



POLICY MEETS PRACTICE

2022 POLICY MEETS PRACTICE USER GUIDE

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POLICY MEETS PRACTICE

ABOUT POLICY MEETS PRACTICE

Policy and practice must work in tandem to drive critical systems changes. The [Think Bigger Do Good Policy Series](#) provides policy solutions to our nation's most pressing behavioral health issues. Though public policy has broad and deep impacts for families and communities, public policy discussions often occur without those most affected at the table.

The Scattergood Foundation is offering grant awards that will align our *Think Bigger Do Good Policy Series* with our local grantmaking. The grant program, [Policy Meets Practice: Think Bigger Do Good Support Local](#), will invest in organizations that work directly with communities to address issues that relate to, inform, and advance the policy discussions outlined in the series. Goals of the program include:

- **Investing** in programs that connect important behavioral health policy issues to on-the-ground practice;
- **Building capacity** of small- and mid-size organizations; and
- **Informing** behavioral health policy discussions using lessons from real-world application.

In its second cycle of grantmaking, the program will support organizations to develop the community behavioral health workforce. As outlined in [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD, the need for mental health and addiction care outpaces our current mental health and addiction workforce. In the wake of the COVID-19 pandemic, mental health providers are more in demand than ever. Historically, workforce efforts have focused on increasing the number of clinical mental health and addiction providers. Peers and other nontraditional community workers have the potential to fill a significant gap in behavioral health care while also creating opportunities for individuals with lived experience. The Scattergood Foundation will support organizations to develop their community mental health workforce, thereby enhancing access to care.

A total of four \$50,000 grant awards will be given. Policy Meets Practice grantees will carry out programs during the course of the grant year from July 1st, 2022 to June 30th, 2023. Grantees will also participate in a Community of Practice to share best practices and challenges, and engage in dialogue about implications for public policy. Our hope is that these convenings will provide rich learning opportunities for grantees, funders, and the network of policy experts who have been involved in the *Think Bigger Do Good Policy Series*.

For more information and to apply, [click here](#).



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APPLICATION REQUIREMENTS

Applicants will be asked to provide the following information in the Policy Meets Practice application, which can be accessed through our [online grant portal](#).

Organization Information

1. Information that will be included as a part of the Foundant Profile Information:
 - o Organization Name
 - o Organization EIN
 - o Contact Information: Address, Phone Number, Email Address, Website
2. 501(c)(3) Status/Fiscal Sponsorship
3. Leadership Information
 - o Executive Director Name and Email Address
 - o Board Chair Name and Email Address
4. Organization Mission Statement
5. Annual Budget
6. Representative Leadership: Please describe how your organization's leadership team and board is representative of the community you work with.

Developing the Community Workforce

The goal of this grant program is to reinforce strategies outlined in the *Think Bigger Do Good* Policy Paper, [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD. Recommendations are made on three levels – clinical, community, and individual.

For the purposes of this grant, we are seeking to support programs that expand the community behavioral health workforce by investing in peers and other nontraditional community workers. Community mental health workers can divert care from an overextended clinical workforce by delivering interventions that focus on prevention, recovery, mitigation, and/or harm reduction. Existing models that promote the benefits of situating mental, social, and spiritual support services within the community setting include community health workers/promotoras, peer support services, and other frontline public health workers. These roles are described in further detail in the policy paper, [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD.

Program

7. **Program Name**
8. **Amount Requested:** Please provide your grant amount request. Organizations can seek up to \$50,000 in funding.



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9. Service Population: Please describe the population your organization intends to work with. Please include demographic information, location of services, and community strengths and assets. Please also include information about the behavioral health issue you are seeking to address.

10. Program Description: Please describe your program. In your description, please address the following:

- Will the funding be used for a new or existing program?
- How the community behavioral worker(s) will address behavioral health needs
- How the community behavioral health worker(s) are identified by your organization
- How the community behavioral health worker(s) are trained
- How the community behavioral health worker(s) are integrated into the broader programming of the organization (i.e. where and how they will practice, how they are supervised)

11. Job Description: Please provide a draft job description for a community behavioral health worker(s).

NOTE: Please include information about hours and whether the community behavioral health worker(s) will be employed part-time or full-time.

12. Budget: Please provide a program budget and budget narrative.

NOTE: A critical aspect of supporting the community mental health workforce is that workers are adequately compensated for their time and expertise. Please submit a budget that reflects wages appropriate for these roles.

13. Three outcomes of interest: Please include three outcomes you hope the program achieves. Example outcomes include:

- Improved attitudes toward mental health help-seeking
- Decreased social isolation
- Increased use of coping skills

Additional Information

14. [OPTIONAL] 988: With the implementation of the new 3-digit number, 988, for the National Suicide Prevention Lifeline and Veteran's Crisis Line quickly approaching, has your organization explored its relationship to 988? If so, can you expand upon how your organization will be involved and how you believe it will impact your workforce?

15. [OPTIONAL] Supplemental Information: Is there anything else you would like to say to support this application?

NOTE: You may answer this question in writing or by providing a link to a video clip, audio clip, photos, or another medium of communication. The intention of this question is to provide organizations with an additional opportunity to share about their program using whatever communication tool feels right for them.



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FREQUENTLY ASKED QUESTIONS

General Questions

1. What is the deadline to submit an application?

The deadline for submission is Monday, May 16th, 2022 at 5pm EST.

2. Who is eligible to submit an application?

Organizations that meet all of the following criteria are eligible to apply:

- **Non-Profit Organization:** The organization is recognized as tax-exempt under Section 501(c)(3) of the Internal Revenue Code or has a Fiscal Sponsor.
- **Geographic Location:** The organization serves communities located within the city of Philadelphia.
- **Small- or mid-size organization:** The organization has an annual budget of \$5million or less.
- **Not an Existing Grantee:** The organization is not currently a grantee of the Scattergood Foundation.
- **Representative Leadership:** The organization's leadership team and board is representative of the community they work with.
- **Policy Meets Practice:** The program is aligns itself with recommendations made in the Think Bigger Do Good paper of focus, [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by expanding the community behavioral health workforce.

3. Can current grantees of the Scattergood Foundation apply?

We will not be accepting applications from current Scattergood Foundation grantees. This includes grantees of the Community Fund for Immigrant Wellness.

4. Is there a fee to submit an application?

No, there is no fee associated with submitting an application.

5. Is the award limited to a geographic area?

Organizations must be located within the city of Philadelphia.

6. How much will the grant awards be?

Organizations can apply for *up to* \$50,000.



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7. What is the timeline for the 2022 Policy Meets Practice grant program?

Date	Event
Wednesday, April 13 th , 2022	Policy Meets Practice grant opportunity launched to the public
Monday, April 18 th at 3pm EST	Policy Meets Practice webinar for grant opportunity Q&A <i>To register for the webinar, click here. The webinar will also be recorded and posted on the Scattergood Foundation's website for your convenience.</i>
Monday, May 16 th 5pm EST	Application period closes
May/June 2022	Scattergood staff and Grantmaking Group review applications
June 2022	Grant awards announced Grant awards released
July 2022 – June 2023	Grantees implement programs and convene

**The Scattergood Foundation reserves the right to change any of the above dates. All changes will be posted online.*

8. What is expected of Policy Meets Practice grantees?

Policy Meets Practice grantees will carry out programs during the course of the grant year. Grantees will also be expected to participate in a total of three convenings over the course of the grant year to discuss how their programs are going, share best practices and challenges, and engage in dialogue about implications for public policy.

Our hope is that these convenings will provide rich learning opportunities for grantees, funders, and the network of policy experts who have been involved in the *Think Bigger Do Good* Policy Series.

9. How can organizations submit an application?

Submissions can be made through our online grant portal, which can be found at <https://www.grantinterface.com/Process/Apply?urlkey=SGF>.

No paper applications will be accepted.



10. What are the steps for submitting an application?

The steps for submitting an application are as follows:

1. Create a Foundant account for the Scattergood Foundation. If you already have a Foundant account with the Foundation, log on using your email address and password. You may access the logon page [here](#).
2. You will then be directed to your Applicant Dashboard. Click on the “Apply” tab at the top toward the left.
3. You will then see the application titled, Policy Meets Practice 2022. Click the “Apply” button on the right side.
4. Complete the application. If you would like to save the application and return to it, click the “Save Application” button. Once you are ready to submit, click the blue “Submit Application” button.

If you have any issues using the online platform please do not hesitate to reach out with questions.

Criteria and Selection Process

11. What criteria will the Grantmaking Group be using to review applications?

A grantmaking group will select organizations to receive grant awards based on the following criteria:

- **Eligibility Requirements:** Does the organization/program meet the eligibility requirements of the Policy Meets Practice grant program?
- **Addressing Behavioral Health Needs:** How well does the program address behavioral health needs in their community?
- **Hiring Process:** What is the process for hiring community behavioral health workers?
- **Training:** How well are the community behavioral health workers are trained?
- **Integration:** How well are the community behavioral health workers integrated into the broader practice of the organization (i.e. where and how they will practice, how they are supervised)?
- **Impact on Behavioral Health Workforce:** What is the program’s potential for expanding the behavioral health workforce?
- **Budget:** How well does the budget fit the program needs?

12. Does the program/organization have to implement specific policy recommendations from the paper?

Yes. We are seeking to support programs that will expand the community behavioral health workforce through the use of peers and other nontraditional community workers.



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13. How will grantees be selected?

Grantees of the Policy Meets Practice program will be selected through a process that includes initial review by Scattergood Foundation staff and all final selections by the Grantmaking Group.

14. Who is on the Grantmaking Group?

Please visit <http://www.scattergoodfoundation.org/support/policy-meets-practice> learn more about the Grantmaking Group.

15. How will decisions about grant awards be communicated with applicants?

The Scattergood Foundation will manage all communications about grant decisions, contracting, payments, and reporting via email.

Contact

16. Who do I contact if I have a question about the Policy Meets Practice grant program?

Please direct your questions and comments to Caitlin O'Brien, Director of Learning and Community Impact, Scattergood Foundation, via email at cobrien@scattergoodfoundation.org.



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COMMUNICATIONS GUIDE

We encourage our partners to promote the Policy Meets Practice grant program through various forms of communication. Please see below for examples of how your organization can support Policy Meets Practice across different platforms.

Sample Marketing Message (Long)

Policy and practice must work in tandem to drive critical systems changes. The [Think Bigger Do Good Policy Series](#) provides policy solutions to our nation's most pressing behavioral health issues. Though public policy has broad and deep impacts for families and communities, public policy discussions often occur without those most affected at the table.

The Scattergood Foundation is offering \$50,000 grant awards to align the *Think Bigger Do Good Policy Series* with our local grantmaking. The grant program, [Policy Meets Practice: Think Bigger Do Good Support Local](#), invests in organizations that work directly with communities to address issues that relate to, inform, and advance the policy discussions outlined in the series. Goals of the program include:

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- **Building capacity** of small- and mid-size organizations;
- **Informing** behavioral health policy discussions using lessons from real-world application.

In its second cycle of grantmaking, the program will support organizations to develop the community behavioral health workforce. As outlined in [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD the need for mental health and addiction care outpaces our current mental health and addiction workforce. In the wake of the COVID-19 pandemic, mental health providers are more in demand than ever.

The Scattergood Foundation is seeking to support programs that expand the community behavioral health workforce by investing in peers and other nontraditional community workers. A total of four grant awards will be given. Each grant award will be for \$50,000 and the grant period will last one year.

[Learn More and Apply.](#)



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Sample Marketing Message (Short)

Aligning policy and practice is critical to drive needed systems changes. The Scattergood Foundation is offering \$50,000 grant awards to align the [Think Bigger Do Good Policy Series](#) with our local grantmaking. The grant program, [Policy Meets Practice: Think Bigger Do Good Support Local](#), invests in organizations that work directly with communities to address issues that relate to, inform, and advance the policy discussions outlined in the series.

In its second grant cycle, Policy Meets Practice will support organizations that align work with the paper, [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD. Eligible applicants include organizations located in the city of Philadelphia with an annual budget of \$5million or less.

[Learn More and Apply.](#)

Twitter

Sample Tweets

- We must bridge the gap between policy and practice. Apply to our #PolicyMeetsPractice22 to enhance the behavioral health workforce in #PHL <http://bit.ly/policy-practice>
- New opportunity for small- and mid-size orgs in #PHL: Grant application open for @ScattergoodFdn Policy Meets Practice to develop their community #behavioralhealth workforce <http://bit.ly/policy-practice> #PolicyMeetsPractice22
- Policy must be informed by communities most directly affected. New @ScattergoodFdn grant program #PolicyMeetsPractice22 aims to bridge these gaps and address urgent needs. Learn more and apply <http://bit.ly/policy-practice>

Hashtag: #PolicyMeetsPractice22



Facebook and LinkedIn

Sample Post

In its second cycle of grantmaking, the [Policy Meets Practice](#) grant program will support organizations to develop the community behavioral health workforce. As outlined in [Enhancing the Capacity of the Mental Health and Addiction Workforce: A Framework](#) by Benjamin F Miller, PsyD and Anita Burgos, PhD, the need for mental health and addiction care outpaces our current mental health and addiction workforce. In the wake of the COVID-19 pandemic, mental health providers are more in demand than ever.

The Scattergood Foundation is seeking applications that expand the community behavioral health workforce by investing in peers and other nontraditional community workers. A total of four grant awards will be given. Each grant award will be for \$50,000 and the grant period will last one year. Eligible applicants include organizations located in the city of Philadelphia with an annual budget of \$5million or less.

Learn more and apply: <http://bit.ly/policy-practice>

Image

The logo for the Policy Meets Practice program can be found [here](#).