

Health Equity Associate (Temporary)

Health Equity, Policy & Planning Unit

5/22/2024

A Vision for Health Equity in Alameda County

Everyone in Alameda County — no matter who you are, where you live, how much money you make, or the color of your skin — can lead a healthy, fulfilling and productive life.

[Health.AlamedaCountyCA.gov/
ACPHD](http://Health.AlamedaCountyCA.gov/ACPHD)

Located within the Office of the Director, the **Health Equity, Policy, and Planning (HEPP) Unit** leads the Alameda County Public Health Department (ACPHD)'s health and social equity initiatives in collaboration with staff, Alameda County residents, and community and governmental partners. HEPP advances equitable policies and systems changes that support the health of Alameda county residents and provides technical assistance to initiatives that promote health and racial equity in Alameda county.

We are hiring a Health Equity Associate who will support the health and racial initiatives in the Unit by providing, *with increasing levels of responsibility and autonomy*, the following duties:

- Support the development and implementation of the Department's health equity plan, including supporting the interviewing of key informants, reviewing planning documents, developing a plan template, and aligning activities from various other departmental plans with health equity frameworks.
- Prepare memos, reports, training materials, presentations, factsheets, and other written documentation for diverse audiences including department leadership, staff, Board of Supervisors, external partners and the public.
- Assist in providing technical assistance, training and leadership to department-wide programs to foster the culture and capacity to achieve equity, including integrating equity tools and practices into their work and monitoring progress to evaluate the effectiveness of equity initiatives.
- Assist in conducting quantitative and qualitative analyses of health and equity impacts of policies, interprets results, evaluates policy solutions and alternatives, and making recommendations to inform policy and programming decisions.
- Research best practices and tools to advance racial and health equity and sharing this information on a regular basis with appropriate staff, modifying as needed.
- Support senior staff serving on bodies advising program developers and policy makers on strategies to advance health and social equity.
- Learn to monitor and interpret legislative and policy decision-making processes that will advance health and social equity.

TO APPLY

Please send an email to
Grace Kono at
mgrace.kono@acgov.org

Include a **cover letter**, a detailed **resume** highlighting relevant experience, and provide written responses to the **Supplemental Questions** listed here:

(1) Describe the role you think equity plays in the health of our communities, and what local government can do to advance equity to improve health outcomes.

(2) Describe any experience you have in advancing equitable policy and systems change across determinants of health such as land use, housing, transportation, climate change and environmental justice, violence prevention, education and economic development.

(3) Describe any experience you have developing diversity, equity, or inclusion initiatives within an organization.

- Strategically foster strong relationships and assisting in serving as a liaison with staff of department programs, partners, including public and private agencies, advocacy groups and membership-based organizations, local businesses, and with elected officials to support policy and practice changes to advance health and social equity.

Minimum Qualifications

- Minimum: Bachelors' Degree from a related field and six months of full-time verifiable work experience within the past three years.
- Preferred: Bachelors' Degree and two (2) years professional or supervisory experience independently providing complex project management services, including interpreting data; analyzing policies, plans and programs; developing plans, making policy and practice recommendations; and managing relationships with stakeholders (Graduate education in related field may be substituted for some of the experience.) At least one (1) year of the experience ideally includes developing or implementing organizational, policy or systems change efforts with an emphasis in equity and social justice.
- Proof of vaccination or medical reason qualifying for an exemption

Pay Rate: \$31.78-\$45.90 Hourly, depending on experience

Benefits: Medical and dental benefits upon meeting established eligibility criteria.

Hours: Mon-Fri 9 AM-5 PM, occasional evenings and weekends

Location: Currently primarily remote with once weekly in-person work in San Leandro office. Must be available to report to the office full-time in-person as office policies change and to attend in-person meetings in community settings as needed.

For more Information: Alameda County Human Resource Services, Temporary Assignment Pool:
<https://www.acgov.org/hrs/divisions/tap/index.htm>