



Public Health
Prevent. Promote. Protect.

Butler County
General Health District



Job Title:	Health Equity Coordinator
Responsible To:	Health Promotion Director
Positions Supervised:	None
Work Hours:	Full time, 35 hours per week. Usual hour's 8a-4p, M-F. Occasional non-traditional hours in the evenings and weekends is required.
Grant-Funded:	Yes

Background

Health inequities perpetuated by racism are rooted within our social, structural, and environmental institutions and are public health crises that have not been adequately addressed. Moving toward a health system that addresses the needs of everyone, requires an organizational capacity that centers on the community as a whole.

Essential Functions and Goals

Under the general direction of the Health Promotion Director, the Health Equity Coordinator will build internal and community capacity to address, reduce, and eliminate racial disparities and inequities. The Health Equity Coordinator will assess internal policies and practices and alter and/or add policies to ensure equitable practices.

The Health Equity Coordinator will complete an organizational assessment to identify information for reflection, discussion, planning, and organizational development. Establish an organizational Racial Equity Core Team to guide strategic planning based on a broad set of information about current capacity to address health inequities. Secondary to increasing the organizational capacity, this role will serve as a leader and champion of health equity within the Butler County community.

Minimum Qualifications

- Bachelor's degree with 1-2 years of work experience, or 3 years of relevant work experience.
- Passion and commitment to diversity, equity, and inclusion
- Strong organizational skills and attention to detail and prioritize appropriately.
- Committed to understanding diverse interest groups and the wider community to lead the organization effectively.
- Demonstrated ability to work with people and groups from a wide variety of backgrounds and across differences in race, culture, nationality, age, gender, sexual orientation, values, beliefs, learning styles, and literacy levels.
- Ability to examine and address own biases and beliefs.
- Highly organized and self-motivated to improve health inequities.

- Proficient computer skills.
- Skilled public speaker with the ability to inspire, educate and persuade audiences.
- Ability to work independently and as part of a team.

Qualifications Preferred

- Bachelor or Master of Public Health.
- Community organizing experience.
- Understands the social, environmental and structural determinants of health.

Primary Duties Include (not limited to)

- Design and/or coordinate activities to eliminate health disparities and inequities.
- Design and develop a Racial Equity Core Team among Health District staff in order to aide in organizational plans.
 - Develop an organizational action plan to normalize, organize and operationalize organizational change to advance racial equity in alignment with Government Alliance on Race and Equity (GARE) or other appropriate tools.
 - Complete a final Health Equity Assessment after careful research of effective and meaningful health assessment tools.
 - Incorporate assessment findings into an action plan to address biases specific to Health District employees.
- Activities of the position should support growth of Local Health Department and encompass the Health Equity Core Competencies within the Public Health Accreditation Board.
- Participate in and lead community coalitions with a racial equity lens.
- Create presentations and seek out opportunities to speak with coalitions, government agencies, organizations, to advocate for fair and equitable policies and practices.
- Collaborate with the Ohio Equity Institute and Moms and Babies First staff in policy and/or practice planning, implementation, and evaluation.
- Develop and monitor performance measures that determine quality or success of activities.
- Develop or maintain knowledge of public health practice and community engagement.

Other

- Serves a 3-month probationary period
- Work hours may vary, some non-traditional hours may be required
- Additional duties as assigned
- Position may be subject to background check

Please send resume with cover letter explaining your interest in this position or special qualifications to:
BOH@butlercountyohio.org.

Position is posted on our website: **www.butlercountyohio.org/health**

Position will remain open until filled.

An Equal Opportunity Employer