

CLHE Continuing Track Report Briefs Overview



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Program Background and Context

Community Leaders in Health Equity (CLHE) was a community-based leadership program funded by **The Colorado Trust** and designed specifically to develop health equity leaders around the state. Grantees from the Community Partnerships regions recruited 11 - 22 individuals from their regions to participate in an 18-month, hands-on, immersive curriculum to develop health equity leaders in their communities. The leadership training curriculum was designed and implemented by **Transformative Alliances LLC** and was built on their past trainings and enhanced to emphasize health equity. The curriculum consisted of full group 3-day training sessions, daylong regional trainings, and assignments that covered health equity topics and systems of oppression such as racism, classism, sexism, nationalism, and language oppression. The trainings involved small-group work, peer group assignments, and development of both individual and group project plans.

From a desire to continue supporting CLHE participants and nurturing their leadership skills, The Colorado Trust and Transformative Alliances developed the **CLHE Continuing Track**. The focus of this 24-month track included gaining an understanding of different community organizing models, their history, and outcomes; developing workable plans for creating change; building relationships and support networks across levels of influence and power; organizing and facilitating community gatherings; and engaging and influencing policymakers. The Continuing Track consisted of full-group gatherings and small-group intensive coaching sessions conducted by a member of the Transformative Alliances team. Participants received ongoing support in implementing the projects they designed during the CLHE program.

A subsequent grant to **Community Language Cooperative** ensured quality translation and interpretation throughout the implementation of CLHE, given that language justice was an essential element of the program. Additional supports for implementing equity values and ensuring program accessibility included food, lodging, transportation support, childcare support, and economic harm offsets.

Evaluation Overview

The **American Institutes for Research**® conducted a developmental and outcomes evaluation of CLHE's Continuing Track to document program activities and concepts and to understand how participants engaged with the program and one another. Short-term outcomes anticipated from the Continuing Track include the following: (a) increased participant knowledge and awareness of how to take action on issues of power, privilege, and oppression; (b) increased knowledge of community organizing, advocacy, and fundraising; and (c) relationships developed and/or strengthened. Anticipated intermediate outcomes include increased self-efficacy for action toward equity and increased engagement in personal and community action toward equity. The long-term anticipated outcome for the initiative is community progress toward health equity throughout Colorado.

CLHE Continuing Track Report Briefs

The three report briefs based on data collected from the Continuing Track describe the successes and challenges of implementing CLHE throughout 2021–2022 and discuss movement toward intended outcomes of the program. The report brief topics are as follows:

Social Network Analysis of the CLHE Continuing Track presents the main findings from the analysis of social network data and documents the extent and intensity of network development achieved through CLHE Continuing Track activities.

Participant Transformations in the CLHE Continuing Track discusses findings from a largely qualitative analysis of the personal transformations that resulted from participants' involvement in the CLHE Continuing Track. Further, this brief sheds light on the ways in which participants absorbed and reflected on the concepts and skills to which they were exposed throughout the program.

Applied Learning in the CLHE Continuing Track presents the main findings from an analysis of data on participants' applied learning projects and the plans with which they engaged while participating in CLHE and the Continuing Track. The brief provides context for the implementation of the applied learning component of CLHE (specifically, for the Continuing Track) and highlights lessons learned and ideas for program replication in the future.

Final reporting on the complete CLHE evaluation will be available in spring 2023.

For more information about the CLHE program, please visit:

<https://www.coloradotrust.org/strategies/community-leaders-in-health-equity/>.