



The Restuccia Health Justice Fellowship

The [Restuccia Health Justice Fellowship](#) honors the legacy and vision of Community Catalyst's founding and longtime Executive Director, Rob Restuccia. For twelve months, the Fellowship provides intensive coaching and funding for select local, state, and national health advocacy organizations of color. Unlike other fellowship programs that recruit individual leaders, this model recruits teams from within organizations who will participate in all programming alongside two other organizations/teams. Meet the inaugural fellows [here](#).

What are the goals of the Restuccia Health Justice Fellowship?

The Restuccia Health Justice Fellowship focuses on building the power and capacity of emerging advocacy leaders and their organizations to reshape the health system so it is reflective of and responsive to community needs. The Fellowship has an explicit emphasis on addressing the historically discriminatory roots of the health care system and seeks to help eradicate structural barriers by diversifying and strengthening leadership within the health equity and justice movement.

How does the Fellowship align with Community Catalyst's vision?

Community Catalyst is dedicated to advancing a movement for health equity and justice by transforming a broken health system into one that is shaped by and accountable to all people. That means focusing our work more deliberately towards race equity and health justice, long-term vision setting, and power building that prioritizes the people most hurt by our current health system.

How many teams/individuals will be selected for the Fellowship?

Three organizations of color will be selected and funded, and each should select a minimum of 3 individuals to participate as a "Fellowship Team" throughout the duration of the twelve-month program. Each member of the Fellowship Team must sign a commitment agreeing to attend and fully participate in all aspects of the Fellowship program.

See the section below on eligibility requirements and clarity on Community Catalyst defines organizations of color.

What topics will be covered during the Fellowship?

The Fellowship's framework concentrates on four main competency areas that will be addressed throughout the duration of the program. These four overlapping areas respond to advocates' needs in the field, and complement Community Catalyst's existing work:

- **Organizational Transformation:** As part of their application, Fellowship Teams will identify an organizational transformation goal they want to achieve (or initiate) during the Fellowship. Teams will be matched with an organizational development coach who will support them in assessing their organization's overall strengths and weaknesses, racial justice strategies, and practices and help them develop a plan for their transformation.
- **Leadership Development and Teamwork:** Individual leadership practices that strengthen leaders' effectiveness and make their work more purposeful, fulfilling, and less stressful; training and best practices to build more effective teams that can tackle big organizational imperatives and take their organization's work to the next level.
- **Powerful and Unusual Partnership:** Fellowship Teams will be asked to step outside of their current

advocacy work and will be challenged to think bigger about what kinds of partnerships are required to achieve structural change.

- **Leadership through a Race Equity and Health Justice Lens:** Fellowship Teams will be asked how their internal operational procedures (human resources, budgeting, and benefits administration) and programmatic strategy (coalition building, policy development, advocacy, and organizing, external communications) need to shift to better tackle structural racism and advance race equity and health justice.

What are examples of organizational transformations?

Examples of an organizational transformation include, but are not limited to, fundraising planning, growing the internal capacity to launch a capital campaign, mission development or change, strategic planning, recruiting and retaining a more diverse staff team, and board development.

What does transformational leadership mean?

Transformational leadership is a theory of leadership where a leader works with a team to identify needed organizational and/or personal change, creates a vision to guide the change through inspiration and planning, and executes the change in collaboration with committed members of a group.

Who reviews the applications and makes the final decision about which applications are selected?

Community Catalyst has appointed a Selection Committee consisting of program staff and external advisors responsible for making the final applicant selections/decisions. The Selection Committee consists of senior and junior-level staff members, a former fellow from cohort one and two external reviewers of the Community Catalyst senior and junior-level staff members.

How will Fellowship Teams be mentored throughout the program?

Fellowship Teams 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.

What is an organizational assessment?

The assessment we include is a comprehensive assessment of your organization. The survey administered collects real, unbiased input from staff and board leaders to assess organizations across 36 key measures. Some of the areas assessed include leadership, management, adaptability and technical skills. These statistically-validated measures are drawn from an evidence-based understanding of how nonprofits most effectively deliver on their missions.

What are the reporting requirements?

Fellowship Teams will be asked to provide one interim and final report over the fellowship. Teams will also be asked to provide feedback on workshops, overall evaluations, updates and progress on their transformation, and a testimonial video after the Fellowship.

What if I have a question not answered in this document?

You can send your questions to the RestucciaFellowship@CommunityCatalyst.org general email box.

Benefits

Who is part of the Restuccia Health Justice Support team?

The Restuccia Health Justice Team consists of one program manager, program staff, coaches, faculty, and

experts in specific areas.

How does the Fellowship drive organizational transformation?

- Organizations will be awarded a general operating grant of \$50,000 to be used over twelve months to defray costs of participation and/or to fund organizational transformation activity.
- Organizations will receive an assessment supported by a designated coach and tied to organizational transformation and race equity.
- Organizations will have the opportunity to increase their public profiles and deepen relationships across the racial justice and health equity ecosystem.

How does the Fellowship drive individual transformation?

- Fellowship Teams will be provided personal/professional development coaching and support (valued at around \$25,000).
- Fellowship Teams will participate in workshops and learning with top experts in organizational management, fundraising, health systems, advocacy, race equity and health justice, and leadership development.
- Fellowship Teams will gain membership in a peer cohort with other outstanding health advocates.

What can Fellowship Teams expect after the program is completed?

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

- Fellowship Teams may be asked to participate in the interview process for future cohorts.
- Fellowship Teams will stay connected through ongoing follow-ups, communications, check-ins, alumni activities, and engagement opportunities—we want to stay connected with you!
- Fellowship Teams may be given opportunities to participate in future workshops and events with Community Catalyst staff, advocates, and Board.
- As part of this journey, fellows will be encouraged to participate in annual workshops, alumni activities, speaking engagements, and other events.

Eligibility Requirements

How does Community Catalyst define organizations of color?

Community Catalyst requires that applications come from organizations of color. Our working definition is:

- **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, Middle Eastern, Northern African, Southeast Asian, Asian, Asian Pacific Islander, Native Hawaiian, Desi, and/or immigrant, 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.
- **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.

Please note 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.

What are the other eligibility requirements?

- Health is one of the organization's stated priorities.
- U.S.-based, national, state, or local organization with a 501(c) (3) tax status.

Do we need to be a 501(c) (3) organization to apply?

You do not need to be a currently registered 501(c) (3) organization at the time of application. However,

the expectation is that we will fund only organizations with a 501(c) (3) status established when the Fellowship term begins.

Can we apply using a fiscal sponsor?

You can apply with a fiscal sponsor with a 501(c) (3) tax status.

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

No, U.S. citizenship is not a requirement, but the organization must be a 501(c) (3).

Is English proficiency required?

Yes, Fellows must be fluent in spoken and written English as all programming will be conducted in English.

My organization has many great ideas on how we can change our community, but we haven't put them into action yet. Are we still eligible to apply?

Yes! If your organization is still in the process of developing your idea or vision and hasn't yet put it into action, or if your organization already has an idea but needs guidance, then this Fellowship is a good fit for you. However, applications should demonstrate how your organization has had a meaningful community impact, whether at the local, state, or national level, to advance race equity and health justice.

Logistics

How long is the Restuccia Health Justice Fellowship program?

Fellowship Teams should expect to dedicate approximately 12 months of their time, which will begin as soon as organizations are notified of their selection in August 2022. The Fellows class of 2022 will graduate in September 2023.

How will workshops be facilitated?

The majority of the sessions will be held via Zoom, with the exception on one in-person visit held in 2023. Please note that making sure everyone feels comfortable and safe is Community Catalyst's number one priority. We are committed to staying abreast of any COVID-19 safety requirements as each state transitions into various integration stages. This section will be continually updated.

What is the time commitment?

Fellowship Teams should plan to commit for the entirety of the twelve months, with a commitment of roughly 10-15 hours per month and possibly one in-person celebration in 2023. Specifically, this means:

- Fellowship Teams will participate in pre-programming orientation, beginning in September 2022.
- Fellowship Teams should plan to attend one in-person celebration in September 2023 for up to three days.
- Fellowship Teams to participate in video conferences and peer-to-peer coaching sessions on the last Friday of every month (approximately 2-4 hours per month).
- Fellowship Teams will have team coaching sessions for up to 2 hrs. each month to inform their organizational assessment better.
 - *Note: Selected Fellowship Teams should plan to attend the Passing the Torch celebration with cohort one on September 28, 2022, between 5:30-7:00 pm ET.*

Confirmed dates will be shared with applicants who are accepted into the third phase of the application process.

Will Fellowship Teams receive a calendar or syllabus/curriculum?

Fellowship Teams will receive a welcome kit, a program outline (curriculum), and a calendar of meetings and calendar invites to plan accordingly.

If selected, can Fellowship Teams and their respective organizations issue a press release?

Yes, Community Catalyst will provide Fellowship Teams with a media kit (template materials) that you can use as part of our comprehensive communications plan.

Application Related Questions

How do I apply?

Applications must be **submitted via the application portal once available on July 15, 2022**

If you have questions while using the application portal, please contact us at restucciafellowship@CommunityCatalyst.org, and we will be able to assist you.

When is the deadline to apply?

Organizational teams must submit their application by **5 PM EDT on August 10, 2022**. Applications received after the deadline will not be reviewed.

Will we be notified if we are not selected?

Yes. Community Catalyst will do its best to inform applicants of our selections throughout the application process.

If my organization is not chosen, can we apply again during a future round?

Absolutely! The next time we open applications, we would be happy to review revised applications from organizations that have advanced their work since the last cohort. We will post information on the [website](#) as soon as we have dates for the third application cycle.

How many phases does the application process have?

The application process has four phases that will take place immediately after the **August 4 webinar**. The applicant pool will be narrowed down throughout each phase of the process.

- **Phase One:** Each organization will submit their online applications jointly with all three applying staff members and commit to participating in the Fellowship together as a team
- **Phase Two:** Between eight and twelve organizations will be selected to submit a three-minute video (not needing to be professionally produced) answering provided questions and provided by the Selection Committee
- **Phase Three:** During this finalist phase, approximately five to seven organizational teams will be invited for virtual interviews and asked to submit additional information
- **Phase Four:** Contracts and grants will be awarded to three selected organizational teams

We regret that we cannot fund every application and acknowledge that the application process itself will take time. Thank you in advance for your interest and willingness to participate in this process.

What are the timelines for the application process and the initial phase of the Fellowship?

- Community Catalyst will host an Informational **Webinar for cohort two on August 4, 2022 from 12:30-1:30 pm ET**. A recording will be made available for anyone unable to attend.
 - To request a recording, please email restucciafellowship@CommunityCatalyst.org.

FREQUENTLY ASKED QUESTIONS

- Applications can be submitted between July 15 and August 10, 2022. Submissions will not be accepted after 5 PM EDT on August 10, 2022.
- The Selection Review Committee will review all applications during the second and third weeks of August, 2022.
- Organizational Teams will be notified during the third week of August if they will be moving to the next round of the process, consisting of submitting a video and additional documentation.
 - *Please see the application phase section of this document for more details.*
- Selected organizations will be notified if they are moving forward to participate in virtual interviews at the end of August, 2022.
- The final three Fellowship Teams will be selected and notified in September, 2022.
- A comprehensive communications plan, developed in collaboration with the Fellowship Teams, will be in place for a public announcement in the fall of 2022.
- Fellowship Teams will participate in pre-programming orientation in September and workshop sessions from October – to September 2023.

Budget and Use of Funds

What is the maximum amount of funding Fellowship Teams can receive?

Each organization can receive up to \$50,000 to defray the cost of staff time and/or funding to support each organization's transformation.

How can grant funds be used by an organization?

Grant funds may be used for project staff salaries, meetings, supplies, organizational transformation-related activities and/or travel, communications, and other program-related expenses.

What budget information will need to be submitted in our proposal?

If invited to phase three, organizations will be asked to submit a complete line-item budget spreadsheet and accompanying narrative that explains the cost of your organizational transformation and/or how you intend to defray the cost of team participation. This includes personnel salary and benefits, travel, supplies, and other expenses relevant to the proposed project.

Does my organization need to have additional funds for this project?

No. There is no requirement for 1:1 matching funds.

Do I need to cover the costs of travel for the Fellowship gatherings?

The Fellowship will reimburse up to \$500 per person for travel and lodging for the September 2023 in-person celebration.

Accommodations

Do Fellowship Teams need to relocate?

No. The majority of programming will occur virtually so that Fellowship Teams can stay connected. We want participants to implement the knowledge they gain in their organizations and communities, so you will not be expected to move.

Are there special accommodations for COVID-19?

We will continue to monitor the situation and keep applicants updated, but all conferences will be held virtually for the time being.

How does Community Catalyst plan to accommodate applicants and Fellows with disabilities?

It is important to us that applicants with disabilities can fully participate in our process. Therefore, the Restuccia Fellowship will provide reasonable accommodations deemed necessary for Fellows to participate in the selection process and the Fellowship. If you or someone within your organization team require reasonable accommodations to complete the application, please contact us at RestucciaFellowship@communitycatalyst.org, and we will be able to assist you.

