



## CHCF Health Equity Fellowship Program

The mission of the CHCF Health Equity Fellowship Program is to identify, develop, and support emerging Black, Indigenous, and People of Color leaders who have the capacity to become local and regional catalysts for health equity across California.

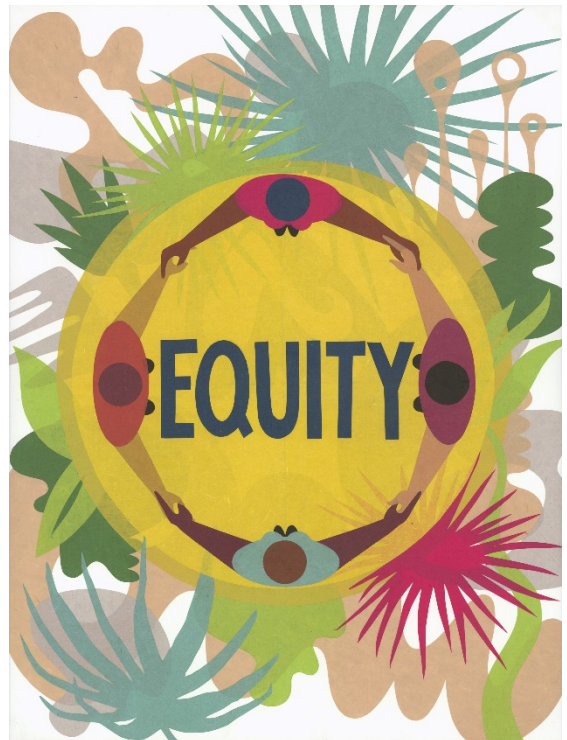
### About the California Health Care Foundation

*The California Health Care Foundation is dedicated to advancing meaningful, measurable improvements in the way the health care delivery system provides care to the people of California, particularly those with low incomes and those whose needs are not well served by the status quo. We work to ensure that people have access to the care they need, when they need it, at a price they can afford.*

### Introducing the California Health Care Foundation Health Equity Fellowship Program

To support our vision for health equity for all Californians, CHCF is launching the CHCF Health Equity Fellowship Program. The mission of this program is to identify, develop, and support emerging BIPOC leaders who have the capacity to become local and regional catalysts for health equity across California.

- This two-year fellowship program will focus on developing emerging BIPOC leaders via leadership development, training, and experience with grantmaking for health equity-centered work.
- For the pilot cohort, we seek to hire two fellows who live in California. We especially welcome candidates who have professional or lived experience in one of our regions of special focus — Central Valley, Inland Empire, Los Angeles — and/or those with experience serving Californians via safety-net programs.
- Applicants will apply to one of the two project areas that are aligned with CHCF's strategies for supporting health equity: **Impact Investing** and **Homelessness & Health Care**.
- Fellows will be full-time, fully benefited, exempt employees of CHCF. Over the two-year fellowship, they will be trained to assume the position of program officer and receive professional and leadership development support. The annual salary will be \$120,000.
- Applications are due **June 28, 2021**.



---

*Across California, there are talented people of color who are working to make our systems of care more just. This fellowship will give them an opportunity to bring those experiences and perspectives to philanthropy and to build their capacity to make lasting changes in the delivery system over the course of their careers.*

—Sandra R. Hernández, MD, CHCF President & CEO

---

As full-time, fully benefited employees, fellows will be an integral part of our CHCF staff. In collaboration with a program team and other partners, the fellows will bring their experiences and perspectives to CHCF's health equity focus, with each fellow deepening their expertise in their program area while working to support and develop strategies to achieve the program's goals using the levers of philanthropy.

In addition to their programmatic work, fellows will participate in cohort-based trainings and professional development activities designed to support BIPOC leadership. Upon completing the program, we hope that fellows will have an expanded set of skills, a more diverse network, and a deeper understanding of how their health equity lens could be applied in any number of career areas, including health policy, health care delivery, philanthropy, and/or the broader civil sector.

## Homelessness & Health Care Fellowship

The fellow in this specialty will be part of CHCF's Advancing People-Centered Care team. The fellow will report to [Michelle Schneidermann](#), director, Advancing People-Centered Care.

### Overview

Our Advancing People-Centered Care team helps catalyze care systems to work collaboratively to ensure people receive responsive, comprehensive, and coordinated services that support their health and well-being and prevent and reduce inequities in care. See examples of [work in this area generally](#), in [behavioral health](#), in [Black health equity](#), and on the topic of [care for people with complex needs](#).

CHCF has been working on the issue of homelessness and health care for some time. We have helped advance work in behavioral health, supported the implementation of California's Whole Person Care and Health Homes Programs, and funded [the spread of the Transitions Clinic Network](#) to improve the lives of people leaving jails and prisons. In the spring of 2020 we officially launched a portfolio dedicated to improving the care of people experiencing homelessness. We are looking to expand our work and to center it in a health equity strategy. Over the next year or two, we hope to better understand how CHCF can improve care and outcomes for Californians experiencing homelessness, particularly those with complex health needs. Specifically, we want to learn how to make care accessible across the safety net, accounting for cultural preferences and the experiences of people with co-occurring mental illness, those experiencing substance use and trauma, or those facing other challenges, like returning to the community after incarceration, that make receiving appropriate care across systems difficult to impossible.

This fellowship is an opportunity for a BIPOC professional to gain experience in philanthropic investment in primary care and behavioral health policy, financing, and delivery system improvement as it relates to people experiencing



homelessness. Broadly, the fellow will support analysis, strategy development and grantmaking related to health care policy and treatment models aligned with CHCF's and the team's mission. Specifically, the fellow will help research the opportunities for investments in the care of older adults experiencing homelessness, people experiencing homelessness who have mental health and SUD needs, and people with complex physical health needs. The fellow will also look for ways to support health systems in providing and measuring equitable care for people experiencing homelessness. Learn more about [CHCF's work to address homelessness and health care](#).

## Project Description

*The exact responsibilities of the fellow will depend on the particular skills and interests of the fellow as well as rapidly shifting needs at CHCF and in the field. Representative duties will include the following:*

**Support the environmental scan / landscape work, both launched and planned. Work closely with grantees (some yet to be identified) to:**

- Answer key questions about the policy/funding landscape for programs serving people experiencing homelessness in California (particularly in the Medi-Cal program), key stakeholders, evidence-based (or best) practices for populations of interest, quality measurement, programmatic gaps, etc.
- Scope and produce publications and other products related to areas of interest and expertise.
- Make and share hypotheses about how CHCF can best use its resources to address gaps and improve outcomes.
- Develop and shepherd grants to meet the goals identified through the environmental scans / subsequent strategic analyses.
- Seek input and buy-in from colleagues across the foundation, collaborate on health equity projects, and champion racially/culturally responsive solutions for serving people experiencing homelessness.

**Develop key partnerships with new stakeholders across the state:**

- Engage in listening work (and consider opportunities to commission work) with health care providers (managed care plans, county organized delivery system plans, associations, providers), consumers, criminal justice stakeholders, harm reduction advocates, and others.
- Understand and articulate challenges and opportunities in the health care delivery system for consumers and other stakeholders, to generate ideas for subsequent grants.
- Identify and engage with other foundations inside and outside California funding this work.

**Strengthen networks and reputation of CHCF's health care and homelessness work:**

- Represent CHCF at local events and conferences.
- Support external engagement efforts and multimodal media content, such as blog and video, to bolster CHCF's reach and reputation, as needed.



## Qualifications

We are looking for emerging BIPOC leaders who are interested in exploring philanthropy as a tool to support health equity in California. Prior experience with grantmaking is not required.

### Required Qualifications

In order to participate, fellows must:

- Bring a demonstrated commitment to racial and economic equity.
- Have work experience in a field related to the fellowship's project — experience can come from any number of fields: health care (including behavioral health) delivery or administration, public health, health policy, health innovation, impact investing, or health financing, particularly in the safety net and Medi-Cal.
- Live in California.

We especially welcome candidates who have professional or lived experience in any of our regions of special focus — Central Valley, Inland Empire, and Los Angeles — and/or those with experience serving Californians via safety-net programs.

### Other Qualifications

We are also looking for candidates with the following qualifications:

- A passion for CHCF's [mission and values](#).
- A bachelor's degree or similar experience; at least five years of project management, operations, clinical (patient care), or applied research experience in either private or public sector health organizations that is directly related to the subject of their fellowship focus (Impact Investing or Homelessness & Health Care.) Experience comes from any number of fields: health care (including behavioral health) delivery or administration, public health, health policy, health innovation, impact investing, or health financing, particularly in the safety net and Medi-Cal.
- An interest in learning about grantmaking and impact investing as tools to support health equity in California (no experience in grantmaking required), thinking critically and proactively about the unique role of philanthropy in this work, field-wide and at CHCF specifically.
- Enthusiasm for collective learning models and for actively participating in a cohort-based fellowship program that will be enhanced and shaped by each person's level of engagement and unique contributions.
- Curiosity, humility, open-mindedness, and service orientation; eagerness to listen to and learn from our grantees and other partners in the field.
- A professional and personal commitment to the ongoing work of becoming an anti-racist leader and to participating in CHCF's organizational DEI programs as a staff member. The patience to understand that change moves at the pace of individuals and the persistence to keep moving an equity-centered strategy despite challenges and setbacks.
- Comfort with ambiguity and willingness to proactively seek clarity, propose solutions, and bring shape to initiatives where possible.

- Excellent interpersonal and collaboration skills; demonstrated ability in building relationships with and working with people at all levels and across multidisciplinary projects. Able to give, seek, and incorporate feedback in a healthy and productive manner.
- A strategic mindset, with an ability to view CHCF's work from different viewpoints, maintaining a broad perspective while also identifying critical details; considering the individual while also working toward systemic solutions; ability to anticipate needs, recommend options, and implement practical solutions that work.
- An eagerness to learn and grow, and a willingness to commit oneself to developing as a leader who works collaboratively and across traditional boundaries of positionality, practicing the ability to influence and inspire others from various backgrounds and disciplines to move diverse groups of stakeholders toward a shared course of action that centers health equity.
- Ability to communicate in a clear and compelling manner.

## Application Process

### Program Dates

Our estimated start date is **August 23, 2021** and the estimated program completion date is **August 23, 2023**.

### To Apply

We are only accepting applications submitted online at [Impact Investing Fellowship application](#) or [Homelessness & Health Care Fellowship application](#).

To apply, please select your fellowship focus and submit:

- A resume
- A cover letter of no more than two pages that addresses the following:
  - What attracts you to this particular fellowship? How would it serve you?
  - Your experience and its relationship to health equity
  - Your availability to commit to two-year fellowship
  - If you have any experience (professional or lived) in one or more of our regions of special focus (Central Valley, Inland Empire, Los Angeles), please share
- Two work samples on a relevant subject of any kind, length, or format that demonstrates communication skills and/or subject area knowledge. We welcome as many additional samples as you would like to share. These could be written reports, blog posts, videos, webinars, podcasts, project plans, grant proposals, websites, investment theses, meeting agendas, posters, etc.

### Application and Selection Process

Submit your [Impact Investing Fellowship application](#) or [Homelessness & Health Care Fellowship application](#) by 5 PM (PT) on **June 28, 2021**.

You will receive an automatic message acknowledging receipt of your application. We wish that we could respond personally to all applicants, but only those selected for interviews will be directly contacted.



The interview process will begin in early July and continue throughout that month. Qualified applicants will be invited to an initial brief screening interview via phone. Selected candidates will then be invited to a longer-form interview via video with CHCF executive team members and other staff. From there, candidates may be invited to meet more informally with additional team members and other staff.

**We welcome inquiries and feedback, especially as this is a new program:**

- For questions regarding the fellowship program itself that would impact your decision to apply, please contact CHCF Chief Talent Officer Charles Reader at [creader@chcf.org](mailto:creader@chcf.org).
- For questions about your qualifications for this fellowship, application process, internal selection timeline, confidential inquiries, or suggestions for how to improve this announcement or the opportunity itself, please email our talent search partner for this fellowship, People Power Director Kate Brumage at [kate@peoplepowerproject.org](mailto:kate@peoplepowerproject.org).

**Start Date, Location, Compensation, and Benefits**

The fellowship is scheduled to begin **August 23, 2021**.

Fellows will be full-time (based on a 37.5-hour week), fully benefited, exempt employees of the foundation. The annual salary is \$120,000. Read about our generous [benefits package](#).

We welcome candidates who live anywhere in California to apply. Currently, all CHCF staff are working remotely. The foundation is in the early stages of creating a strategy and updating our policies as we think about workplace 2.1, postpandemic. We will work together with this unique cohort to align with this forthcoming policy, which could be any combination of partially remote from a home office, working from CHCF's Oakland or Sacramento office, working from shared office space with a CHCF partner in another location, or in a coworking space. Fellows can expect to be physically present at two to four meetings per month at our Oakland office and to be available to participate in various conferences, multiday in-person retreats, and other gatherings as planned. CHCF will support this travel and work to take into consideration how caregiving responsibilities may impact a fellow's ability to travel for lengthier engagements. CHCF provides all staff with the technology tools and home office resources that support their ability to work remotely.

*Employment offers will be contingent on a background check that is limited in scope and compliant with best practices for Fair Chance Hiring. We welcome formerly incarcerated people to apply for this fellowship.*

