

SAMHSA-HRSA Center for Integrated Health Solutions

2012 Addressing Health Disparities Leadership Program Request for Applications

The [SAMHSA-HRSA Center for Integrated Health Solutions](#) is pleased to solicit applications for the **2012 Addressing Health Disparities Leadership Program**. Selected participants will join a 7-month program of 20 middle management level staff working in community behavioral health and primary care organizations with populations experiencing health disparities. Specifically, participants will engage in a dynamic learning opportunity in order to address disparities in access, use, and outcomes for subpopulations, defined by the following factors:

- Race
- Ethnicity
- Gender (including transgender)
- Sexual orientation (i.e., lesbian, gay, bisexual)

Through this program, **participants will gain awareness, knowledge, and skills to develop and lead effective strategies to eliminate health disparities in community-based settings, including models of primary – behavioral health integration as a key approach**. The SAMHSA-HRSA Center for Integrated Health Solutions is committed to strengthening the integration workforce and building capacity within community-based organizations to promote program sustainability and leadership to decrease health disparities amongst the populations being served. There is no cost to participants.

Research indicates that organizational policies and practices as well as provider clinical skills and decision-making often contribute to health disparities. Oftentimes, health systems, facilities and providers are unaware of how they inadvertently create inequities in service experience and outcomes among different racial, ethnic and sexual minority groups. This program is aimed at building a cadre of highly trained emerging leaders in the behavioral health and primary care fields that work with diverse populations with the awareness, knowledge and skills to promote organizational and clinical practices that serve to reduce disparities in access, quality services and outcomes for diverse populations.

Program Overview

The program begins with a mandatory three and a half day in-person meeting in Washington, DC, where participants will engage in a robust learning forum to enhance their management and leadership skills and knowledge about strategies to eliminate health disparities and understand how bi-directional primary – behavioral health integration can be used as a strategy to reduce disparities. This in-person meeting serves as the Leadership Program's launch, followed by virtual and in-person learning opportunities - including group consultation through webinars and peer-to-peer engagement - that facilitate a rich program of education, mentoring, coaching, career guidance, and networking. Participants will be required to attend monthly webinars from expert faculty. The program concludes with a mandatory three day in-person meeting.

The expectations of this program are that participants acquire actionable knowledge about:

- **Health Disparities:** For example: building awareness and knowledge about health disparities, cultural and linguistic competence, successful strategies to address health disparities, data collection, program evaluation, and opportunities to leverage integration to address health disparities
- **Primary – Behavioral Health Integration as a Strategy to Address Health Disparities:** For example: clinical, finance and operational models of integration, health and wellness, evidence-based practices, engagement of persons in recovery, consumers and families
- **Leadership Skill to Reduce Health Disparities:** For example: adaptive leadership techniques, managing system change, building collaborations and working in teams, developing shared goals, change management and conflict resolution.

Program Requirements

Participants must be available to engage in the following program activities throughout the 7 months:

- **Program Introduction Webinar:** September 12, 2012
- **First In-Person Meeting:** October 22nd – October 25th, 2012
- **Monthly Webinars:** November 14th, 2012, December 12th, 2012, January 9th, 2013, February 13th, 2013, March 13th, 2013 - 1:00 – 2:30 pm ET
- **Wrap-Up In-Person Meeting:** April 11th - 13th, 2013

Participation in the above program requirements is mandatory, and participants will only have one excused absence from monthly webinars. If more than one webinar is missed, the participant will be asked to leave the program. Travel and hotel expenses are fully covered for both in-person meetings. In addition to the program events identified above, all participants will be required to complete a journal and submit to program faculty on a monthly basis.

Applicant Eligibility

In order to be considered for this program, applicants must meet the following criteria:

- Is a middle manager in a HRSA Health Center Program grantee, community-based substance use prevention or treatment organization, or a community mental health provider organization
- Works with diverse populations
- Willingness to incorporate Leadership Program curriculum into current job and future career path, as indicated in the application
- Has full support from his/her organization's Executive Director/Chief Executive Officer and direct supervisor to participate in the program (as indicated by a letter of support from the organization's ED/CEO and signature on application)

- Is available to participate in **all** learning opportunities, including in-person meetings, monthly, 2-hour long webinars, and email discussions
- Signs the application form, agreeing to the terms of the program stating that more than one missed webinar will result in being released from the leadership program.

Submitting an Application

Applicants must submit a completed [application packet](#), including attachments (see application for more information), to [Laura Kolkin](#) by 5pm Eastern Time on **July 27, 2012**. Every effort will be made to select participants that represent various states across the country and serve diverse communities. For more information about the CIHS Addressing Health Disparities Leadership Program, please contact Mohini Venkatesh, Senior Director of Public Policy, at 202-684-3730 or MohiniV@thenationalcouncil.org.

For more information about the SAMHSA-HRSA Center for Integrated Health Solutions' workforce efforts, visit the [CIHS website](#).