

Together Toward Equity Fellowship

Frequently Asked Questions (FAQ)

OVERVIEW

1. What makes the Together Toward Equity Fellowship different from other Fellowships?

The Together Toward Equity Fellowship is designed to strengthen community leadership and organizational impact. The Fellowship will create a dynamic pathway to invest in our shared goal of an effective, sustainable and equity focused public health infrastructure for the future. What sets the Together Toward Equity Fellowship apart from other programs is our focus, investment, and commitment to community-based organizational leaders. The Fellowship forges a pathway for Fellows to grow within and with community organizations through coaching, capacity building activities, access to subject matter experts, project-based leadership, and peer networking. To provide additional support and benefits to organizations, the Together Toward Equity Fellowship has built-in peer-engagement, capacity building and organizational support for each organization represented in the Fellowship. This includes, but is not limited to, access to virtual trainings and online self-guided capacity building to support organizations represented in the Fellowship.

2. What are the goals and outcomes for the Together Toward Equity Fellowship?

The Together Toward Equity Fellowship will create a dynamic pathway to invest in our shared goal of an effective, sustainable and equity focused public health infrastructure for the future. Our goal is to support and strengthen the skills and real-world experience of individuals who are committed and connected to the community. This includes the advancement of a self-identified project (see question 14) that elevates the Fellow's leadership skills. We will also support the organizations represented in the Fellowship to ensure that they have opportunities to build on their organizational capacity.

3. What is the timeline of the Fellowship?

Applications are open from August 2023 through September 13th, 2023. The 12-month Together Toward Equity Fellowship will officially kick-off in October 2023 with the announcement of all confirmed Fellows. See below for a full timeline of activities.

'23	Oct.- Dec.	Self Analysis & Understanding
'24	January	In-person Meeting & Curriculum Launch
'24	Feb.- Apr.	Foundational Leadership
'24	May	In-person Meeting & Reflection
'24	Jun.-Aug.	Dynamic Leadership
'24	September	In-person Meeting & Culminating Experience



The Public Health Institute is an independent, nonprofit organization dedicated to promoting health, well-being and quality of life throughout California, across the nation and around the world.

To learn more about the Together Toward Equity Fellowship, email

equityfellows@phi.org

4. Will Fellows receive any financial compensation or support?

Yes, Together Toward Equity Fellows will receive a stipend of \$5,000 over the course of 12 months in three installments. In addition to stipends, travel support (see questions 15 & 16) will be provided for all required activities, including in-person meetings.

5. Will Fellows be considered an employee of PHI?

No, Fellows will retain employment with the community organization where they work. Fellows will not be entitled to any employee benefits or employee compensation from PHI while a part of the Fellowship. While there will be a stipend for Fellows, that will not translate into being a PHI employee. More information will be provided to the selected candidates.

6. Are there any benefits for the Fellows' organization?

The Together Toward Equity Fellowship acknowledges that leaders are best cultivated with support and strong ties back to community and their workplaces. For this reason, the Together Toward Equity Fellowship includes peer-engagement, capacity building and support for each organization represented in the Fellowship. This includes, but is not limited to, access to virtual trainings and online self-guided capacity building for select staff.

APPLICATION & ELIGIBILITY QUESTIONS**7. How do interested candidates apply?**

After interested candidates have reviewed the eligibility criteria (see question 10) they should visit the [Together Toward Equity webpage](#) to complete an [interest form](#). Once qualifying candidates complete an [interest form](#) they will be emailed a link for the application platform. Email and hard copy applications will not be accepted in lieu of an online submission. For questions, please email equityfellows@phi.org.

8. What do candidates need to do in order to prepare for the application?

Candidates should confirm they can:

- Commit to the time (see questions 13-15) required for this Fellowship. Including virtual meetings and 3 in-person meetings which may require overnight travel.
- Travel throughout California for in-person meetings.
- Identify 2-3 professional references and provide contact information for at least two. References must represent at least two of the following: a peer, direct supervisor, or a supervisee.
- Provide
 - Letter of support from the current organization (2pg. max). All letters of support should clearly:
 1. Name the applicant.
 2. Outline support for the applicant's participation in the Fellowship.
 3. State understanding of the time commitment.
 4. List qualities that make the applicant an asset to the organization.
 5. Demonstrate how this opportunity will bring support to the organization.
 - Resume outlining the applicant's recent and relevant work experience (2pg. max).
 - Letter of intent outlining the applicant's interest and qualifications (2pg. max).



9. Is a candidate required to inform their employer?

While the Together Toward Equity Fellowship will provide learning and growth opportunities, most of the applied work will be centered and focused on the organization and community. For this reason, Fellows should have the support and commitment from their organization. It is also best practice that the Fellowship project (see question 14) align with a programming or administrative need within the current organization.

10. Who is eligible to apply?

The Together Toward Equity Fellowship is open to individuals who meet all the following criteria:

- Employed at an organization that received a grant from Together Toward Health/PHI in the past 3 years.
- Employed at a minimum of 50% FTE.
- Employed at the organization for a minimum of 6 months.
- Live and work in California.
- 18 years or older.
- Minimum of 3 years of related work experience in public health.
- Eligible to work in the United States.
- Able to engage in a virtual learning environment.
- Able to work collaboratively with others.
- Able to communicate comfortably in English.
- Have a personal commitment to Equity.
- Have a genuine interest in changing public health for the better.
- Committed to staying at their current organization for the duration of the Fellowship.

11. How are Fellowship applications reviewed?

The selection process involves three phases.

1. Completed applications will be screened for eligibility.
2. All eligible Fellowship applications will then be reviewed by a minimum of two individuals.
3. The final selection will include consideration for diverse representation of Fellows, including race/ethnicity and geographic location.

12. Will there be a waitlist?

Yes! Selected Fellows will be notified of final selection and if circumstances change, such that a selected applicant can no longer participate, the waitlist will be utilized. The waitlist will not carry over to the next Together Toward Equity Fellowship cohort. Interested candidates will be required to re-apply for the 2024 cohort.

PROGRAM QUESTIONS

13. What are the expectations of Together Toward Equity Fellows?

Together Toward Equity Fellows are expected to participate and engage in all virtual and in-person learning and growth opportunities. All in-person meetings will take place in California and may require an overnight stay (see questions 15 & 16). We anticipate dedicating, on average, 10-12 hours per month to growing power and leadership potential. Meetings are tentatively scheduled for two Tuesdays per month from 11:00am-12:30pm. Additional meetings will be hosted with the Fellow's assigned coach. Fellows should work toward advancing a project (see question 14) that directly impacts their organization and most importantly provides an impact to the community.

14. What is the Together Toward Equity Fellowship project?

The overarching goal of the Fellowship is to cultivate and support emerging leaders. We believe the best way to grow leadership is through real-world experience and application. For this reason, we are asking candidates to identify a project that will support their growth within their organization. We recommend that this project also have a strong link to advancing the needs of the community served. An example of a potential project is included below.

Project Title: *Sustainability- Evaluation as a tool for relationship building.*

Statement of Impact: *Support the evaluation of our work and embed messaging addressing key findings to community, local government, and private philanthropy. Strategize ways to better communicate positive outcomes as well as evaluation findings to 1. Sustain the work; 2. Develop and build the case for additional/alternative funding; and 3. promote our work to the larger network and media.*

15. Does the Together Toward Equity Fellowship require travel?

The Together Toward Equity Fellowship recognizes the importance of cultivating relationships with other Fellows. For this reason, there will be at least three opportunities to meet in-person. All meetings will be hosted within the state of California and may require an overnight stay. Tentative dates for the 2024 in-person meetings are as follows:

- January 18th & January 19th
- May 16th & May 17th,
- September 19th & September 20th

16. Will there be travel support for selected Fellows?

Yes! The Together Toward Equity Fellowship will cover all associated travel costs for the Fellows. Instructions for requesting a travel reimbursement will be shared with Fellows after they have accepted their Fellowship.

For additional questions, please email equityfellows@phi.org