



Equity Manager

Join the PHA SoCal team and help us create healthier, more equitable Southern California communities!

Target Start Date	Late November/Early December 2017
Hours	Full-Time
Salary Range	\$58,000 - \$73,000
Benefits	Paid vacation, holiday and sick days
Location	Los Angeles, CA (occasional travel throughout Southern California)
Application Deadline	October 14 (Application review starts immediately and interviews will be conducted on a rolling basis until the position is filled)

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SUMMARY

Because health inequities are inextricably linked to structural racism and institutional bias, the Public Health Alliance of Southern California (Alliance) is seeking a full-time Equity Manager to work in partnership with our nine member local health departments. This position seeks to catalyze culture change across institutions to address these structural barriers, and thus it requires a strong understanding of the root causes of inequities and the social determinants of health. As such, this position offers an exciting and diverse field of topic areas including health inequities, racism, immigrant protections, and housing.

The ideal candidate will be a passionate professional with demonstrated success addressing inequities in a range of political environments. The successful applicant will have a track record demonstrating the courage and compassion to honestly lead difficult conversations, coupled with the sensitivity and talent to constructively engage partners to ultimately become part of the solution.

The Equity Manager will help develop an Alliance Strategic Equity Plan and help identify high opportunity actions for local and regional implementation. This position will provide trainings to deepen the capacity across our membership along with other partner government agencies. The Equity Manager will provide customized consultations in support of local health departments based on their goals and objectives. Experience developing and providing implicit bias trainings is essential.

This is a remote position based in Los Angeles and the candidate will work primarily from their home office, with occasional travel across the Southern California region. This position is envisioned as a full-time position, however a part-time position will be considered for a top-notch candidate.

About the Alliance

The Public Health Alliance of a Southern California (Alliance) is a coalition of 9 local health departments in Southern California, whose members have a statutory responsibility for the health of 60% of the state's population. The Alliance addresses multi-sector policy, systems and environmental change to advance healthy, vibrant, sustainable and equitable communities. Areas of work include Healthy Transportation, Healthy Food Systems, and Data in Action, with a Climate and Health Equity lens on all initiatives. More information about the Alliance can be found at <http://www.PHASoCal.org>.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

- Lead the Alliance's development of a health equity strategy that addresses the root causes of health inequities, and counters institutional racism, systematic bias, hate crimes, and other structural inequities and barriers to health equity.
- Conduct implicit bias and other health equity trainings at the staff and leadership level. Collaborate to create agendas for policy forums, meetings, and trainings. Ensure agendas and follow up activities help local health departments implement new strategies and ideas.
- Maintain ongoing communication with public health department staff in order to anticipate their challenges in implementing new health equity initiatives. Develop strategies that help public health department staff navigate challenges.
- Serve as a resource to partners advocating for change and provide technical assistance to partners that seek to adopt policy, systems, and environmental change to advance health equity.
- Identify strategic partners and alliances and convene action teams on issues of significance to health equity, such as economic opportunity, public health responses to crime and safety issues, or immigration.
- Monitor progress towards achieving goals and strategies including tracking and reporting on outcomes.
- Support Alliance staff to respond nimbly to strategic initiatives that advance measurable changes in social issues that impact health, to promote public health systems change to reduce inequity, and to complete organizational development projects.
- Represent the Alliance at meetings with other equity-focused stakeholders.
- Research and develop oral and written materials that make the case for health equity and identify key best practices and case studies.
- Coordinate logistics for webinars, policy forums, and other special events.
- Complete short-term assessments of Alliance product usage, policy efforts, and capacity building to inform Alliance's ongoing policy work.
- Other duties as assigned.

QUALIFICATIONS

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

Education and Work Experience

- 5 years' related experience, preferably in equity advocacy or systems change efforts. Education and experience can be combined to reach the requirement.

- Demonstrated work experience in or with communities of color or other underserved populations and knowledge of health inequities/issues in Southern California.
- Experience working with institutional leadership and institutional change strategies.
- Evidence of working in multi-disciplinary, multi-cultural, and multi-sectoral partnerships.
- Community and stakeholder engagement experience.
- Experience measuring and monitoring program evaluation (process and outcome) activities.
- Strong written and oral communication skills.

Understanding of Health Equity

- Successful applicants will possess a deep passion for addressing health inequities and experience working to change them. Relevant experience may include:
 - Personal or family experience dealing with inequitable economic, social, health and educational systems and environments. For instance: being the first in your family to attend higher-education, growing up in a low-income neighborhood, experiencing housing/financial instability, or facing racial/ethnic or other types of discrimination.
 - Professional experience in programs that promote equity (this can be through a multitude of intervention types and variety of locations or organizations).
- Familiarity with health & racial inequities in California, especially the Southern California region.
- Eagerness to learn about the range of fields that impact health equity required.
- Familiarity with implementing evidence-based interventions to address health inequities.

Capacity Building and Training

- Skilled in group facilitation and strategic planning.
- Proven ability to manage start-up initiatives; provide team leadership; build consensus among diverse individuals/organizations.
- Culturally humble and experienced in cross-cultural communication and initiatives.
- Collaborative nature, with skills to move projects from ideas to action and implementation.
- Outcomes orientation and strong commitment to making improvement in communities and institutions.
- Ability to work with power-building organizations and coalitions within the community in partnership with local health departments.
- Track record of success in gathering information from multiple sources, synthesizing diverse perspectives, and making decisions on how to efficiently complete priorities.

Knowledge, Skills and Abilities

- Excellent time management skills and ability to multi-task and prioritize work.
- Excellent written and verbal communication skills.
- Strong organizational and planning skills and the persistence to see tasks through to completion
- Proficiency in MS Office Suite, including Microsoft Word, PowerPoint, and Excel.
- Commitment to and connection with the Southern California communities who experience health equity challenges is highly desired, but not required. Spirit of equity, cultural sensitivity and inclusiveness is required.

EDUCATION

Bachelor's degree in public health or related field
 Master's in related field, strongly preferred.

QUESTIONS?

Please contact Bill Sadler at (bsadler@phi.org)

Learn more about the Alliance at <http://phasocal.org>