

# THE COUNTY OF STANISLAUS HEALTH SERVICES AGENCY



## Health Equity Manager (Manager III)

\$77,833 - \$116,771 Annually

Apply by August 15, 2022

We are currently hiring a full-time Health Equity Manager to work within the Public Health Department.

## Health Equity Manager

The County of Stanislaus, Health Services Agency Public Health Division invites applications from qualified candidates for the vacancy of a Health Equity Manager.

### About the Community

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 545,267 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices. The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries.

The County is also home to California State University Stanislaus, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 43 degrees in the winter, to an average high of 92 degrees in the summer. Temperatures move up into the high 90s during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

Stanislaus County has a current year total budget of \$1.4 billion and over 4,500 positions within 27 agencies and departments.

### About the Department

In partnership with the community the goal of the Public Health Division, a division of the Health Services Agency, is to ensure that all County residents have optimal health and wellness at every stage of life.

The Division comprises of various sections dedicated to core public health services for the County of Stanislaus, such as Community Wellness and Prevention, Communicable Disease Prevention, Emergency Preparedness and Response, Family Health Services, and Children Medical Services.

As an accredited health department, we strive to improve the health and wellbeing of our community through collaboration and partnerships, community involvement, health equity, quality improvement, and taking population-level actions. We believe everyone should be able to live well, be healthy, and thrive. We are committed to advancing equity and being an inclusive, diverse, and equitable organization.

Health Services Agency employees support the department's mission to promote, protect, and improve the health of the community through leadership, partnership, and innovation.

HSA holds strongly to its vision of "Healthy People in a Healthy Stanislaus" by developing its services with the community, in ways that support community need.

### The Position

The Health Services Agency of Stanislaus County, Public Health Division has a long history of embracing our community of many backgrounds and beliefs. We pride ourselves in our openness and acceptance for all. The Public Health Division has made equity, diversity, and inclusion a priority. We are seeking an experienced public health professional to help normalize, organize, and operationalize equity within our organization. As the Equity Manager, you will work to embed equity into all aspects of our work and help to build the internal capacity and infrastructure needed to cultivate a culture of shared ownership and commitment to advance equity within the Agency. In this role you will also be able to partner with internal and external partners to identify and tackle systemic barriers and intentionally promote meaningful equity approaches for those at greatest risk of poor outcomes.





# Health Equity Manager

## Typical Duties and Responsibilities

- Leads organizational assessment process; uses findings to drive development and implementation of an organizational equity plan that aligns with the State Equity plan;
- Leads the development of interventions to address specific inequities in the jurisdiction area such as systematic barriers to health resources and social determinants of health, and innovates new methods of assessing health equity;
- Integrates health equity into strategic planning, guiding principles, current and future projects to make health equity a cornerstone of the jurisdiction's mission;
- Provides guidance in use of the RBA and collective impact framework as tools for engaging community partners in efforts to improve community health and address health inequities;
- Develops, monitors, and evaluates deliverables across multiple equity initiatives and working groups;
- Cultivates partnerships and leads the development of engagement opportunities with a broad range of professional and community partners to incorporate community voices and solutions into programs and projects;
- Functions as a health equity subject matter expert to internal stakeholders, other programs within in the jurisdiction, and external stakeholders such as community partners; makes recommendations as appropriate;
- Mobilizes data, research and evaluation to make the case for interventions for health equity;
- Creates tools to examine rules, policies, procedures, processes, practices, and distribution of resources through an equity lens;
- Prepare and present reports, findings, and recommendations to internal and external policy makers and stakeholders to advance the goals and objectives of equity initiative;
- Partners with program managers to support the key equity priorities and identify activities with performance metrics to measure improvement and change;
- Conducts general administrative tasks such as budgeting,

- Build out an equity resource library for staff to access tools and resources to embed equity into their processes and practices;
- Oversees capacity building, training and staff development across the department and facilitates changes to internal practices and processes to advance health equity; and
- Helps develop and disseminate communications to staff and external partners related to the organization's commitment, practices, accomplishments and learnings regarding health equity.

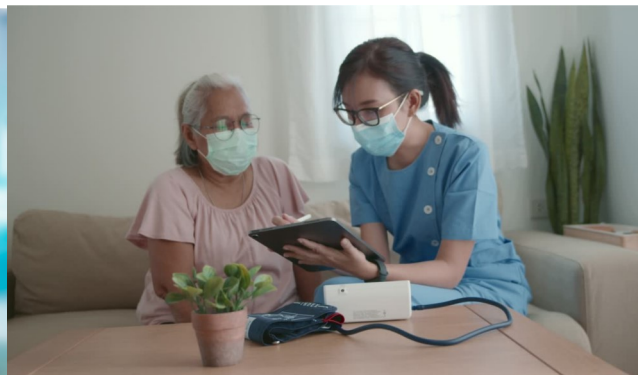
## Minimum Qualifications (Knowledge, Skills, Abilities, Education and Experience)

### Knowledge

- Principles and practices of population based public health practice;
- Federal, state, and local laws, codes and regulations governing public health services;
- Research, data collection, statistical analysis, report preparation and presentation techniques;
- Health and racial equity, trauma-informed approaches, and institutional systems change;
- Results Based Accountability, collective impact and systems thinking frameworks;
- Effective methods of organizational and institutional change and change management principles and techniques;
- Program planning, sharing power, and assessing community resources;
- Principles and practices of supervision, leadership, performance evaluation and training;
- Understanding of the local context regarding race, gender, and economic disparities; and
- Project planning principles and techniques.

### Skills/Abilities

- Experience working in programs focused on the needs of underserved communities, addressing the social determinants of health, identifying community assets, countering social inequalities, and/or increasing health equity;



report writing, performance management and quality

## Health Equity Manager

- Developing and strengthening relationships with both internal and external stakeholders with the goal of creating a harmonious working environment between the jurisdiction and local community partners;
- Has a set of values characterized by humility, integrity, compassion, collaboration, service excellence and responsiveness;
- Commitment to advancing health and racial equity by addressing social factors, health disparities and health inequities;
- Ability to analyze, compile and assess data for decision making and problem solving;
- Communicate clearly and concisely and can conceptualize issues synthesize a response and write /develop reports;
- Uphold all current and future work with an equity lens;
- Has strong presentation skills and is able adapt style to fit diverse audiences;
- Ability to work independently and use independent reasoning to solve complex problems;
- Ability to work with current computer software programs with general skill and competence;
- Ability to prioritize and manage multiple responsibilities and projects at one time; and
- Ability to manage new initiatives, provide team leadership, and build consensus among diverse individuals/organizations.

### Education/Experience

#### Pattern I

- Graduation from an accredited college or university with a Bachelor's degree in Public Health, Community Health, Social Work, Health Communication, Public or Business Administration, or another field with demonstrable applicability; **AND**
- Three (3) years or more of progressively responsible relevant experience leading programs that focus on diversity and inclusion, equity, addressing health disparities, social justice, cultural humility, community engagement, and/or working with historically marginalized groups. Two (2) years must have been at a management level.

#### Pattern II

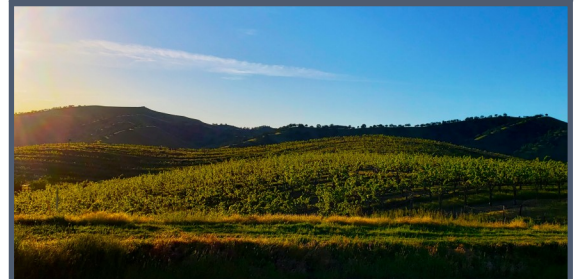
- Graduation from an accredited college or university with a Master's degree in Public Health, Community Health, Social Work, Health Communication, Public or Business Administration, or another field with demonstrable applicability; **AND**
- One (1) or more years of progressively responsible relevant management experience leading programs that focus on diversity and inclusion, equity, addressing health disparities, social justice, cultural humility, community engagement, and/or working with historically marginalized groups.

Proof of Education must be attached at time of application. Applicants who are unable to submit proof must call 209-558-7180 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.

## BENEFITS PACKAGE

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 61 formula);
  - Medical, dental, vision, and basic term life insurance plans;
  - County paid Deferred Compensation at 1.5% of base salary;
  - Three weeks annual vacation upon entering County service;
  - 32 additional vacation hours annually;
  - 56 hours administrative/management leave per year (does not carry over);
  - 96 hours of sick leave annually;
  - 11 paid holidays annually;
  - \$900 annual Professional Development reimbursement;
  - Moving allowance;
  - Disability protection;
  - Optional participation in Flexible Spending Account programs;
  - Optional Supplemental Life & AD&D insurance plans; and
  - Employee Assistance Program.
- Details available upon request.



## Health Equity Manager

### **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered 'at-will' and is designated Management for labor relations purposes. Incumbents are also subject to overtime, standby, callback, weekend, holiday and shift assignments. The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

### **APPLICATION PROCEDURES/FINAL FILING DATE**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made on your qualifications.

### **Resumes will not be accepted in lieu of a complete application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

### **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodation Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form. <http://www.stancounty.com/personnel/pdf/ADATestingForm.pdf>

### **GENERAL INFORMATION**

Appointment to County employment is contingent upon passing a fingerprint criminal background check. Some positions may also require a County-paid pre-employment drug screening. Some positions may require possession or the ability to obtain, and maintenance of a valid California Driver's license or the ability to utilize an alternative method of transportation when needed to carry out job related essential functions.

### **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Office within seven (7) days after the examination results are mailed.

### **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information, which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understandings, and such information prevails over information contained in this flyer. Questions regarding this announcement may be directed to the Stanislaus County Chief Executive Office Human Relations team.



The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce. "Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.

For more information on Club Wellness go to [www.myclubwellness.org](http://www.myclubwellness.org)