

Bay Area Regional Health Inequities Initiative (BARHII)
A Project of Tides Center

Job Title: State Policy Manager and Community Organizer
Reports to: Executive Director
FLSA Status: Exempt

POSITION SUMMARY:

The Bay Area Regional Health Inequities Initiative (BARHII) is seeking a State Policy Manager and Community Organizer to lead the design and implementation of BARHII and Rise Together's state policy efforts. BARHII, the coalition of the Bay Area's public health departments, and Rise Together, the coalition to end poverty in the Bay Area, are joining forces to create health equity and eliminate poverty. Together, we will address the same social inequities that create extreme poverty and unjust health disparities. This position will convene partners to design strategies, advance policies, and support partnerships between health departments and community to ensure policy solutions advance health equity.

BARHII is a high energy, highly dedicated team of diverse professionals committed to health equity. We support work-life balance with a 35-hour (4 day) work week, competitive salary, employer paid benefits, matched retirement, and an innovative co-working office environment.

About BARHII

BARHII is the coalition of the 11 public health departments in the Bay Area, founded to address the living conditions and power imbalances that have created decade-long differences in life expectancy by race, income, and neighborhood. Founded by highly regarded social justice minded public health directors— Arnold Perkins, Art Chen, Wendel Brunner, and Bob Prentice— BARHII uses an explicit racial justice lens to advance health equity. Each year, we convene several hundred Bay Area Public Health staff from large and small and rural and urban health departments. Through a combination of training, best practices creation, and policy efforts; BARHII staff and members create best practices that drive innovations in the field and advance policy change to improve the living conditions that impact health.

Support for Public Health Departments: Over the last 15 years, BARHII has become a leader in developing health equity resources and trainings, and over 1000 Bay Area government staff have been trained by BARHII in the last three years. The framework guides BARHII's member health departments' strategic planning processes and has been adopted by the California Department of Public Health's Office of Health Equity as their guiding framework. The framework is also used in public health textbooks and departments outside of the state to define the importance of upstream interventions to reduce differences in life expectancy. Implementation guide books, including the BARHII Toolkit (which assesses public health

department readiness for health equity) and the Social Determinants of Health Indicator Guide, support health departments to create systems change. Additional publications outline healthy development and land use, housing affordability and health, climate resilience and health, and community engagement and power building.

Policy Efforts: Big challenges call for big solutions, and BARHII is dedicated to improving healthy living conditions so that people live longer, healthier lives. BARHII's health equity policy platform advances strategies for affordable housing, economic opportunity, and inclusive communities. We focus on research-based policies and innovative solutions at the state and local level that can have measurable impacts on the conditions that create health. BARHII's policy platform can be found here: <http://barhii.org/barhii-legislative-policy-platform/>.

About Rise Together

Rise Together is at an exciting time in its development. Over the last three years, Rise Together has shifted from planning and research to implementation, and this year Rise Together joins BARHII as its economic opportunity arm. Rise Together leads and supports collective action to reduce poverty and increase self-sufficiency across the Bay Area region. Over 200 Rise Together partners - businesses, government agencies, community/faith-based organizations, and non-profits - are pledged to harness their collective power. The Rise Together Roadmap to Cut Poverty highlights the need for programs and policies that effectively raise incomes, increase education and training opportunities, and ensure that basic needs are met for the Bay Area's most vulnerable populations. Rise Together creates the opportunity for the Bay Area region to shift the public narrative about poverty and leverage the power of the counties to speak with one voice, take collective action, and redefine what is possible for Bay Area residents.

About the Position

BARHII State Policy Manager & Community Organizer will lead our state policy efforts and our public health and community organizing partnerships. The policy manager staffs the BARHII policy committee of public health staff from across the region to maintain our policy platform, prioritize bills for advocacy, ensure connection to Bay Area community organizing efforts, and create the living conditions that impact health. This position also manages all policy activities for the coalition, coordinates with Rise Together policy activities and is a key partner in designing processes that connect our work to community organizations with strong equity analyses.

BARHII's new Policy Manager and Community Organizer will join a high performing, highly collaborative program team with a background in housing affordability, health care reform, and community development. You will build out and help design this new position.

The successful candidate will have a strong background in community efforts and policy and advocacy. This versatile candidate will also have strong generalist skill set that can be applied to many different issue areas, including strong writing and communication skills, facilitation skills, public speaking/training experience, and ability to complete impartial qualitative analysis. Because this is a versatile position, we expect candidates will need to learn on the job. Therefore, we are seeking those who have an ongoing orientation to learning and development.

We are specifically seeking candidates with a demonstrated commitment to equity, including capacity to create initiatives and analyze the impact of economic and social policies that support the Bay Area's low income, people of color, and other health equity populations.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

State Policy and Local Advocacy

- Serve as lead policy staff person at BARHII, ensuring adherence to the broad base of health equity areas in the BARHII policy platform, including designing the plan of the year and leading a collective evaluation of our impact.
- Create and maintain annual advocacy calendar that includes roles for BARHII public health departments, BARHII staff, and other health sector voices that can create a strong coalition of advocates for health.
- In conjunction with our partners and membership, develop health equity advocacy strategy for BARHII so that local public health departments are positioned and supported to advocate for policies that improve health equity by transforming the social conditions that impact health and health disparities.
- Create training and opportunities for public health staff and partners to serve as spokespeople for health equity promoting policies, including a Speakers Bureau that prepares key leaders.
- Draft and place op-eds and other media materials to promote priority policies.

Community Partnership and Coalition Building

- Identify and engage community partners, including community organizing and other partners with a strong analysis of policy and systems solutions. Identify points for collaboration that advance health equity solutions.
- Provide Project Management for policy managers and other initiatives, as requested. Maintain a dual focus on passage of health promoting policies and building capacity for public health departments to engage in local policy efforts in their jurisdictions.
- Create a safe space for diverse partners, including those most impacted by inequity, to engage in discussions and make decisions.

Ensuring Policy Efforts Are Research Informed

- Support data and communication through the development of communication materials, briefings, and policy analysis. Develop research informed advocacy letters and talking points.

- Develop research and data informed materials, and policy briefs as directed by Executive Director, advisory boards, and committees. Draw upon and expand best practices whenever possible.
- Identify and pursue key leverage points for advocacy and best practice integration within cities, counties, and the state for our policy priorities. Represent BARHII at policy hearings/briefings.
- Evaluate existing policies for Social Determinants of Health (SDOH) Impacts and research and summarize best practices, approaches, and potential policy updates. Analyze equity and health benefits of existing policies and revenue streams.
- Develop and deliver trainings that support implementation.

Other duties as assigned

EDUCATION AND EXPERIENCE:

Experience in coalition building and advocacy is most important for the position. This position requires at least 10 years of experience in a busy, high functioning team; or a Graduate Degree and five years of experience.

- Demonstrated experience in, and commitment to, equity or related policy areas. Priority will be given to applicants with experience promoting housing affordability, wealth building strategies, or support for communities who suffer disproportionately from health inequities (including African American, Pacific Islander, Indigenous, and/or LGBTQI communities).
- College level course-work and/or equivalent professional experience in the one of the following areas: public policy, public administration, community organizing, neighborhood economic development, housing policy, transportation policy, and/or climate and health equity.
- Experience analyzing programs/policies impact on low-income minority populations through science-based (quantitative and qualitative) methods desirable, but not required.

KNOWLEDGE, SKILLS AND ABILITIES:

- Excellent time management skills and ability to multi-task and prioritize work.
- Excellent written and verbal communication skills.
- Strong organizational, planning, and project management 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 Bay Area communities who experience health equity challenges is highly desired, but not required. Spirit of cultural sensitivity, humility, and inclusiveness is required.
- Quantitative analyses (STATA, SPSS/SAS) and GIS/Mapping skills preferred.

ORGANIZATIONAL RELATIONSHIPS:

This position reports directly to BARHII's Executive Director, and works collaboratively with BARHII members and staff, elected officials, vendors, and other advocacy partners to advance health equity.

PHYSICAL DEMANDS:

Must be able transport training and meeting materials up to approximately 3 times per week.

WORK ENVIRONMENT:

- The position is a full-time position that works 35 hours per week.
- This position based in a high-rise office building in Oakland, CA.
- The position requires infrequent work on the evenings or weekends.
- The position requires work inside 95% of the time in an office environment.
- The position requires frequent travel to other Bay Area locations, as well as occasional travel outside the Bay Area.

EEO Note:

BARHII is a project of Tides Center, is an "at-will" and equal opportunity employer. Applicants and employees shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by federal, state, or local law or ordinance. Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.