

We're Hiring!

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

Posting Date November 16, 2018

Application Deadline December 21, 2018 (Application review starts immediately and interviews will be conducted on a rolling basis until the position is filled)

Target Start Date January/February 2019

Hours Full-Time

Salary Commensurate with qualifications & experience

Benefits Paid vacation, holiday and sick days

Location Los Angeles, CA (remote position from your home office, with light travel (1-2 times per week) throughout the Los Angeles area)

[CLICK HERE TO APPLY](#)

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 **Health Equity Manager** to work in partnership with our eight member local health departments in advancing health equity across the region. This position will catalyze culture change across sectors to address these structural barriers, offering the selected candidate an exciting opportunity to engage on improvements across a diverse field of topic areas sustaining or deepening health inequities, such as racism, poverty, ineffective policies, and systemic barriers that harm certain groups and benefit others.

The ideal candidate will be a passionate advocate of health equity, with a strong understanding of the root causes of inequities and the social determinants of health and capacity to educate others. They will have experience addressing inequities in a range of political and professional environments, including clinical settings. 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. This position would be ideal for a versatile and dedicated social justice professional who can engage in multiple projects to create conditions for successful systems change and effective health equity advocacy in specific geographies and across the region.

Specifically, this position will manage our Regional Health Equity work with our member health departments, and implement our equity actions in partnership with the Communities Lifting Communities (CLC) Initiative, which seeks to promote collaboration between the public health and health care sectors in advancing policy, systems, and environmental change to address health inequities. The successful applicant will have a track record demonstrating their ability to effectively partner with multiple sectors and manage complex projects involving public health, race and health equity, and health care delivery. The ideal candidate will have a track record of designing and delivering implicit bias and/or structural racism trainings. Experience in clinical settings is preferred.

About the Alliance

The Alliance is a coalition of the executive leadership of eight local health departments in Southern California. Its members have a statutory responsibility for the health of almost 50% 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 Neighborhoods, Healthy Food and Water Systems, and Data in Action, with a Health Equity and Climate lens on all initiatives. To learn more about the Alliance's meaningful work visit <http://www.PHASoCal.org>.

Essential Duties & Responsibilities

- Manage day-to-day project needs related to the Alliance's development and implementation of a pilot project to improve African American birth outcomes in Los Angeles County, including:
 - Planning and executing productive high-level convenings with Public Health leaders, hospital executives, health plans and community providers to identify and advance shared goals between sectors, clarify challenges, develop strategies to build solutions, and assure progress through consensus agreements and actionable next steps.
 - Developing and facilitating high-level workshops on the social determinants of health, implicit bias, institutional racism, systemic barriers to race and health equity and strategies to shift practice in clinical settings.
 - Developing and facilitating community-specific implicit bias and health equity trainings, in partnership with local health department experts, for local healthcare leaders and key clinicians serving African American women and families.
 - Assuring effective partnerships with key stakeholders and decision makers by serving as a liaison for the Alliance on separate but related projects to address maternal and infant health disparities led by local health officials, community leaders and state agencies.
- Support the development of and facilitate multi-day workshops with hospital executives and population health partners on health equity, social determinants of health, implicit bias, systemic and institutional racial bias, and strategies to implement system changes in clinical settings to improve care, patient experience and health outcomes.
- Coordinate and implement health equity work for the Alliance which requires working with multi-sectoral partners to examine and reshape practices, power and influence for more equitable outcomes.
- Support and conduct regular Equity Workgroup meetings with Alliance member departments to build regional relationships, share best practices and health equity tactics, develop a regional health equity plan, and provide quality resources or services that add value for the local health departments.
- Collaborate with, leverage the skills of, influence and motivate partners and stakeholders across the region, by providing education and change management strategies as needed.
- Perform other duties as assigned.

Minimum Qualifications

- First and foremost, a thorough understanding, sensitivity, and appreciation for equity, cultural humility and inclusiveness
- Bachelor's degree in Public Health or an equivalent combination of education and relevant professional experience
- 2 years of relevant professional experience (preferably in equity advocacy or systems change efforts) including experience working in or with communities of color or other underserved communities, working with institutional leadership, facilitating meetings, measuring and monitoring program evaluation activities and working in multi-disciplinary, multi-cultural, and multi-sectoral partnerships.
- Other relevant experience may include personal, family, or other lived experience dealing with inequitable economic, social, health and educational systems and environments
- Proficiency in MS Office Suite (Word, PowerPoint, and Excel)

Desired Qualifications

- Master's degree in Public Health or a related field
- 3-5 years of relevant professional experience
- Experience in clinical settings preferred
- Experience conducting trainings on implicit bias, racism, and/or the social determinants of health is strongly preferred
- Skilled in group facilitation and strategic planning
- Demonstrated capacity and ability to manage start-up initiatives and determination to achieve outcomes
- Sensitive to the interests of a wide-range of stakeholder groups, strategic partners, elected officials, and colleagues.
- Commitment to and connection with Southern California communities that experience health equity challenges

Important Information

- This is a full time (40 hours per week) position.
- While our work is based in Los Angeles, we do not have an physical office space and expect the individual chosen for this position to be able and comfortable with working from their home office.
- This position requires light travel (1-2x per week) throughout the Los Angeles area.
- This position is eligible for PHI's full suite of benefits including but not limited to medical, dental, and vision coverage, health care and dependent care flexible spending accounts, and generous time off.
- The application deadline is December 15, 2018.

How to Apply

- Please apply [here](#) and submit a cover letter and resume as part of your application. Paper or email applications will not be considered.
- In your cover letter, please describe why you are enthusiastic about this opportunity and why you think you are a good fit for the position.



Organizational Relationships

This position reports to the Alliance's Director of Strategic Initiatives, and works collaboratively with Alliance members and staff, vendors, and other partners to advance health equity.

Questions?

Please contact Stephanie Caldwell, Alliance Director of Strategic Initiatives, at scaldwell@phi.org
Learn more about the Alliance at <http://phasocal.org>

The Alliance recognizes the value of having a staff that brings a wide range of perspectives to this work based on language, ethnicity, race, gender, socio-economic background, political beliefs, sexual-orientation and disability. We are committed to maintaining a diverse, multicultural working environment and particularly encourage applications from candidates with lived experience in the communities we seek to serve.