

# inseparable

## INSEPARABLE MENTAL HEALTH POLICY FELLOWSHIP

### Overview

We are collectively experiencing a pivotal moment in our country's history. We face the collision of multiple historical events that lay bare profound health inequities when it comes to mental health and substance use disorders. The decisions we make in response to the current landscape will set the future of our nation. Now is the time to build a cadre of policy leaders who are committed to advancing mental health. This is a central tenet to an effective social movement strategy – to have a pipeline of leaders capable of representing the cause.

This is why we are excited to announce that Inseparable will be launching the **Inseparable Mental Health Policy Fellowship**, a 12-month fellowship that exposes leaders from across the country to skills they can apply to mental health policy. During their fellowship year, Inseparable Mental Health Policy Fellows will be asked to commit at a minimum 20-25 percent of their time to their fellowship. There will also be options for fellows to commit up to 50 percent of their time, including a placement in a Congressional office or district field office. This fellowship fills a significant need at this moment – training leaders in mental health policy who can bring these new tools and competencies into their professional lives.

This training will focus on three key areas Inseparable sees as foundational to mental health policy.

1. **Policy Process:** We will provide a clear overview of the policy process at both the state and federal levels, as well as key advocacy strategies to achieve policy goals.
2. **Policy Content:** Policy fellows will become well-versed in model policies and learn about successful examples throughout the country.
3. **Policy Advocacy:** Fellows will gain the advocacy skills needed to move policy from an idea to a reality through both training and real-world experience with the larger Inseparable team.

For interested individuals, application is easy. Email your CV or resume with a cover letter to [fellowship@inseparable.us](mailto:fellowship@inseparable.us). Applications will be accepted through July, 2023. Applicants should include information such as why they want to focus on mental health, why now, and any goals they may have for a fellowship year.

### The Need

We have reached a tipping point. The impact of the COVID-19 pandemic has underscored the reality that our nation's health infrastructure, which has been fragmented and underfunded for decades, is insufficient in meeting the demands of our communities. The lack of programmatic attention to, and action on, the deficiencies is not just a matter of unmet clinical needs, it is a matter of life and death for countless in our communities. Advancing comprehensive health policy which prioritizes mental health is the greatest lever to achieving lasting change that addresses urgent societal needs.

Adding to these significant policy needs is leadership. While there have been advocacy organizations working in the area of mental health for decades, progress remains slow. Further, it's on rare occasion that people with profound mental health experience and content knowledge find themselves in positions that can bring about change in practice, policy, or investment. The Inseparable Mental Health Policy Fellowship aims to change this.

### The Opportunity

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Under the direction of Bill Smith, Inseparable brings together a network of experts in the area of mental health and substance use policy that is unprecedented. With the additional leadership of Dr. Benjamin F. Miller, Inseparable's Advisory Board Chair, and Dr. Kathy Pike, Inseparable's Mental Health Policy Fellowship Advisory Board Chair, as well as alongside partnership with key academic institutions and advocacy organizations, the Inseparable Policy Fellows will have the opportunity to learn the essential elements of policymaking and establish a network of mentors and colleagues with whom they will work to advance policies that promote mental health and well-being. Each Fellow will contribute to improving essential mental health; collectively, Inseparable Fellows will have the capacity to truly contribute to changing the landscape and emerge as national leaders our field needs.

## The Team

The Inseparable Mental Health Policy Fellowship will be directed by Dr. Benjamin F. Miller. Supporting the director will be an expert group of advisors in our Inseparable Mental Health Policy Advisory Board, chaired by Dr. Kathy Pike. The Inseparable Mental Health Policy Advisory Board will help provide direction for the fellowship, offer feedback on its progress, and engage through formal opportunities to mentor and teach the fellows. *Appendix A* has a list of potential Advisory Board Members.

Our director and advisory board chair bring significant experience to creating and running successful policy fellowships.

[Dr. Benjamin F. Miller](#) is the current advisory board chair for Inseparable. A clinical psychologist by training, Dr. Miller has worked tirelessly to advance mental health through health policy. He is the past president of Well Being Trust, a national foundation focused on advancing the mental, social, and spiritual health of the nation. As an academic, adding significantly to the peer reviewed literature, he aimed to put science into practice. He was the founding director the Farley Health Policy Center at the University of Colorado School of Medicine where he worked to better integrate mental health into broader policy strategies. During his tenure at the University of Colorado and Well Being Trust, Dr. Miller helped create and oversee fellowship programs that spawned leaders who went on to focus on mental health and policy. In addition, at Well Being Trust, Dr. Miller assisted with the development and running of the Well Being Trust fellows program. He is the current advisory board chair of Inseparable. Dr. Miller has deep experience in policy, including testifying to Congress as well as multiple state legislatures. He has published extensively on mental health and has been featured in numerous local and national media outlets.

[Dr. Kathy Pike](#) has worked in the area of mental health policy throughout her career, beginning with work designed to address mental health needs of children within Head Start under the mentorship of Ed Zigler at Yale University, as Visiting Professor at Keio University Japan consulting to parliamentary leadership to establish specialty mental health services for eating disorders, and for the past eleven years at Columbia University as Deputy Director of the [Health and Aging Policy Fellows Program](#), directed by Harold A. Pincus.

## The Plan

The Inseparable Mental Health Policy Fellowship has the potential to fundamentally and uniquely improve the egregious state of mental health in our society. The Inseparable Mental Health Policy Fellowship will train the next generation of leaders who work at the intersection of research, policy and advocacy to improve mental health policy that enhances quality of health and life expectancy for all Americans.

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At the beginning of each year, Inseparable will send out a request for applications that allows for people to apply to the fellowship. Each July, six fellows will be selected by the Inseparable Mental Health Policy Fellowship team. This selection team will consist of the director, Policy Fellowship Advisory Board Chair, Inseparable CEO or designee, and select members of the Advisory Board. While fellows are not required to move to Washington, DC, if they seek a Capitol Hill placement, temporary relocation will be required. For fellows who decide to not temporarily relocate, travel will be expected at points throughout the fellowship, including for key trainings. We will have a planned start date of September 1<sup>st</sup>.

## **Onboarding and Expectations**

Recognizing that each fellow will come from a unique career point (e.g. straight out of graduate school, mid-career, senior professor), the fellowship will aim to meet people where they are with a clear onboarding process that lays out expectations for the coming year. Unlike many fellowships that are inflexible with what they offer and how they offer it, the Inseparable Mental Health Policy Fellowship aims to be flexible, tailoring an experience for the fellow so that they can be most successful obtaining the skills they need. For example, some fellows may wish to commit more time to the fellowship, move to DC, and embed in the office of a member of Congress. Other fellows, who may not have as much time, may choose to forego the Congressional component opting to engage differently in the fellowship process, which may include involvement in local congressional district offices. Drs. Miller and Pike, alongside key training partners like the American Political Science Association (APSA) who help with field placements, will be responsible for fielding any questions and overseeing the program so that every fellow has a rich experience.

It will be expected that fellows participate in all key trainings offered, both in person and virtual, and commit to standing meetings scheduled by the co-directors and Inseparable staff. Each fellow, regardless of experience, will be allowed a stipend based upon their current salary (up to 20% of current salary, paid via a partnership with the current employer) and travel assistance. This non-residential fellowship means that fellows keep their current job and commit to working within the fellowship for a percentage of their time, per week, that they agree to with the fellowship director. For some, this will be roughly one day a week of work or 8 hours per week; for others, a longer time commitment of up to 20 hours a week, including field placement in Washington, DC. Inseparable will not be able to pay for housing for fellows who wish to relocate but can offer a \$1,000/month stipend to help offset living expenses. Inseparable will work closely with the fellow and their current employer to make sure that expectations are clearly outlined, contracts are in place, and commitments are made. In addition, fellows who may be in need of technology, e.g. a laptop, may also receive assistance for such through the fellowship.

The fellowship will focus on three key areas Inseparable sees as foundational for mental health policy. The first is about the policy process. We will provide a clear overview of the policy process, both state and federal, as well as key advocacy strategies to help move the process along. The second focus area will be specific to mental health policy content, where the fellow becomes well-versed in key issues facing the mental health field. The final focus area will be on action. We will not only introduce the fellows to the skills to move policy from awareness to action, but also get them involved in real time policy work with the larger Inseparable team.

Each October, the Inseparable fellows will engage in an onboarding process. During this month, fellows will get to know their colleagues and fellowship staff, and learn the general flow of the organization. This month is critical so that fellows understand their larger context and role on the team. One week of

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this onboarding will be in Washington, DC. They will also connect and have time to socialize with the other fellows in the other policy programs. A calendar at a glance is found in *Appendix B*.

The fellowship asks fellows to pick an area of focus during their time. Consistent with Inseparable's strategy, the focus areas include:

- Workforce
- Payment reform
- Integration
- Medicaid
- Medicare
- Workplace
- Schools

Each fellow will develop a set of individualized learning objectives, which are reviewed throughout the year to assist fellows in meeting their goals:

- Goals for the fellowship year
- Network development
- Short & longer term aims for future career development
- Adapted over time in conjunction with monthly calls

## **Didactics**

Fellows will engage in weekly didactics, as well as two more intensive trainings. These didactics may consist of everything from a webinar with an expert to an in-person discussion on a new journal article. The goal is to equip fellows with new knowledge/information that they can apply in their policy work.

For fellows who are able to relocate to Washington, DC, they will participate in a three-part orientation that will provide in-depth training in health policy broadly, specific mental health policy issues, and the legislative process as part of the APSA Congressional Fellows Program. For those who are unable to relocate, Inseparable will work with APSA to come up with a hybrid approach for the fellows. Inseparable fellows will participate in one additional workshops during the course of the Fellowship year focused on policy communications and advocacy led by Academy Health.

Here's an example of curriculum activities fellows may be engaged in:

- Health Policy Orientation (organized by Academy of Health)
- Policy Orientation (organized by American Political Science Association)
- Mental Health Policy Priority Issues (organized by Inseparable)
- Media/Communication Seminar
- Policy Symposium
- Capstone Meeting

Fellows will choose a topical focus area from the list above, pursue specific policy opportunities on that topic, and spend their fellowship doing a deeper dive on the topic in service to ultimately improving mental health policy. Because the fellows will be connected to Inseparable, one of the most impactful policy and advocacy organizations out there for mental health, the fellows will be able to see their work used in real time to help advance policy.

## **Hill experience**

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Each fellow, under the direction of the director, may have an option to be placed for up to eight months in a Congressional member's office (January – August). This allows fellows to see first-hand what it's like to work on federal policy and provide leadership on a content area on the Hill. These placements are not guaranteed nor required, however those who chose this option will have the support of APSA. The fellows may also have state-specific opportunities for engagement for those who are unable to relocate to Washington, DC or do not wish to work up to 20 hours a week on the Hill.

Fellows may also have the opportunity for time limited placements at any of the following institutions/ organizations:

- Executive & Congressional Offices and Committees
- Government Agencies and Organizations
- Policy Organizations
- Non-Governmental Organizations
- State agencies

## **State experience**

Advancing a state-based legislative agenda will be important for the fellows as another avenue for advancing mental health policy that is aligned with the work of Inseparable. Interested fellows will have the opportunity to take on specific state legislative priorities and, in some cases, help lead the team on the policy strategy.

## **Policy briefings**

Fellows will be expected to help lead policy briefings throughout their time at Inseparable. These may take various forms, including webinars, onsite meetings with members, written documents, and Inseparable events.

## **Policy briefs**

Each fellow, with the help of senior leaders, will be expected to create at least one policy brief to be branded by Inseparable and lead authored by the fellow. These briefs may be published in a peer reviewed journal or simply a stand-alone product published by Inseparable.

## **Travel**

It will be expected that each fellow be prepared to travel to participate in various Inseparable events or activities. Inseparable will cover the cost of any required travel for the fellow.

## **Week at a glance**

Because we are trying to tailor our fellowship to each fellow, this will likely vary depending on the fellow. At a minimum, Inseparable would expect the following:

- 2-3 hours: Didactics, additional trainings, and key meetings
- 3-5 hours: Time for the fellow to spend working on various policy-specific activities, including special projects

Of note, when fellows are involved directly in trainings or embedded on the Hill, the hours may fluctuate significantly. The Inseparable team will work directly with the fellow and their employer to assure that the time required works for both organizations.

## **The Impact**

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The Inseparable Mental Health Policy Fellowship will train the next generation of leaders in mental health who are committed to advancing evidence-based policy that will improve the health and well-being of our communities. It will be a unique fellowship for those looking to get more involved in mental health. The Inseparable Mental Health Policy Fellowship will ensure that the best research is translated into evidence-based policymaking and advocacy that promotes better mental health for all Americans. By training future leaders focused on mental health and substance use parity and equity, we will grow a network of future leaders who will have a national policy reach that improves mental health care and outcomes.

To this end, we propose evaluating the fellowship to best understand what works, for whom, and how. We will be implementing both a survey prior to the fellowship as well as at the end to assess knowledge, and attitudes specific to the fellowship. In addition, we will be doing exit interviews to learn how best to continue to grow the fellowship over time.

Inseparable will also be measuring the impact of the fellowship specifically through activities like product creation, bill passage, and more. These evaluative tools will be created and used starting with the first cohort.

The model of change proposed by the Inseparable Mental Health Policy Fellowship rests on the reality that despite efforts to cross-fertilize ideas and promote collaborative action among academics, practitioners, legislators, and advocates we still operate largely in silos. Academics are highly incentivized to publish peer-reviewed articles but lack complementary incentives to contribute to advocacy, policymaking, and real-world practice. Advocates are often propelled more by broad moral themes than by empirical evidence. Policymakers lack the time and training to absorb complicated and sometimes esoteric research findings. And practitioners provide services to the public in a system that is fragmented and misaligned in terms of financial incentives. The Inseparable Mental Health Policy Fellowship will bring these communities together and build connections across silos. The Inseparable Mental Health Policy Fellowship will provide a platform and concrete priorities that involve these diverse stakeholders. The Fellowship will build bridges and multiply the effects of each group's work. The impact will lead to meaningful mental policy change that will benefit all Americans.

## **Summary**

The Inseparable Mental Health Policy Fellowship will develop a cadre of researchers, advocates and practitioners who are committed to health equity and provide them with firsthand experiences and exposure to the policy-making process. The policy fellowship will be one year in duration and include approximately six Policy Fellows annually. Equipped with training focused on practical content, mentorship by the Fellowship Advisory Board established by Inseparable, and placement experiences in policy and/or advocacy settings, Inseparable Mental Health Policy Fellows will contribute to transforming mental health policy.

The Inseparable Mental Health Policy Fellowship will be supported by the Fellowship Advisory Board of mental health and substance use professionals in research, practice, and policy who will play a key role mentoring the Fellows. Fellowship Advisory Board Members will assist in securing broad engagement of key stakeholders across multiple disciplinary fields at national, state and local levels. The stature and reach of the Fellowship Advisory Board will also assist in advancing the Fellowship goals and mission by expanding strategic partnerships among key stakeholders across the country.

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## **Alumni Network**

The coming decade represents a critical moment in the history of our nation. Real and lasting change rests on a new generation of leaders prepared to develop interventions that work and equipped to advance policy that ensures equitable access. The Inseparable Fellowship has the potential to turn this aspiration into reality. By providing a comprehensive understanding of the complexities and interconnections of healthcare systems, training in health policy empowers individuals to effectively advocate for policies that can improve health outcomes and promote health equity.

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## Appendix A: Advisory Board

[Bill Smith](#) is Founder of Inseparable, and founding partner of Civitas Public Affairs Group, a values-based firm working on some of the most pressing societal challenges of our day. Bill has built his career advancing significant public policy initiatives and winning elections. He has over two decades of experience in campaign management, messaging research and communications, and movement building. Prior to founding Civitas, Bill was the national political director at Gill Action where his guidance and advice helped win nearly 200 successful state elections across the country. He led the development of innovative strategies to pass, block, and protect key policy outcomes, while advising a network of donors that strategically invested into targeted campaigns to win the freedom to marry and advance LGBTQ+ equality. Bill has worked extensively as a general consultant, and has built winning campaigns for elected officials, political groups, and non-profit organizations across the country. Bill began his career working as a political operative for Karl Rove + Company and Wilson Grand Communications. He currently serves on the boards of End Citizens United, Faith in Public Life Action Fund, and the Reconciling Ministries Network. A native of Alabama, Bill resides in Washington, D.C.

[Dr. Shelley Hearne](#), the inaugural Alfred Sommer and Michael Klag Decanal Professor of the Practice for Public Health Advocacy directs the Center for Public Health Advocacy in the [Department of Health Policy and Management](#) at Johns Hopkins Bloomberg School of Public Health. The Center is committed to training in advocacy – *“a combination of individual and social actions designed to gain political commitment, policy support, social acceptance and systems support for a particular health goal or program.”* – The Center aims to facilitate innovation in advocacy research, teaching and practice; to connect leaders across public health disciplines; and to generate future public health professionals who are as skilled in advocacy as they are in science and public health practice.

[Dr. Michael Lindsey](#) is a noted scholar in the fields of child and adolescent mental health, as well as a leader in the search for knowledge and solutions to generational poverty and inequality. He is the Dean and Paulette Goddard Professor of Social Work at NYU Silver School of Social Work, and an Aspen Health Innovators Fellow. Dr. Lindsey led the working group of experts supporting the Congressional Black Caucus Emergency Taskforce on Black Youth Suicide and Mental Health, which created the report Ring the Alarm: The Crisis of Black Youth Suicide in America. He is a Distinguished Fellow of the National Academies of Practice (NAP) in Social Work and Fellow of the American Academy of Social Work and Social Welfare. He was also appointed by the Centers for Disease Control and Prevention to the Community Preventive Services Task Force (CPSTF).

[Lishaun Francis](#) is the Senior Director for Behavioral Health at Children Now, a California based policy and advocacy organization. Prior to joining Children Now, Lishaun Francis was an Associate Director at the California Medical Association. She provided policy support and analysis for California physicians on the issues of Medi-Cal, Workers' Compensation, and Health Information Technology. Lishaun spent over two years with the Legislative Analyst Office (LAO) where she provided fiscal and policy analyses to the State Legislature on issues of mental health, developmental disabilities, and alcohol and drug programs. In Washington, DC Lishaun Francis worked as a Program Analyst for the U.S Department of Education, providing fiscal support on issues of higher education.



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**Appendix B:** Calendar at a glance

**October – December:** Onboarding + didactics

**January – July:** Field placement

**July – October:** Finalizing of experience and policy products