About us
Cambia Health Foundation is the corporate foundation of Cambia Health Solutions, which is dedicated to making the health care experience simpler, better and more affordable for people and families. Founded in 2007, the foundation has funded over $110 million in grants to advance whole-person health models at every stage of life. We make purposeful philanthropic investments in solutions that reduce disparities, eliminate systemic barriers, and result in better health care experiences and outcomes for everyone.

What we believe in
We believe that health is personal, multidimensional and interconnected, so health care should be too. We believe in a future where every person has an equal opportunity to live the healthiest life possible. We believe health equity is vital and achievable.
Our investments span three strategic areas of work across all ages and phases of life:

**Resilient Children and Families**
We invest in behavioral health access for young children and their caregivers. By focusing on early intervention, we build resilience and improve health outcomes.

**Healthy and Connected Aging**
We focus on solutions that reduce isolation and loneliness among older adults by strengthening social connectivity, care integration, coordination and behavioral health access within whole-person health models.

**Health Care Workforce**
We invest in partnerships to support, expand, diversify and train the health care workforce with the goal of reducing regional shortages of behavioral health providers. By strengthening the paid and unpaid workforce, we enable wellness and prevention, reduce stigma, and increase integrated and collaborative care models.

This Request for Proposals (RFP) covers our Health Care Workforce focus area and is open to organizations serving Idaho, Oregon, Utah and/or Washington as well as the sovereign American Indian tribes within those states. Any additional funding opportunities will be communicated separately and posted on our website and LinkedIn.

**RFP deadlines and time frame**
Stage one application opens: April 17, 2023
Stage one closes: May 15, 2023 (noon PT)
Stage two invitation notification: May 23, 2023
Stage two application opens: May 24, 2023
Stage two closes: June 23, 2023
Final notification: August 16, 2023

**We’re here for you**
We welcome prospective applicants to reach out with questions or concerns as you consider applying for this RFP. Our team strives to make the application equitable and encourages you to reach out about barriers to application completion. We have also posted the answers to frequently asked questions on our website, cambiahealthfoundation.org.

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Health Care Workforce

Strengthening the health care workforce, particularly in behavioral health, is key to advancing whole-person care. The pandemic and other challenges continue to put excessive strain on both paid professionals and unpaid caregivers, which exacerbate gaps in care access. There is an urgent need to address and invest in the behavioral health workforce to close these gaps.

Since its launch in 2022, our Health Care Workforce program has focused on removing barriers that contribute to workforce shortages. We invest in solutions that address the root causes of workforce shortages as well as innovative solutions that expand access, such as training providers in integrated and collaborative care models.

Our workforce strategy

Health care studies show people generally have better outcomes and experiences when care is provided by more diverse teams. And yet, data shows that a severe lack of diversity exists in the health care workforce. We are committed to partnering with organizations that prioritize centering racial and other diversity strategies to:

Expand
Create opportunities to expand workforce capacity through innovative strategies to recruit new providers into the behavioral health workforce.

Support
Implement activities that address the root causes of burnout, vicarious trauma and overall reduced longevity of current health care providers, including career enrichment and advancement opportunities.

Train
Advance whole-person integrated and collaborative care models to provide primary and preventive care through training and development for a wide range of clinical and nonclinical providers.

By expanding, supporting, training and diversifying the health care workforce, we seek long-term and sustainable impact in the following areas:

- Reducing behavioral health provider shortages in our region
- Increasing the number of providers trained and supported in whole-person integrated and collaborative models of care
- Increasing diversity of the health care workforce with a focus on behavioral health care
- Reducing rates of and disparities in health care workforce anxiety, depression, tobacco use, obesity and hypertension
- Reducing rates of and disparities in unpaid caregiver anxiety, depression, tobacco use, obesity and hypertension
How to apply

• Submit your application by May 15, 2023, at noon PT through an online application portal on our website, cambiahealthfoundation.org.

• Use the portal to access your existing account or create an account if this is your first time applying with Cambia Health Foundation.

• Check our website for information on frequently asked questions.

• Let us know if you need help. We are here to answer your questions.

Funding guidelines

We expect to award approximately $400,000 in grants through this RFP. You will be asked to identify if you are applying for a research and development grant, planning grant or implementation grant as defined below. We anticipate start dates between Sept. 1 and Dec. 30, 2023. The grant period can last up to 24 months after the initial start date. Please note, these are general guidelines for planning purposes. Details will be discussed with finalists.

<table>
<thead>
<tr>
<th>Grant type</th>
<th>Definition</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Research and development grant</td>
<td>A grant to an organization that seeks to learn more about a particular workforce issue in order to add to a larger body of knowledge or inform future planning</td>
<td>Up to $30,000</td>
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<tr>
<td>Planning grant</td>
<td>A grant that seeks to address a documented workforce issue within an identified community that would benefit from additional development work prior to wide-scale implementation or replication</td>
<td>Up to $50,000</td>
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<tr>
<td>Implementation grant</td>
<td>A grant that seeks to address a documented workforce issue that is ready to scale, replicate proven strategies within the same community context or maintain current services</td>
<td>Up to $80,000</td>
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Cambia Health Foundation values equal opportunity for all members of the community and embraces the importance of diversity and inclusion in achieving health equity. Our grant partners join us in not discriminating based on age, sex, race, creed, color, ethnicity, sexual orientation, gender identity, pregnancy, marital status, military service, other protected veteran status, disability, national origin, political affiliation, religious belief or any other status in its leadership, staffing or provision of services.
Application format
The Health Care Workforce RFP consists of two stages. In order to be considered for review in stage one, applications must be submitted by May 15 at noon PT. Applicants will be notified by email no later than May 23 if they are invited to complete the stage two application, which closes on June 23, 2023, at noon PT. Final notification is anticipated by August 16, 2023.

First stage application
A primary goal with the application format is to minimize the time organizations spend completing the application while empowering them to present information that best reflects concepts and work taking place with communities served. The main components of the first stage application include an executive summary of the proposed work in relation to our workforce strategy, the type of grant being proposed and an overview that details the most important aspects of the proposal.

Second stage application
Applicant organizations invited to the second stage will be asked to submit two or three documents they feel best reflect the spirit and intent of the proposed work. Our goal to practice trust-based philanthropy is reflected in empowering applicants to submit materials that align with their organizational values without creating unnecessary administrative burdens. Additional documentation will be requested of stage two applicants and finalists.

Examples of accepted materials for stage two include but are not limited to impact reports, infographics, brochures, videos, narratives, needs assessments and existing proposals to other funders you can share. These attachments should supplement the information provided in the overview and executive summary to form a whole picture of the organization and work that Cambia Health Foundation will contribute to. Those participating in stage two will be provided additional information and instructions for how to submit the application materials.

Our approach to partnerships
At Cambia Health Foundation, we believe in building relationships that go beyond a transactional dynamic. We aspire to act as partners with the nonprofits we serve by:

• Connecting and amplifying the voices of grantees to create sustainable community networks
• Centering racial equity and justice throughout the grant-making process
• Practicing trust-based philanthropy to enable your team to focus on the work at hand
• Viewing our grant partners as subject matter and community experts
• Collaborating to help your organization navigate challenges
• Developing thought leadership and research to advance evidence-backed models in the field
Preview of reporting requirements for funded projects

Cambia Health Foundation is dedicated to ensuring that its investments are mission driven and positively impact the communities we serve. The evaluation process is clear, simple and focused on outcomes. It respects organizations of different sizes, experiences, values, beliefs and traditions. It balances quantitative and qualitative methods to inform and guide Cambia Health Foundation decisions while improving grant partner services. Cambia Health Foundation staff use an evaluation model that fits our evaluation philosophy.

We have four primary goals for evaluation and grant reporting:

- Good stewardship of funds entrusted to us for the benefit of the community
- Grant partner learning and quality improvement
- Communication about results and impact
- Transparency around barriers and challenges

We are committed to keeping our evaluation approach simple, asking only for what we will use, and remaining focused on what is important to the organization and those served. When it comes to our grant partners, our intent is to develop relationships that are positive, honest, trusting and committed to improvement. Reporting frequency and requirements depend on the grant size and time frame.

Right to reject

Cambia Health Foundation reserves the right to:

- Reject any or all proposals submitted
- Reject a proposal that does not include all required information and documentation
- Modify RFP and program guidelines, including submission deadlines
- Contact you to discuss your proposal and/or others referenced in the proposal
- Request additional information or verification

What will not be funded

Cambia Health Foundation is interested in learning what resources are necessary to achieve intended results. However, we will not fund the following as part of this funding opportunity:

- Endowments
- Capital campaigns
- Grants or scholarships to individuals
- Political causes or events
- Sacramental or theological functions of religious organizations
- Existing deficits
- Retroactive expenses
- Event sponsorships
- Programs that do not primarily serve Idaho, Oregon, Utah and/or Washington or the sovereign American Indian tribes within those states

We reserve the right to add to this list on a case-by-case basis.