



Recruitment Announcement: Chief, Health Equity Practice

Preferred Start Date: Fall 2022

About BARHII

BARHII is a national engine for health equity thought leadership. Our health equity framework, which calls for upstream interventions to reduce differences in life expectancy, has shaped the work of national, state, and local health jurisdictions and now regularly appears in public health textbooks. Our guidebooks and trainings are used by thousands of government and community leaders throughout the country, and our framework serves as a foundational document in public health accreditation, the California Department of Public Health's Office of Health Equity, and the American Medical Association's Health Equity strategy.

In our policy efforts, we've provided an essential "health voice" to help pass groundbreaking legislation that has saved tens of thousands of lives and improved the health of communities impacted by systemic inequities-- including expanded paid sick leave, statewide rent-gouging rules, pandemic-related eviction prohibitions, and climate justice programs.

Today, BARHII is leading an effort to ensure that we emerge from COVID-19 with a new society that prioritizes and creates health equity in our lifetime. Over the next five years, BARHII will launch a National Racial Health Justice Action Lab, advocate for a Federal Health Equity Act, advance a Black health and wealth agenda, and build the next generation of regional public health collaborations.

About the Position

The Founding VP For Health Equity will lead the development of the Racial Health Justice Action Lab, incubated as part of a new National Racial Health Justice Center. The Racial Health Justice Lab responds to the dual crises of racial and health injustice by supporting leaders of color across our public systems and communities to transform the daily practices that hold injustice in place and build the power to create population level changes. Our goal is clear and focused: to create health equity in our lifetimes. As leaders for racial health justice, we are committed to developing strategies that build skills while also creating community, increasing support, and fostering wellness for front line and executive leaders.

The Founding VP will be the chief architect of lab design, business model development, curriculum and delivery. The successful incumbent will work in significant partnership with the Executive Director and Board Chair to create a business model that maximizes flexibility for innovation and creativity, to build national support for the Lab, and to structure partnerships that will support large scale change efforts.

The Founding VP will be an important standard bearer for the development of racially justice health equity practice, both within the organization and in the broader public health ecosystem. The Founding VP will have executive leadership experience in public health and/or health care. S/he will possess a strong critique of the existing system. The Director will be supported by the Executive Director and Advisory board to become a nationally known thought leader, pushing the field towards increased racial justice--and moving the field from theory to outcomes-based implementation.

Establishing Lab and Impact Model

- With support from Executive Director and Board Chair, articulate and operationalize vision for Lab, establishing target audiences and strategies that will achieve health equity in our lifetime.
- Establish the Lab as a field leader in for health equity and justice through strategic partnerships, high quality learning and practice efforts, and strategic communications activities.
- Develop and publish operating principles, values, and standards of practice to advance the Lab as a national hub of innovative, impact focused practice.
- Lead establishment of outcomes evaluation.
- Support Lab to maintain strategic focus and maximize opportunities for impact.

Thought Leadership and Mission Stewardship for Health Equity, Leadership and Wellness

- Develop core concepts and guiding principles for the National Racial Health Justice Action lab.
- Advise Executive leadership, board, and partners on strategies to operationalize vision of leadership and leadership wellness strategies that can create health equity in our lifetime.

Interventions and Curriculum Development

- Serve as chief architect of the Lab's interventions, curriculum, and delivery strategies.
- Establish a needs responsive curriculum development structure, convene partnerships with national thought leaders and high impact practitioners to ensure curriculum relevance and legitimacy. Facilitate continuing education units for training.
- Conceptualize, launch, and facilitate an Executive in Residence Fellowship that provides respite and supported space for practitioners to create next generations of health equity practice and standards.
- Cultivate a culture of dialogue and inquiry among Lab advisors and partners, including making tough decisions to maintain focus on impact.
- Develop mechanisms to source best and promising practices to advance health justice.
- Conduct intermittent check-ins with BARHII members and partners, practitioner leaders, and researchers to inform strategic Bay Area needs.

Centering Black Health Equity

- In conjunction with the Black Health team, ensure Lab strategy has specific, high leverage strategies to address the decade long differences in life expectancy that face Black communities across the nation.
- Spearhead a cross sector, outcomes-based approach to lab the Black leadership and experience in the development of intervention strategies to achieve Black health equity.
- Collaborate with Executive Director, board, and Black Health agenda partners to establish advance Black Health and Wealth.

Operations

- Support development of Lab budget.
- Monitor department expense budget and keep purchases/expenditures within guidelines for current and future growth and development of the function.
- Work closely with the administrative and fiscal sponsorship team to establish systems for project management, grants and contract tracking, and financial systems.
- Develop and iterate staffing model for growth, develop staff competency priorities, and recruit and retain the right talent.
- Supervise Lab team and support the maintenance of staff culture that prioritizes diversity, innovation acumen, and accountability for impact.
- Develop and deliver ongoing, reliable, and timely communication to senior stakeholders and Lab clients, including public health executives, funders, investors, and initiative partners.
- Provide frank guidance and counsel to the Executive Director on governance and partnership development.

Business & Resource Development

- In conjunction with the Executive Director, establish business model for the Lab that includes fund development and revenue generation. Collaboratively develop and implement revenue generation goals.
- Lead marketing and business development for the Lab.
- Establish an equitable and ethical compensation model for experts whose promising practices shape curriculum, honoring innovators for their intellectual property, risk taking and hard work.
- Lead marketing and business development for the Lab.
- In coordination with Executive Director, conduct initial outreach to potential funders and investors and support Executive Director in funder follow-up.

Required Skills and Competencies

Organizational Change and Racial Justice Experience

- Experience developing frameworks, concepts, and standards around racial equity, racial justice leadership, and/or wellness.
- Experience building and scaling innovation practice in organizations focused on racial justice.
- Has built or been part of creating and managing scalable, on the job learning and development programs for talented administrators and service staff.
- Has built or has been part of building a learning function within a steadily growing and distributed workforce.
- Experience with implementing virtual and remote learning designed to transform organizational practice and culture.
- Strong background in creating, resourcing, delivering/facilitating content in front of large groups.
- Supervision experience and success in building a culture of appreciation and high expectations.

Organizational Development Experience

- Knowledge of best and promising practices in business model development, business management, and contract compliance.
- Experience in grantmaking or fund development, including relationships with both local, regional, and national funders foundations.
- Experience managing complex contracting and reporting requirements, including federal or state government contracts.
- Organize, conduct, and evaluate training programs.

Other Abilities and Perspectives

- Excellent verbal, written and interpersonal skills.
- Ability to use MS Office suite.
- Ability to work independently in a telecommute environment.

Education

- PHD or MD preferred, with experience in patient care and in systems administration.

Organization Wide Competencies

Competencies	Why This Matters	Aspirations & Expectations for Staff
<p>COMMITMENT TO A BIPOC AGENDA</p>	<p>BARHII is committed to creating a society that honors and supports BIPOC health. We believe this begins with centering the perspectives and needs of African Americans, who have the largest and longest-standing differences in life expectancy and disease burden in our country. Our commitment includes building teams with lived experience and centering that experience.</p>	<ul style="list-style-type: none"> • Track record of acting on racial equity, economic, social, or environmental justice. • Commitment to centering BIPOC perspectives in discussions, decisions, and systems transformation — starting first with communities with largest disparities in life expectancy. • Ability to stand as an early adopter when other allies do not yet understand the vision or path
<p>BOLD, PIONEERING & ADAPTIVE</p>	<p>We believe the path to health equity requires bold, creative action. Working at BARHII feels more like working at an early-stage start-up organization than a large bureaucracy. We operate as a tight-knit, nimble team that values learning through doing. We work collectively to immediately respond to changing conditions in the community.</p>	<ul style="list-style-type: none"> • Aspiration to create health equity within our lifetimes and energized to engage in the big work of transformation. • Innovation mindset and willing to try things that haven't been tried before, work from best available information, and learn lessons in real time. • Manage work through cycles of innovation, from pilot through refinement to scale. • Flexibly pivot or change course to meet objectives as political and social environment changes.

RELATIONSHIP & TEAM FOCUSED	<p>We build new programs together as a team and through extended networks. If you love track and field, you will love BARHII. We operate like a relay team. Each of us has an important role in the pursuit of health equity and racial justice, and we each depend on each other to complete our part.</p> <p>We host regular team meetings, retreats, and coalition sessions to support each other's work and learning. We willingly step in to help each other respond to changes in the external landscape or cover for teammate's personal support needs.</p>	<ul style="list-style-type: none"> ● Flexibly support organizational goals, while driving your personal responsibilities. ● Work with elected officials, community, nonprofits, funders, media. Relate to everyone with kindness and respect. ● Engage in difficult conversations about differences in values or world view with transparency and savvy. ● Serve as a reliable team member, knowing your work serves as a key factor in colleagues accomplishing their goals. Regularly provide appreciation and constructive feedback. ● Explain tough calls with empathy and manage ambiguity as we create new models of transformation.
STRATEGIC, PROACTIVE & SELFMANAGED	<p>We are all implementers at BARHII, and we rely on each staff person being strategic about organizing and advancing their goals, and managing commitments in a fast-paced, remote work environment. Proactive communication and self-management are essential to our progress. BARHII has transitioned to a 100% telecommute, with optional in-person office space. All staff must design a personal work environment that maintains their productivity. BARHII provides start-up and ongoing troubleshooting support.</p>	<ul style="list-style-type: none"> ● Work independently from home in virtual/zoom culture, including creatively adjusting work habits and proactively seeking support as needed. ● Balance view of long game and immediate work. Complete adequate project planning with the team to scale big goals into manageable steps. Maintain goal orientation. ● Build supportive mutually beneficial strategic partnerships through strategy and reliability Plan for and persevere through hurdles. ● Self-manage to deadlines and proactively seek assistance to avoid delays. ● Be reliably accessible during office work hours.
LEARNING-CENTERED & SUPPORTIVE	<p>BARHII encourages continually developing hard skills, leadership capacity, and resiliency habits. We maintain a professional development fund for staff to advance self-identified or organizational learning goals. We encourage engagement in personal coaching or fellowships that develop staff's authentic leadership voice and expand networks. We regularly end the day on time and take time off to recharge, enjoy life, and enhance creativity.</p>	<ul style="list-style-type: none"> ● Engage in annual organizational growth objectives. ● Proactively identify and engage learning opportunities. ● Openness to being trained on and using new tools, techniques, and technologies. ● Aspire to individual and collective selfcare. ● Support each other to manage energy amidst the ups and downs of systems change efforts. Use your strengths and networks to help others grow.

NOTE: BARHII employees are required to confidentially show proof of COVID-19 vaccination as a condition of employment, unless they seek and receive an accommodation due to a medical condition or sincerely held religious belief or practice.

APPLICATIONS CURRENTLY BEING ACCEPTED VIA EMAIL AT: HIRING@BARHII.ORG

ALL APPLICATIONS ARE HELD IN STRICT CONFIDENCE