Addressing Health Disparities Leadership Program
2020 Call for Applications

All individuals must be able to access quality mental health and addictions care in America that accounts for differences in social determinants of health across populations. Race, ethnicity, gender, sexual orientation, age, disability, socioeconomic and immigration status and geographic location can all impact an individual’s access to affordable, quality care.

Since 2011, the National Council for Behavioral Health has invested in more than 170 leaders through our Addressing Health Disparities Leadership Program, supporting 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 own 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.

Our alumni from across the country can attest to these benefits, with 82% of alumni continuing targeted efforts to eliminate disparities in their communities and 83% moving up the career ladder (many of whom are now in the C-suite) following the program end. The National Council is pleased to offer this program at no cost for up to 20 participants from National Council member organizations. See the Participant Profile section on page 2 for further details.

Program Overview

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

- Engage in and develop a Stretch Project (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 mental health language access for Spanish-speaking populations, improving access to behavioral health services among incarcerated men of color and overcoming barriers to diabetes management for adults with comorbid mental illness and diabetes.
- Develop high-level leadership skills through professional coaching, networking and a robust leadership curriculum which will include the following activities. All activities other than NatCon20 are mandatory.
  - NatCon20: Program participants will be given a complimentary registration and opportunity to attend the National Council’s annual conference, NatCon20, in Austin, Texas, from April 5-7, 2020. While not required, attendance to NatCon20 is strongly encouraged. There are two tentative networking receptions taking place on the evenings of Saturday, April 4 and Sunday, April 5. Travel costs for the conference are the responsibility of the program participant.
Cohort Meetings:
- Virtual Kickoff Meeting: March 19, 2020 (Virtual on Zoom – please ensure that you have a reliable and working webcam with access to quality audio and video during the virtual meeting)
- In-Person Mid-Program Meeting: June 22-June 26, 2020 (Washington, DC)
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Webinars: All webinars will be held from 2:00-3:30 pm ET with the exception of the Program Introduction Webinar
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- April 17, 2020 from 2:00-3:30pm ET
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- July 17, 2020 from 2:00-3:30pm ET
- August 14, 2020 from 2:00-3:30pm ET
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Monthly One-on-One Coaching Calls: To be scheduled based on participant availability. Please note: If needed, these coaching calls may be scheduled during evenings and weekends per mutual agreement and scheduling availability between the participant and their assigned coach.

Buddy Group Calls: Participant-led conference calls, scheduled based on small group availability.

Assignments and 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 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 addiction (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 “mid-level managers” within a community-based, mental health and/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 Kickoff Meeting. 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 11:59pm ET on January 14, 2020. We encourage applicants to begin early and take care in writing or recording their responses. All applications are 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/1135. A copy of the application questions is provided beginning in the following section of this document. Selected applicants will be notified by late February. The National Council has made every effort to provide a simple application experience and ensure 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. 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. Use required template.
- A one-page resume.
- A professional headshot/picture.
- Organizational chart that identifies applicant’s position within the organization (see example).

Interested applicants may participate in an informational webinar on Wednesday, December 18, 2019 at 2:00pm ET. The webinar will provide a brief overview of the program and give you an opportunity to ask questions. 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
#### 2020 Application Questions
Submit final application online at: https://nationalcouncil.secure-platform.com/a/solicitations/home/1135

**How did you hear about the Addressing Health Disparities Leadership Program?**
- □ Email from the National Council
- □ Word of mouth
- □ Facebook
- □ Twitter
- □ Other (please specify)

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**Part I: Applicant Contact Information & Organizational Profile**

**Name:**

**Title:**

**Organization:**

**Is your organization a National Council member?**
- □ Yes
- □ No

**Employer Mailing Address:**

**City, State and Zip:**

**Region I:** CT, ME, MA, NH, RI, VT
**Region II:** NJ, NY, Puerto Rico, Virgin Islands
**Region III:** DE, DC, MD, PA, VA, WV
**Region IV:** AL, FL, GA, KY, MS, NC, SC, TN
**Region V:** IL, IN, MI, MN, OH, WI
**Region VI:** AR, LA, NM, OK, TX
**Region VII:** IA, KS, MO, NE
**Region VIII:** CO, MT, ND, SD, UT, WY
**Region IX:** AZ, CA, HI, NV, and the six U.S. Associated Pacific Jurisdictions
**Region X:** AK, ID, OR, WA

**Please select your [US HHS Region](#).**

**Contact Information:**

**Work Phone:**

**Email:**

**Cell Phone (cell):**

**Secondary Email:**

**Type of Organization:**
- □ 1. Public, Not-for-Profit Organization
- □ 2. Private, Not-for-Profit Organization
- □ 3. Other (Specify):
<table>
<thead>
<tr>
<th>Which of the following describes your organization? (Check all that apply.)</th>
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<tbody>
<tr>
<td>1. Freestanding community behavioral health care provider</td>
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<tr>
<td>2. Hospital-based behavioral health care provider</td>
</tr>
<tr>
<td>3. Stand-alone substance use disorder provider organization</td>
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<tr>
<td>4. Other (Specify):</td>
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<tr>
<th>Which most closely describes your organization or your site’s geographic location?</th>
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<tbody>
<tr>
<td>1. Rural</td>
</tr>
<tr>
<td>2. Frontier</td>
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<tr>
<td>3. Urban</td>
</tr>
<tr>
<td>4. Suburban</td>
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<tr>
<td>5. Other (Specify):</td>
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<tr>
<th>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%).</th>
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<tbody>
<tr>
<td>Mexican, Mexican American or Chicano/a ____%</td>
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<tr>
<td>Puerto Rican ____%</td>
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<tr>
<td>Cuban ____%</td>
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<tr>
<td>Another Hispanic, Latinx or Spanish origin ____%</td>
</tr>
<tr>
<td>Lesbian, gay or bisexual ____%</td>
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<tr>
<td>Transgender ____%</td>
</tr>
<tr>
<td>Other ____%</td>
</tr>
</tbody>
</table>

**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____% |
| Samoan____% |
| Other Pacific Islander_____% |
| Other____% |

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 may 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 (e.g., administrative, organizational, clinical or community engagement) and what is 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 professionally-, culturally- and/or personally-related. Tell us a story about what brought you to 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 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 III: Participation Checklist and Authorized Signature

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

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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 (with the exception of NatCon20) are mandatory. I also understand that if I have more than one unexcused absence from mandatory program activities, I will be asked to withdraw from the program.

### Part IV: Attachments

Please enclose the following attachments with your application:

<table>
<thead>
<tr>
<th>A. Letter of Commitment from Supervisor and CEO</th>
<th>Please Note: Letters of Commitment 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 cohort meetings, webinars and coaching calls, homework assignments, as well as implementation of a Stretch Project. Please use this <a href="#">template</a>.</th>
</tr>
</thead>
<tbody>
<tr>
<td>B. One-page Resume</td>
<td>Resumes must highlight educational and employment history, voluntary activities, association/professional society membership, participation in other leadership programs, and any awards/publications.</td>
</tr>
<tr>
<td>C. Professional Headshot/Picture</td>
<td>Please note: Pictures of program participants may be featured on the National Council’s website.</td>
</tr>
<tr>
<td>D. Organizational Chart</td>
<td>Please provide your agency’s entire organizational chart and clearly indicate/highlight your position. An example is provided <a href="#">here</a>.</td>
</tr>
</tbody>
</table>