and social justice) will help you engage with your organization and/or community to address these challenges?
### Part IV: Attachments

Please enclose the following attachments with your application:

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<tr>
<td>A.</td>
<td><strong>Letter of Commitment from Supervisor and CEO</strong>. Please note: Letters of Support must be from the individual who authorizes applicant’s participation in this program and must clearly articulate acknowledgement and support for applicant’s participation in all program activities, including in-person meetings, webinars and coaching calls, homework assignments, as well as implementation of a Stretch Project. Please use this <a href="#">template</a>.</td>
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<tr>
<td>B.</td>
<td><strong>1-page Resume</strong>. Resumes must highlight educational and employment history, voluntary activities, association/professional society membership and any awards/publications.</td>
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<td>C.</td>
<td><strong>Professional Headshot/Picture</strong>. Pictures of program participants may be featured on the National Council’s website.</td>
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<tr>
<td>D.</td>
<td><strong>Organizational Chart</strong>. Please provide your agency’s entire organizational chart and clearly indicate/highlight your position.</td>
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