



## **ACADEMY FOR COMMUNITY BEHAVIORAL HEALTH** CALL FOR COLLABORATORS: ADDRESSING GRIEF AND LOSS

The Academy seeks 1-2 experienced bereavement care specialists to help design and teach learning programs that equip NYC non-profit social service and behavioral health care providers to address grief and loss in their communities.

This is a consultant role expected to take up to 50 hours between April-June 2025, with the possibility of extension through June 2026 (contingent on available funds).

**The Academy will review applications on a rolling basis through March 28, 2025.**

### **PROJECT BACKGROUND**

[The Academy for Community Behavioral Health](#) at the [CUNY School of Professional Studies](#) partners with community-based organizations (CBOs) and other non-profit care providers to improve access to compassionate, culturally responsive care. Established in June 2021 with support from the Mayor's Office for Economic Opportunity and Mayor's Office of Community Mental Health, the Academy builds capacity for proactive behavioral health support through services that include:

- A) **Free courses.** We design high quality learning programs that equip providers with relevant behavioral health skills and tools to manage the emotional demands of their work. These courses are offered at no cost to NYC non-profit care providers.
- B) **Pilot programs.** We use participatory methods to uplift healing wisdom in communities, co-develop and test community-based care models, and expand our knowledge about what works.

The Academy prioritizes capacity building in the 33 neighborhoods identified by the [NYC Taskforce on Racial Inclusion and Equity](#) as most impacted by COVID-19 and others experiencing high rates of health and socioeconomic disparities. Since our founding in 2021, **the Academy has developed learning programs to help care providers in these communities address the disproportionate and often premature losses that follow from structural harms, and related grief.**

To date, Academy courses in this focus area have included a 6-week foundational course, [Understanding Grief and Loss: Supporting Bereaved Community Members](#); a 7-week advanced

course, [Principles of Grief Support](#); and brief courses in a range of special topics, such as Grief in Children, Grieving Sudden and Traumatic Losses, and Organizational Responses to Loss.

## **PROJECT DESCRIPTION**

The Academy seeks consultants with demonstrated experience developing curricula and delivering learning programs that build community capacity to address grief and loss. We seek collaborators who value the roles that non-profit social service and behavioral health providers can play in delivering skillful and compassionate care. Academy learning programs equip providers with skills to support bereaved community members. They also focus on organizational, interpersonal, and individual skills and strategies to protect the wellbeing of helpers who encounter grief and loss in their work.

The consultant(s) will partner with the Academy team, including a grief and loss expert who has co-lead work in this focus area, to review and update existing courses, as needed; contribute to future course planning; and propose, develop, or pilot additional courses, where applicable.

## **DELIVERABLES**

Final tasks and timeline will be determined between the Academy and selected consultants. Between April-June 2025, we expect this role to include:

- Participate in collaborative program development meetings, including to:
  - Establish goals, values, and processes
  - Share expertise across working group members, including areas of specialization and relevant prior experience, such as programs developed and implemented, outcomes achieved, and lessons learned
- Review curricula and relevant program data from the Academy's existing grief and loss learning programs
  - This may include observing or participating in live training or co-design sessions
- Consult on a plan to strengthen and implement Academy grief and loss courses in FY26 (July 1, 2025-June 30, 2026). This may include:
  - Written or verbal recommendations
  - Proposed course outlines
- Update existing course materials, or outline/develop new course materials, as needed. Course materials may include:
  - Course outlines (learning outcomes and activities), facilitator guides, PowerPoint decks, handouts, learner surveys, tools to assess learning outcomes, or other materials
- Contribute to co-design strategies or activities, based on capacity
- Pilot one or more grief and loss courses with Academy learners, based on capacity

This work is expected to inform the development of a strategy for Academy grief and loss courses in FY26. **Based on consultant capacity and available funds, the Academy may extend this consultation through FY26 to support continued program development and delivery.**

## **BUDGET**

We estimate up to 50 hours per consultant for this first phase of work (April-June 2025) at a rate of \$200-\$225/hour, based on experience and responsibilities. Final budget and scope will be determined with selected consultants.

## **QUALIFICATIONS**

We encourage you to review the qualifications below and apply if you believe you have the experience and expertise needed for this role. The ideal candidate may not have all qualifications listed, or may have other relevant qualifications.

We invite responses from experts with a wide range of specializations that may be relevant to the Academy's mission and audience. Examples could include, but are not limited to: serving immigrant and refugee communities; supporting children, youth, and their caregivers; bereavement among communities of color and LGBTQ+ communities; grief in specific care settings (e.g. supportive housing); strengthening the capacities of organizations, leaders, and supervisors to address grief and loss; and more.

### **Minimum Qualifications**

- Experience addressing grief and loss as a mental health or spiritual care provider (e.g. LMHC, LMSW, LCSW, LCAT, PsyD, PhD, Chaplain, or other related degree/licensure), including:
  - Application of evidence-informed or other promising approaches in bereavement care and counseling
  - Demonstrated commitment to your own ongoing learning
  - Experience delivering care in communities that experience targeted, structural harm (e.g. racism, discrimination, limited access to care)
- Expertise as a trainer/instructor in bereavement topics, including prolonged grief and contemporary approaches to grief counseling. Ideally, candidates will demonstrate:
  - A thoughtful, evidence-supported teaching approach
  - A record of assessing learner experience and learner outcomes
- Demonstrated curriculum development experience.
- Shared commitment to the Academy's vision, mission, and values.

## Preferred Qualifications

- Beyond training, experience providing supervision, coaching, or implementation support related to bereavement care.
- Experience adapting bereavement-related learning programs to specific populations, target outcomes, or implementation settings.
- Prior experience working in or with NYC community-based organizations, City agencies, community behavioral clinics, or similar settings. Experience providing training or implementation support in these settings a plus.
- Familiarity with implementation science and/or adult learning.

We expect this role to include virtual meetings and independent work. Where feasible for all team members, some meetings or activities may be held in person. We will consider applications from qualified candidates outside NYC who can contribute remotely to this work.

## TO APPLY

**To apply, please send a brief cover letter and your resume or CV to [academy4cbh@sps.cuny.edu](mailto:academy4cbh@sps.cuny.edu) with the subject “Grief Call for Collaborators” no later than March 28, 2025.** In your application materials, please address your prior experience designing and delivering learning programs in bereavement care.

The Academy will review applications on a rolling basis. Select candidates will be invited to interview and present a work sample that demonstrates your expertise in one or more areas related to this project.