



Culture of Health Leadership Institute for Racial Healing (CoHLI)

Part-time

Program Consultant

Scope of Work

Program Overview:

The Culture of Health Leadership Institute for Racial Healing (CoHLI) is an 18-month leadership program of the National Collaborative for Health Equity ([NCHE](#)) funded by the Robert Wood Johnson Foundation. CoHLI was launched in April 2021 and builds upon and draws from the expanding network of [Truth Racial Healing & Transformation](#) (TRHT) efforts around the country, which seek to unearth and jettison the deeply held, and often unconscious, beliefs created by racism – the main one being the belief in a “hierarchy of human value.” The TRHT Framework and its five components - Narrative Change, Racial Healing, Separation, Law, and the Economy - is its bold assertion that systemic and relationship building is required for culture change and lasting success.

The CoHLI program guides leaders through these components, first focusing on creating new narratives about human value and distributing them in entertainment, journalism, and social media to influence people’s perspectives, perceptions, and behaviors about and towards one another. Leaders then shift to learnings around racial healing, providing ways to heal from the wounds of the past, building mutually respectful relationships across racial and ethnic lines that honor and value each person’s humanity, and building trusting intergenerational and diverse community relationships that better reflect our shared humanity.

Each program cohort comprises up to 40 members of leaders within diverse public health, health equity, advocacy, academic, nonprofit, and other networks engaging in shared learning and strategy development. These leaders help to challenge both historical and contemporary content and modes of narratives that polarize; experience and share learning about models and approaches for building and sustaining higher levels of community cohesion and subsequent resilience during and following turbulent times; and bring focus to the oft-ignored healing component of work that is required for lasting societal transformation.

This practitioner-focused program is an in-person and virtual learning (predominantly virtual), emphasizing leader-led programming and building a community of practice. Practitioners of this work are engaged in the design of this program from the beginning, ensuring that centering these leaders will be at the program's core.

Overview of the CoHLI Consultant role

The consultant will have an extensive background in the social determinants of health and their impact on health, be a skilled communicator in writing and group facilitation, meeting design and execution, writing and online research, and be comfortable with technology.

The CoHLI consultant's responsibilities will include, **but are not limited to**, the following:

- Participate in the CoHLI activities, including the recruitment and application process
- Review up to 3-4 candidate applications.
- Assist with applicant interviews and application scoring assessments.
- Meeting design and execution: Support one in-person convening, application review sessions, and selection meetings.
- Track and monitor application progress, statuses, applicant metrics, and other key data points and compile relevant data for reporting purposes.
- Co-facilitate semifinalist interviews for Cohort 3.
- Advise NCHE staff on program evaluation mechanisms to assess the impact and effectiveness of the Institute program.
- Apply creative approaches and instructional methodologies to design, develop, implement, and evaluate learning content.
- Support facilitation of group processes, training, planning, and learning activities, with the team.
- Work with Subject Matter Experts on content and presentations for live sessions.
- Identify topics, data, and resources to develop, refine, or customize training experiences.
- Review learning needs and recommend solutions to achieve outcomes using the most efficient and effective delivery methods for learning.
- Issue learning evaluations and data collection in close coordination with the NCHE program team.

Payment:

The consultant will be paid at a rate between \$125-\$150 per hour based on experience for up to 40 hours per month of work through the onboarding process period for The Institute (January, 2024-May 31, 2024) with the potential of extending the contract through August of 2024. The contract will be capped at \$30,000.