We're Hiring!

The Public Health Alliance of Southern California (Alliance) is seeking a passionate advocate of health equity and racial justice to join our team!

Posting Date	**October 30, 2020**
Application Deadline	**November 19, 2020 (Application review starts immediately and interviews will be conducted on a rolling basis until the position is filled)**
Target Start Date	**January 2021**
Hours	**Full-Time**
Salary	**$65,000 to $75,000**
Benefits	**Paid vacation, holiday, and sick days**
Location	**Southern California (Los Angeles preferred but not necessary). Remote position from your home office, with light travel (2-3 times per month) throughout Southern California post-pandemic.**

CLICK HERE TO APPLY

Summary

The **Public Health Alliance of Southern California** (**Alliance**) seeks a full-time **Health Equity Coordinator** to collaborate with our ten-member local health departments on high-priority and emerging health equity activities across the Southern California region.

In this role, the Health Equity Coordinator will help us catalyze policy, systems and institutional changes across sectors to address upstream barriers to optimal health including structural racism, systemic oppression, institutional bias, and built environment policies. The selected candidate will have exciting opportunities to engage in tangible opportunities, including policy, planning, programmatic and priority-setting activities, that are designed to break status quo systems that exacerbate preventable health inequities that harm certain groups and benefit others.

Specifically, this position will support the Health Equity Manager in the management of our Regional Health Equity work with our member health departments and support implementation of our equity actions in partnership with community advocacy and/or organizing groups across Southern California. This position will also assist with our Advancing Equity training and capacity building opportunities with our hospital/health system and government partners. The successful applicant will have a proven track record that demonstrates their ability to effectively partner with multiple sectors and manage complex projects and initiatives involving public health, health equity and racial justice, and policy change strategies.

The ideal candidate will be a passionate advocate of health equity and racial justice, with strong knowledge of the underlying root causes of health and inequity and capacity to educate and inform others. The selected candidate will have experience elevating equity challenges and policy solutions in a range of political and professional environments. The successful applicant will have a track record demonstrating both courage and compassion to facilitate difficult conversations, the ability to lead training sessions on sensitive issues, and possessing the poise and talent to constructively engage various partners on consensus decision-making.

This position is ideal for a versatile and dedicated health equity and racial justice professional who can manage several projects that bring about successful policy, systems, and institutional changes across Southern California.

This is a remote, full-time position based in Southern California and the candidate will work primarily from their home office.

About the Alliance

The Public Health Alliance of a Southern California (Alliance) is a coalition of the executive leadership of ten local health departments in Southern California, whose members have a statutory responsibility for the health of nearly 60% of the state's population. The Alliance works to mobilize the transformative power of local public health for enduring health equity. We believe that Southern California should be a place where everyone has the opportunities and resources necessary to live a healthy and productive life. To learn more about the Alliance's meaningful work visit our website, the California Healthy Places Index and view our 2019-2024 Strategic Plan. The Alliance is fiscally administered by the Public Health Institute.

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.

Key Responsibilities

- Support the Alliance's Health Equity Manager in day-to-day organizational needs related to our key strategy to advance health equity following the Alliance's two-pronged approach to policy and institutional transformations:

- **Accelerate Paradigm Shifts in Local Public Health Practice**

    o Support the Health Equity Manager in the management and facilitation of Regional Health Equity Workgroup meetings with Alliance member departments to build regional relationships, share best practices and health equity tactics, develop and support the implementation of the regional health equity plan, and provide quality resources or technical assistance services that add value for the local health departments

    o Support the development of training curriculum and multi-day workshops with Alliance partners, including, but not limited to, local government, hospital/health system, and community partners on health and racial equity, social determinants of health, implicit bias, structural racism, and strategies to implement system changes inside and outside institutional settings to improve health outcomes

o   Expand Health in All Policies and health equity opportunities by representing the Alliance in inter-governmental and cross-sector partnerships at the local, state and federal levels

- **Mobilize the Power of Public Health**

  o   Support existing and newly developed power-building partnerships with community organizers, advocacy groups, cross-sector partners and local health departments to elevate comprehensive solutions for addressing the root causes of health inequity

  o   Assist with research, writing, data collection, outreach and other activities for Alliance reports, communications and other resources related to health equity

  o   Provide subject matter expertise and advocacy support on local, state and federal policy opportunities affecting population health, racial equity, economic justice, and upstream social determinants of health such as transportation, land use, and healthy food

  o   Contribute technical assistance and policy support for member health departments on local policy initiatives impacting the social determinants of health

  o   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

  o   Coordinate and implement learning opportunities, including, but not limited to webinars and best practice discussion, on established and emerging best practices for advancing equity

  o   Post pandemic, this position is expected to travel to various locations in the Southern California region (approximately 2-3x per month)

  o   Perform other duties as assigned

Qualifications

Minimum Qualifications
- First and foremost, a thorough understanding, sensitivity, and appreciation for equity and racial justice, cultural humility and inclusiveness
- An understanding of the barriers and opportunities for advancing equity and racial justice in government, and the ability to navigate complex and diverse political environments
- Bachelor's degree in Public Health, public policy, urban planning, education (with an emphasis on educational equity), ethnic studies, or a related field, or an equivalent combination of education and relevant professional experience
- 3 years of relevant professional experience (preferably in policy advocacy or systems change efforts) including experience working in or with communities of color or other communities most impacted by inequities, in or with government entities, working with institutional leadership, facilitating meetings, measuring and monitoring program evaluation activities and working in multi-disciplinary, multi-cultural, and multi-sectoral partnerships
- A portion of the 3 years may include relevant experience through personal, family, or other lived experience dealing with inequitable economic, social, health and educational systems and environments or through a combination of education and experience

- Excellent research and writing skills, including the ability to synthesize large amounts of information into succinct summaries and reports
- Strong group facilitation skills
- Strong communication skills (verbal and written)
- Proficiency in MS Office Suite (Word, PowerPoint, and Excel)
- Post pandemic, must have available transportation and ability to commute to various locations in the Southern California region for light daytime travel (approximately 2-3x per month)

Desired Qualifications
- Master's degree in public health, public policy/public affairs, urban planning, social work (with an emphasis in public policy), education, or a related field
- Experience developing and delivering trainings on health and race equity, structural racism, and the social determinants of health is strongly preferred
- Experience with interpreting data related to health and race equity and translating that data into understandable and actionable information
- Policy analysis, development, and adoption experience is strongly preferred
- Experience working in or with government at the local, state or federal level is strongly preferred
- Demonstrated capacity to manage start-up initiatives, design project plans, and implement activities
- Understanding of building authentic community partnerships
- Determination to achieve outcomes, complete tasks, and deliver on professional commitments
- Sensitivity to varied interests of many stakeholders, partners, advocates, elected officials, and colleagues
- Ability to work with autonomy and flexibility in a fast paced, high productivity environment
- Ability to respond to shifting demands and balance priorities
- Commitment to Southern California communities experiencing health equity challenges

Important Information

- This is a full-time position (40 hours per week)
- This is a fully remote position, and the individual chosen for this position will be expected to work from their home office
- The selected candidate must live in the Southern California region, even with the current pandemic situation, as we expect this position to require light daytime travel (2-3x per month) in the future. To that end, we will not consider candidates who are located outside of Southern California
- 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 **November 19, 2020**

Organizational Relationships

This position reports to the Alliance's Health Equity Manager, and works collaboratively with Alliance members, especially the broader equity team, staff, vendors, and other partners to advance equity.

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
- Please also submit a relevant writing sample that you developed related to a health equity, racial justice topic (max word count: 1,000). This can be an article, blog post, commentary, or academic paper that you developed in a professional or academic setting

Questions?

Please contact Marley Williams, Alliance Health Equity Manager, at mwilliams@phi.org and learn more about the Alliance at http://phasocal.org.