

Restuccia Health Justice Fellowship–New York

Community Catalyst is proud to partner with the New York Health Foundation under their [Empowering Health Care Consumers](#) program to launch a new project under the auspices of the [Restuccia Health Justice Fellowship](#) program that will take a deep dive into the ecosystem of race equity and health justice in New York State.

As the first regionally focused individual leadership development fellowship centered on race equity and health justice, the inaugural cohort of the **Restuccia Health Justice Fellowship–New York** will participate in an innovative leadership training model that will provide fellows with skills and tools to effectively advocate on behalf of their communities and tackle structural racism and other inequities embedded in the U.S. health system.

The regional fellowship will deepen and enhance community-led health advocacy efforts across the state and cultivate a broader network of diverse health justice and patient advocate leaders and organizations that reflect the geographic, racial, ethnic, and gender diversity of New York State.

Why are you launching the Restuccia Health Justice Fellowship–New York pilot program?

As New York State works to rebound from the multi-dimensional impacts of the COVID-19 pandemic, there is a critical need for well-trained, powerful, vocal, and visible health and patient advocates to ensure that the state's health care system is reshaped in ways that actually meet community needs.

With race equity and health justice at the center, the Restuccia Health Justice Fellowship–New York seeks to cultivate and equip diverse leaders with the tools and strategies needed to evolve New York's health care system to meet community and patient needs.

What is the objective of the Restuccia Health Justice Fellowship–New York?

The Restuccia Health Justice Fellowship–New York's primary objective is to equip a diverse cohort of individuals and their teams within local, state, and national health advocacy organizations located in and serving New York State with the tools, resources, and teamwork to transform their organizations. These individuals and organizations will be able to take greater strides toward race equity and health justice.

What are the Fellowship's guiding principles?

The New York pilot builds on the framework of Community Catalyst's national Restuccia Health Justice Fellowship: advancing leadership development and teamwork, organizational transformation, powerful and unusual partnerships, and leadership through a race equity and health justice lens.

These four overlapping areas respond to advocates' needs in the field, and complement Community Catalyst's existing work.

What are the Fellowship's programmatic elements?

The Restuccia Health Justice Fellowship–New York project design includes the core elements of the Restuccia Health Justice Fellowship program: healing justice and resiliency, development and fundraising strategies, data and technology, leadership versus management, change management through

race and health equity, and power building through partnerships.

How does the program respond to New York's health environment and political landscape?

New York fellows will develop a deeper understanding of the New York State policy-making process, strategies that have been successful in effectuating meaningful change, and key issues for advancing health equity in New York State. The program will continue to be adapted to meet the needs of New York advocates.

How does the New York curriculum respond to community needs?

A regional field assessment will inform the development of curriculum and technical training that focus on individual leadership development. This will likely include tailored workshops on defining success, building and sustaining community coalition partners, policymaking and regulatory processes for successful change, authentic leadership, inclusive communication and relationship building, personal leadership development, strengthening health access and coverage, addressing community health needs, and navigating New York's health care landscape and new leadership in New York's political landscape.

How many applicants will be chosen for the Restuccia Health Justice Fellowship–New York?

Eight emerging advocacy leaders located in and serving New York State will be selected to work alongside at least two colleagues from their organization. Preference will be given to applicants that have identified at least one senior-level decision maker within the organization as a collaborative partner.

What is the project capstone?

As part of the application process, applicants and two designated colleagues need to identify two pressing health-related challenges and issues that they and their organization could address through a capstone advocacy project to ensure that the state's health care system is reshaped in ways that meet community and patient needs. This can include health-related challenges they are already working to address but could use additional support to propel the work forward. Health-related challenges and issues may be related to social determinants of health, health disparities, health care access, or other health policy issues. Fellows will flesh out their chosen challenges throughout the fellowship.

Throughout the Fellowship, fellows will learn how to translate their selected health issue(s) into a targeted health advocacy initiative or campaign that can be addressed at the community-level and/or at various levels of government.

What are examples of the advocacy project capstone? Examples of capstone projects include:

- Organizations will have the opportunity to increase their public profiles and deepen relationships across the race justice and health equity ecosystem
- Requiring transgender-friendly policies and procedures at all hospital and health facilities
- Developing a campaign to increase access to healthy foods in urban food deserts and/or
- Designing a campaign to advocate for greater public notice and engagement of the affected community when hospitals propose to close or downsize

Does the Fellowship support lobbying efforts?

Lobbying is outside the bounds of this Fellowship program/grant agreement and will require separate funding from within your organization.

How will Restuccia Health Justice Fellowship–New York fellows be mentored throughout the program?

Fellows will have an assigned executive coach with background and expertise relevant to their professional and personal goals and priorities for the program. Additionally, fellows will participate in monthly calls with their coach and peer-to-peer coaching calls with other cohort fellows. Coaches will work intensively with fellows to assess their strengths and weaknesses, offer guidance on their project capstone, develop a plan to advance their goals, provide strategic advice and problem-solving, check-in on their progress, and offer support as needed.

Benefits

How does the Restuccia Health Justice Fellowship–New York drive organizational transformation?

- Organizations will be awarded a \$20,000 grant to be used over 12 months to defray the costs of participation and/or to fund their capstone advocacy project
- Organizations will gain a deepened understanding of the intricacies of the policy process, the complex financing mechanisms that drive many health care decisions, and the profound change needed to dismantle structural racism within the health system

- Collectively, organizations will enable more resilient and aligned teams that operate with an increased sense of agency, unity, and effectiveness
- Working in partnership, teams will become better able to engage and identify needs that increase their ability to achieve bigger, more lasting, more equitable structural changes to the health care system

How does the Restuccia Health Justice Fellowship–New York drive individual transformations?

- Fellows will be provided individual personal/professional development coaching and support (valued at over \$25,000)
- Fellows will work on an individual and organizational assessments of advocacy knowledge/skills, leadership, racial equity, and health justice
- Fellows will build an individual leadership plan supported by a qualified coach and tied to the project capstone
- Fellows will have access to leadership development, training, and learning with top experts in advocacy, preventing burnout and increasing wellness, navigating New York's health care and political landscape, strengthening health access and coverage, and coalition building
- Fellows will build connections as part of a peer cohort with other outstanding health advocacy leaders
- Fellows will increase their public profile through networking opportunities and Fellowship communications

What can New York fellows expect after the program is completed?

Fellows will forever be part of the Community Catalyst family. Some of the post-fellowship engagement efforts may include:

- Fellows may be asked to participate in the interview process for the future cohorts
- On-going follow-ups, communications, check-ins, alumni activities, and engagement opportunities will continue—we want to stay connected with you
- Opportunities to participate in future workshops, trainings, and events with Community Catalyst staff, advocates, and Board
- As part of this journey, the inaugural Fellows Class of 2022 will be encouraged to participate in annual workshops, alumni activities, speaking engagements, and other events

Eligibility Requirements

Who is eligible to apply for the Restuccia Health Justice Fellowship—New York program?

Emerging advocacy leaders working in health advocacy, health policy, patient advocacy, and/or at community-based organizations within New York that prioritizes health in their work.

All applicants/organizations that meet the fellowship profile and eligibility requirements are encouraged to apply.

In addition, each applicant must be dedicated to pursuing their project capstone and deepening their practice toward race equity and health justice.

Supporting organizations of color is a primary goal of the fellowship program. While it is not required eligibility criteria for the New York fellowship, applications from geographically diverse fellows who work across New York State, have lived experience, and work in or serve low-income communities and communities of color will be prioritized.

How does Community Catalyst define organizations of color?

Community Catalyst defines an organization of color (OOC) as an organization that fits the following criteria:

- **Those served:** The organization is primarily focused on improving the lives of the communities of the following identities: Black, Indigenous, Hispanic, Latino/a/e/X, Arab/Arab American, MENA (Middle Eastern Northern African), African, Southeast Asian, Asian, Pacific Islander, Native Hawaiian, Alaska Native, immigrants, and/or any other identities of color not listed and their families, and
- **Mission:** This is reflected in the organization's mission, goals, and program activities; and,
- **Leadership:** A majority (75%) of Leadership (board members, executive director, and senior management as defined by your organization) identify as members of the above-listed communities.

External partners have assisted in the development of this definition. Community Catalyst is committed to learning and growing in this space and, therefore, continuously revisiting this definition. We welcome any comments, questions, or ideas you may have.

Do the Fellowship participants need to be U.S. citizens?

No, U.S. citizenship is not a requirement.

Can more than one individual from the same organization apply?

No, only one person from each organization can apply. However, selected fellows will be encouraged and expected to work with their

teams (including two designated colleagues) to design and implement their project capstone.

Logistics

How long does the Restuccia Health Justice Fellowship–New York last?

The Fellowship will include pre-programming orientation for the first few months, followed by nine months of intensive coaching and training. Applicants should expect the program to last approximately 12 months, which will begin as soon as applicants and their organizations are notified of their selection in August 2022. The inaugural Fellows class of 2022 will graduate in September 2023.

What is the time commitment for participating in the Fellowship?

- **Cohort One Welcome, Meeting:** *Friday, September 9*
- **Virtual Workshops and Group Coaching:** The second Friday of every month (*except in November*), beginning *Friday, September 9, 2022*
 - **Occasional assignments** (*approximately 3-5 hours per month*)
- **Advocacy Capstone Project:** Dedicated instruction held on the third Wednesday of every month, beginning September through October 2022, January through June of 2023
- **Executive Coaching:** Individual coaching sessions are held weekly for one hour, every week in September 2022 (inclusive of organizational and individual assessments/debriefs)
 - *Note: Following September, executive coaching sessions will move to once a month for one hour*
- **Cohort One Graduation:** In-person celebration, September 2023 (date to

follow). This event will take place over two and half days (*subject to change*)

What amount of travel is expected? How much of the program will be in-person vs. remote?

All workshops will be held via Zoom. The Fellowship will have at least one in-person meeting in September of 2023.

What can we spend the grant funds on?

Grant funds may defray participation costs and/or fund the Fellow's capstone advocacy project, meetings, supplies, project travel, communications, and other program-related expenses.

Application Related Questions

How do I apply?

Applications must be submitted via the application portal [here](#).

When is the deadline to apply?

To be considered, the applicant and two designated colleagues, including at least one senior-level decision maker within the organization, must submit a joint application by July 8, 2022.

What role will colleagues play?

As part of a shared commitment to the program and collaborative partner to each fellow, two designated colleagues from each organization must agree to attend at least two team workshops over 12 months. They will also be accountable to supporting and working with the fellow to implement their capstone project.

How long is the application process?

The entire application timeline is approximately 6-8 weeks—the application submission process will be open for 5 weeks, from June 7 to July 8;

then, finalists will be asked to submit a video testimonial and be interviewed over several weeks. Please see the application phases below.

What is the application process like?

We will kick off recruitment for the inaugural cohort with a webinar on Tuesday, June 7, announcing the opportunity, expectations, time commitment, benefits, and application process.

The application process has four phases that will take place immediately after the webinar. The four phases are:

- **Phase One - Applications Due:** July 8
The applicant and two supporting staff members will submit their online applications jointly.
- **Phase Two - Video Submission:** July 22
Between 12 and 15 individuals selected to submit a three-minute video (not professionally produced).
- **Phase Three - Finalist Interview:** August 10
During this finalist phase, approximately eight to twelve individuals alongside their two designated colleagues will be invited for virtual interviews and asked to submit additional information (e.g., commitment to the program, letters of support, etc.).
- **Phase Four - Finalist Notified:** August 15
Contracts and grants will be awarded to eight individuals and their organizational homes by 9/1/11.

Who do I contact with questions?

You can send your questions to RestucciaFellowshipNY@CommunityCatalyst.org.