



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.

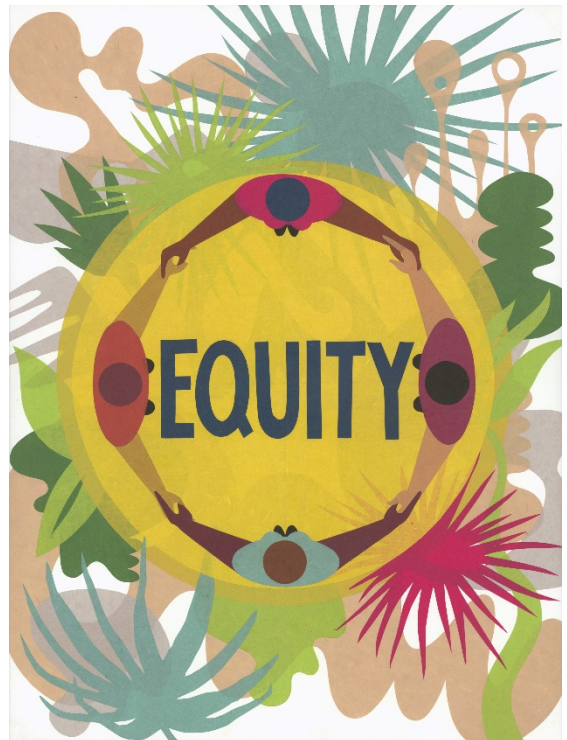
About the California Health Care Foundation

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.

Impact Investing Fellowship

The fellow in this specialty will be part of CHCF's Health Innovation Fund team and report to [Melissa Buckley](#), director, Innovation Fund, who leads the work.

Overview

CHCF works to build a strong foundation for delivering meaningful change in California's health care system by providing timely research, supporting health care journalism, training leaders, and developing cross-sector networks. [See examples of work in this area.](#)

As part of this work, CHCF launched the Health Innovation Fund in 2011 to invest in emerging companies, to bring the best innovations and technology to the providers, health systems, and payers serving Californians, particularly within Medi-Cal. The fund invests in mission-aligned, venture-backed technology companies that are well positioned to scale in California. The fund makes a direct financial investment in the company and offers grants to safety-net partners to support adoption. [Learn more about the fund and its portfolio of companies.](#)

This year, our team will expand the Innovation Fund, currently focused on Series A through C (growth stage), to include seed-stage companies. Our expanded approach will provide mission-aligned entrepreneurs with critical investment capital and network-building support. We have identified the seed stage as a juncture where systemic barriers to advancement make it especially challenging for underrepresented founders to gain the kind of investment capital needed to grow their enterprises to reach full potential. Expanding our investment strategy to include seed-stage companies, where traditionally underrepresented entrepreneurs, specifically BIPOC founders, are more prevalent, will allow us to bring essential diversity in leadership to the companies in our pipeline and portfolio, and beyond that to better serve our mission of improving health care delivery in California.



This fellowship is an opportunity for a BIPOC investment professional to gain experience in impact investing in tech-enabled health care services. Broadly, the fellow will support analysis related to investment opportunities aligned with CHCF's mission and the spread of innovation at scale in the safety-net delivery system. Specifically, the fellow will help shape strategy and launch activities to support underrepresented founders and investors in tech-enabled health care services.

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 these:

Support the creation of seed-stage investing program for underrepresented founders:

- Work with the team to identify seed-stage investment opportunities that align with CHCF's mission of improving access to, and the quality of health care for, underserved communities in California.
- In partnership with the team and external consultants, help to further define the focus of the seed-stage investing program, using data and other feedback to inform a demographic strategy around which groups of founders would be best served by this particular type of funding.
- Develop key partnerships with health technology investors and entrepreneurs focused on emerging companies and underrepresented founders in health care.
- Establish marketing/sourcing strategy, develop application process, and facilitate selection meetings.
- Evaluate success of seed-fund program and identify opportunities for improvement.

Source growth-stage investment opportunities:

- Understand challenges in the health care delivery system and identify companies that provide technology solutions.
- Evaluate potential investments through financial due diligence, market research, and competitive analysis.
- Seek input and buy-in from colleagues across the foundation to strengthen investment thesis.

Support existing portfolio companies to gain market traction:

- Support grant work that may be paired with an investment, including evaluation of innovations in the safety-net setting.
- Collaborate on health equity projects and champion culturally responsive technology solutions.

Strengthen networks and reputation of CHCF and the Innovation Fund:

- Be a visible presence for 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 reputations.
- Produce market reports on challenges and technology solutions.
- Make best use of CHCF's platform to highlight the work being done by underrepresented founders, particularly Black, Latinx, and women leaders making important contributions to accelerating DEI in the field of HealthTech.



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.
- 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.

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.

