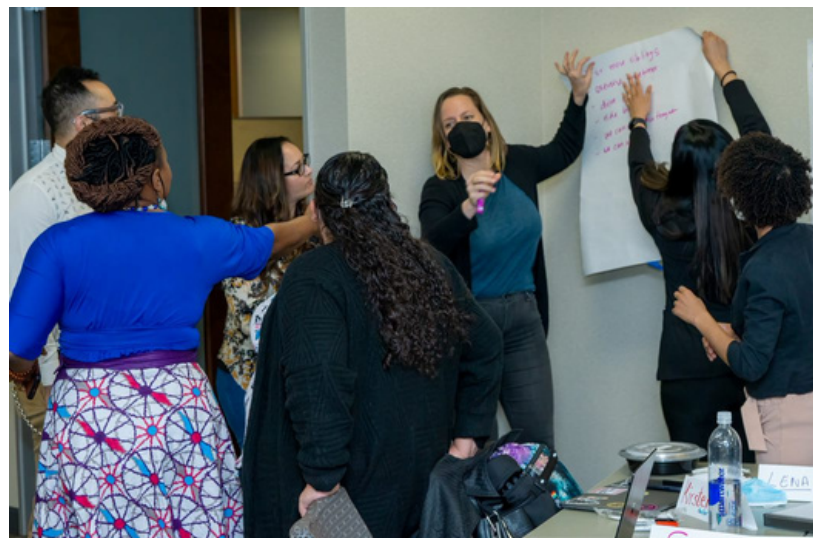


LEADERSHIP EQUITY PROGRAM

Achieving Healthy Equitable Communities

Brought to you by:



Contact:

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BACKGROUND

The disproportionate health, economic, and social impacts of COVID-19 on communities of color and the national movement calling for an end to police brutality in Black communities have unveiled racial health disparities that we already knew existed in America.

Community Health Centers (CHCs) are pivotal for community wellbeing that requires both effective organizations and robust and diverse leaders who can act as change agents to address racism as a root cause of inequity for Black, Indigenous and People of Color (BIPOC).

The Community Health Center Movement that rose from Civil Rights Movement fight for racial equality seven decades ago produced dynamic and visionary leaders committed to achieving racial and social justice. While the Community Health Center Movement has benefitted tremendously from having these leaders, we are seeing many of these leaders step down and retire from their organizations. The leadership turnover of CHCs creates a very timely and unique opportunity to examine and reframe the importance of leadership development, diversity, inclusion and equity, and succession planning among CHCs.

LEADERSHIP EQUITY PROGRAM

The Leadership Equity Program (LEP) was developed in response to the need for greater alignment between the communities accessing care provided by CHCs and the diversity of their future C-suite leaders.

To address this need, the LEP offers a cohort-based program for emerging C-suite leaders and capacity-building for their respective CHC executive team to: 1. Prepare the next generation of C-suite leaders with the skills, knowledge, and passion required to mitigate health disparities; and 2. Strengthen community health center capacity to advance diverse leaders and expand organizational innovations and place-based strategies centered on anti-racism, equity, and community well-being.

OUR VISION: To collectively strengthen community health centers' capacity to achieve just, healthy, and equitable communities across California.

PROGRAM TIMELINE

SEPT 2022	OCT 2022	NOV 2022	DEC 2022	JAN 2023	MARCH-NOV 2023
Sept 15 LEP nominations OPEN	Oct 15 Nominations due	Nov 15 All application materials due	Dec 15 Applicants notified of program acceptance	Jan 27* Virtual Orientation & Onboarding	LEP Cohort Experience * March In-person kickoff meeting * June In-person meeting * November In person graduation and program completion

**Dates are tentative and are subject to change. Final dates will be announced November 2022.
Please see full schedule for all session dates, including virtual sessions.*



JOIN US

LEP participant(s) must be nominated by CHC executive leadership that they envision entering the C-suite within 1-5 years. Nominated participants should:

- 1. Currently be in a mid-level management or supervisory role;**
- 2. Be a current employee of a CHC in California or employed by a regional or statewide consortium serving California's CHCs;**
- 3. Have demonstrated a long-term commitment to anti-racism, health equity, and community well-being; and**
- 4. Be open to personal and professional development.**

If you are a CHC executive leader who would like to nominate a participant(s), please [**CLICK HERE**](#).



NOMINATION and PROCESS

Nomination period OPENS: September 15, 2022

Nomination period CLOSES: October 15, 2022

Once the nomination is received, CPCA staff will invite the CHC and nominee to complete the final application material and will provide further logistical details.

All remaining applications materials are due by November 15, 2022.

NOMINATE EARLY: We strongly recommend submitting nominations as early as possible to ensure sufficient time to complete final application material.

Multiple participants from the same organization may be nominated and require completing a separate nomination form for each nominee.



PROGRAM COSTS

\$12,500 TOTAL bundled cost per cohort participant and capacity building for CHC.

The sponsoring CHC is responsible for reimbursing the participant's travel and other incidental costs for attending trainings and other program events.

Please Note: Cost increase due to additional consulting and coaching offered as part of LEP capacity building.



PROGRAM STRUCTURE

The cohort will begin in January 2023 and will complete the program in approximately ten months.

The LEP takes a systemic approach for leadership development as a process of discovery, intersection, and transformation at the individual, organizational, community, and socio-political levels. As part of this design approach, we offer both a cohort-based program for participating emerging leaders and capacity-building for their respective CHC executive team and organization.

Cohort participants will engage in dynamic leadership training that will include interactive in-person and virtual sessions, executive coaching, peer-to-peer learning, and a capstone project. Participants will build a strong professional network and will receive expert guidance from leaders in the field. The curriculum is comprised of the following core areas:

COHORT CURRICULUM



Anti-Racism & Racial Equity

Participants will become familiar with race equity theory & history, examine current trends and impact on healthcare models and delivery, implications of implicit biases and structural racism, and strengthen capacity to implement anti-racist policies and practices that address the impact of racism on health outcomes and mitigate racial health disparities for BIPOC communities.



Leadership Development

Participants will assimilate core tenets of inclusive and adaptive leadership -- examining personal biases, identifying key traits of an effective leader, and understanding the importance of engaging authentically and with purpose in order to drive change and create an organizational culture of inclusion and belonging.



Health Center Operations

Participants will develop leadership skills in human resources, operations, health information technology, and finance and payment reform to advance innovation and person-centered-, value-based-, and population-based approaches to care delivery centered on the principles of justice, equity, diversity, and inclusion.



Community Well-being

Participants will develop a capstone project that addresses their unique organizational and community needs and leadership goals. Participants will apply their learning and understanding of using data, policies, and community voice for leadership decision-making and build a balanced strategy to address equity and advance well-being within their surrounding communities.



CAPACITY BUILDING PROGRAM



The LEP capacity-building design will support your CHCs executive team leaders to advance your nominated emerging C-suite leader(s) now participating in the LEP cohort to expand organizational innovations and place-based strategies centered on Justice, Equity, Diversity, and Inclusion (JEDI).

The capacity building design will be delivered through virtual sessions, asynchronous learning, organizational coaching, peer-peer learning and cohort engagement opportunities.

Virtual Session Topics:

- Anti Racism & Racial Equity
- Organizational Innovative JEDI Culture
- Advancement Practices
- Place-Based Practices

PROGRAM DELIVERY

Virtual Sessions: There will be five (5) live virtual sessions, including one orientation session and four topical sessions, between May and November 2023. The live virtual sessions will be offered via Zoom, utilize our Learning Management System, and scheduled based on the most universally available dates.

Asynchronous Learning: There will be both required and optional resources and learning opportunities shared within our learning management system on Antiracism & Racial Equity; Organizational Innovative JEDI Culture; Growth and Professional Development Practices; and Place-Based Practices.

Peer-Peer Learning: During and post virtual sessions, executive team leads will have opportunities to interact and learn from other organizations and share resources and strategies informed by curriculum content and resources in our LMS.

Coaching: The CHC executive team lead will receive individualized organizational coaching to support the growth, professional development, and advancement (if the nominee desires) of the nominated (LEP) cohort participant. Coaching will also build CHC's capacity to welcome and incorporate innovative ideas, particularly place-based practices for nominated LEP participants.

Cohort Engagement Opportunities: Through the capacity-building session, executive team leads will have opportunities to interact and hear from cohort participants through videos, meeting sessions, and presentations. Executive team leads are also invited to attend the LEP In-Person Graduation Reception scheduled for November 16 – 18, 2023.



2023 LEP COHORT MEETING SCHEDULE

All Virtual Session Meeting Times: 9:00 - 11:00 AM

In-person Meeting Times: Thursday 3:00 PM to Saturday 2:00 PM

January 27	VIRTUAL LEP ORIENTATION (12:00 - 1:30 PM)
March 9	IN PERSON MEETING <i>Reception, Welcome, Cohort kickoff</i>
March 10	
March 11	
March 17	VIRTUAL SESSION 1 - Racial Equity & Anti-Racism
March 23	VIRTUAL SESSION 2 - Racial Equity & Anti-Racism
April 14	VIRTUAL SESSION 3 - Racial Equity & Anti-Racism
April 28	VIRTUAL SESSION 4 - Capstone
May 12	VIRTUAL SESSION 5 - Leadership
May 26	VIRTUAL SESSION 6 - Leadership
June 9	VIRTUAL SESSION 7 - Leadership
June 22	IN PERSON MEETING <i>Reception, Welcome, Cohort Activities</i>
June 23	
June 24	
July 7	VIRTUAL SESSION 8 - Capstone
July 21	VIRTUAL SESSION 9 - Health Center Operations
August 4	VIRTUAL SESSION 10 - Health Center Operations
August 18	VIRTUAL SESSION 11 - Capstone
September 1	VIRTUAL SESSION 12 - Health Center Operations
September 15	VIRTUAL SESSION 13 - Health Center Operations
September 29	VIRTUAL SESSION 14 - Capstone
October 13	VIRTUAL SESSION 15 - Capstone
October 27	VIRTUAL SESSION 16 - Capstone
November 16	IN PERSON MEETING <i>Reception, Welcome, Culmination, Cohort Graduation</i>
November 17	
November 18	

All meeting dates and times subject to change. Final dates to be announced November 2022.

All in-person meetings will take place at the CPCA office (1231 I Street, Suite 400, Sacramento, California).



In-Person Training

Participants will attend three in-person (3-day) sessions that will take place during a Thursday-Saturday in March 2023, June 2023, and November 2023.

Virtual Training

Participants will partake in 16 virtual sessions through an interactive learning management system led by consultants, subject matter experts, and faculty.

Capstone Project

Each participant will develop and carry out a capstone project that addresses their unique organizational and community needs and leadership goals.

Peer-Peer Learning

Participants will join peer groups to complete team assignments and provide a forum for peer learning on leadership goals and projects.

Professional coaching

Participants will receive six (6) individualized executive coaching sessions tailored to the unique leadership goals they will work on throughout the program and subsequent weeks following the program.

Alumni Network

Participants will have access to a network of graduates and alumni activities, including statewide meetings and regional gatherings.





PROGRAM TEAM

CPCA brings a robust internal program team supported by consultants, coaches, faculty, and subject matter experts.

CPCA LEAD STAFF

Buddy Orange, MSOD, Vice President of Human and Organizational Development
Val Gotingco Sheehan, MPH, Senior Vice President and Chief Program Officer
Lizbeth Bayardo, MPH, Assistant Director Leadership Equity
LaSonja Hill, M.Ed., Administrative Assistant

ADVISORY COMMITTEE

Alvaro Fuentes, Executive Director, *Community Clinic Consortium*
Andrea Schwab-Galindo, MPH, Chief Executive Officer, *Tiburcio Vasquez Health Center*
Anitha Mullangi, MD, MHCM, Chief Medical Officer, *St John's Well Child and Family Center*
Britta Guerrero, Chief Executive Officer, *Sacramento Native American Health Center, Inc*
David B. Vliet, MBA, Chief Executive Officer, *LifeLong Medical Care*
Kimberly S.G. Chang, MD, MPH, Family Physician, Director of Human Trafficking and Healthcare Policy, *Asian Health Services*
Melissa Marshall, MD, Chief Executive Officer, *CommuniCare Health Centers*
Naomi Fuchs, Chief Executive Officer, *Santa Rosa Community Health*
Sayeed Khan, MD, Chief Medical Officer, *Molina Healthcare of California*

CONSULTING TEAMS

Mmapeu Consulting

Diane Johnson, Ph.D. CEO & Founder
Claudia Morales Senior, Consultant
Cianna Flom-Walker, MS, Consultant
Mey Saechao, Director of Operations
Samantha Hyland, Program Administrator

Well-being and Equity (WE) in the World

Somava Saha, MD, MS, Executive Lead
Seth Fritsch, MPH, Project Manager
Kelley Gray, MASJ, Project Manager
Kirsten Meisinger, MD, Coach
Lena Hatchett, Ph.D., Coach

SUBJECT MATTER EXPERTS

Bobbie Wunsch, Founder & Partner, *Pacific Health Consulting Group*
Danielle Carter, Director, Community Change, *Intrepid Ascent*
Manny Lopes, EVP, Public Markets and Government Relations, *Blue Cross Blue Shield of Massachusetts*
Xiomara Palma, Founder & Chief HR Solver, *Solvit HR, LLC*