



Position: Health Equity Director

Type: Full-Time

Reports to: Executive Director

Location: Denver, Colorado (Hybrid working model; in-office work currently required Mondays & Thursdays)

Application deadline: 11:59 pm on October 8, 2022

THE ORGANIZATION

One Colorado is a statewide advocacy organization dedicated to secure and protect equality and opportunity for lesbian, gay, bisexual, transgender, queer (LGBTQ+) Coloradans and their families. One Colorado's vision is a fair and just Colorado for all.

One Colorado is comprised of three organizations: One Colorado Education Fund, a 501(c)(3) that will lead the organization's public education and awareness efforts; One Colorado, a 501(c)(4) that will lead the organization's lobbying and advocacy efforts; and One Colorado PAC, a state political committee that will support the organization's political endorsements.

THE POSITION

This is not an entry level position. The Health Equity Director has a depth of experience and understanding of issues related to transgender, non-binary, and gender expansive health and feels motivated to find creative solutions to benefit LGBTQ+ Coloradan's health and wellbeing. The Health Equity Director oversees program development and evaluation for their team's scope of work, including grant reporting, publications and issue briefs, research projects, and training and curriculum development. This person is expected to align health equity programmatic efforts to support One Colorado's organization-wide priorities, which includes community mental/behavioral health, health equity and racial equity, and action on climate change. This person oversees our food access initiative in Pueblo County, owns and facilitates our training program, as well as coordinates with One Colorado's internal teams to improve outcomes for LGBTQ+ Coloradans. The Health Equity Director models the values of the One Colorado team, including participative management, teamwork, collaboration, work/life balance, and commitment to social justice and racial equity.

JOB RESPONSIBILITIES *(*note- percentages are estimated and can change based on need)*

The Health Equity Director is responsible for the following:

Health Equity & Advocacy (45%)

- Advocate for the inclusion of sexual orientation and gender identity in research, data collection, and community assessments
- Participates in strategic planning, program assessment and evaluation, and community resource gaps and assets



- Coordinate and monitor strategy, resources, and information with national organizations and other statewide organizations on healthcare, Connect for Health Colorado, and the Affordable Care Act
- Develop and distribute trainings, resources, and presentations on LGBTQ+ health care rights, insurance literacy, and disparities
- Provide recommendations, tools, and trainings for LGBTQ+ Coloradans, health care providers, and organizations
- Promote ongoing health equity team education to ensure that staff is adequately oriented, trained, and prepared for their roles including:
 - Know Your Rights,
 - Positive Youth Development,
 - Bring Your Pronouns to Work Trainings,
 - and, other identified health equity training areas.

Coalition & Community Engagement (30%)

- Update and disseminate issue briefs, resources, and other materials on health equity among LGBTQ+ Coloradans
- Identify and engage supporters willing to speak out in favor of LGBTQ+ health equity
- Develop and manage an LGBTQ+ health equity coalition to advocate for policies and best practices to improve health outcomes for LGBTQ+ Coloradans
- Identify, record, and catalogue stories and complaints from the LGBTQ+ community related to harassment and discrimination, including health care discrimination and non-coverage of services
- Engage and manage an LGBTQ+ Health Equity Steering Committee to monitor and assist in the implementation of policy objectives
- Represent One Colorado at health-related coalitions, events, and meetings

Program Management & Administration (20%)

- Motivates, supports, and coaches health equity staff to an optimum level of performance in areas that include leadership, community engagement, decision making, program evaluation, grant deliverables, and professional development.
- Oversee the Southern Colorado food access initiative through the Colorado Department of Public Health and Environment (CDPHE) grant
- Supervise the Health Equity Coordinator and Youth & Community Engagement Coordinator
- Oversee the development and track clear and concise measurements for program success
 - Track CDPHE and other grant deliverables
 - Support quarterly grant reporting
 - Assures fiscal responsibility for CDPHE grant
- Attend regular supervision meetings as assigned by your supervisor
- Attend CDPHE and other grant meetings



- Supervise programmatic interns
- Attend and participate in fundraising events
- Work with development and grant teams to identify and complete grant applications
- Monitors health equity budgets, contracts, and grants to ensure that identified program goals and objectives are achieved; identifies budgetary needs, resources, and opportunities.
- Other duties as assigned

Internal Partnerships (5%)

- Maintain and facilitate internal partnerships to ensure alignment between the health equity team and it's programs with One Colorado's organizational objectives
- Produce regular updates to the Executive Team
- Attend Executive Team Meetings
- Collaborate with the Health Equity Board Committee
- Provide insight on potential policy and structural solutions to the Policy Manager
- Collaborate with the Political, Organizing, and Field Manager to implement policy changes
- Work with the Communications Director and health equity staff to craft external messaging

PREFERRED EDUCATION AND EXPERIENCE:

You should have:

- 8 years of responsible professional work with experience demonstrating leadership, management, and supervision, in Public Health, Social Work, Environmental Field, or a closely related field, or
- A bachelor's degree in Public Health, Social Work, Environmental Field, or a closely related field plus 4 years of increasing responsible professional work experience demonstrating leadership, management, supervision, or
- A Master's degree in Public Health, Social Work, Environmental Field, or a closely related field from an accredited college or university plus 2 years of increasing responsible professional work experience demonstrating leadership, management, supervision
- Any equivalent combination of experience and education
- A commitment to advancing equality for LGBTQ+ Coloradans and their families
- A commitment towards advancing health equity for transgender, non-binary, and gender expansive Coloradans
- Interest in issues that impact LGBTQ+ Coloradans and other intersecting identities
- Public speaking expertise
- Ability to communicate complex concepts as it relates to health equity, in a way that is accessible for the target audience
- Proven experience effectively managing multiple projects with high-quality results in a timely manner



- Proven ability to develop and facilitate community trainings, as well as stakeholder meetings
- A strong commitment to dismantling oppressive systems and building towards a more equitable and inclusive future
- A flexible, respectful, collaborative, and adaptive work style
- The ability to work as part of a team, as well as independently
- A commitment to maintaining and improving One Colorado's supportive, empowering team culture
- Ability to maintain flexible work hours – including some weekends, evening hours, and in-state travel 5-10 days per month
- Bilingual in Spanish and English preferred

COMPENSATION

Salary range is \$65,000 - \$75,000. One Colorado offers a full benefits package with medical, dental, retirement plan with partial employer match, generous holidays, mental health, sick leave, and paid time-off benefits, professional development budget, mileage reimbursement, cell phone reimbursement, 24-hour gym access at our Denver office, and RTD reimbursement. One Colorado covers 100% of your life insurance, medical and dental benefits.

TO APPLY

Email Satori Lai, Administrative Assistant, at satoril@one-colorado.org and include "Health Equity Director" in the subject line with:

- a cover letter, communicating your commitment to Health, Justice, Racial Equity, Diversity, and Inclusion, why you are excited to work at One Colorado, and highlighting any relevant experience you have,
- and your resume

Applications will be accepted until 11:59 pm on October 8, 2022. Incomplete or late applications will not be considered.

COMMITMENT TO EQUAL EMPLOYMENT

One Colorado is an aggressive advocate of inclusivity and welcomes applicants from all backgrounds – particularly people of color, women, LGBTQ+ people, immigrants or refugees, people with disabilities, and people from low- or moderate-incomes.

One Colorado is an equal opportunity employer and services provider. This non-discrimination policy applies to all aspects of the organization, including recruitment, employment, persons served, volunteers, and board service. The Organization does not discriminate in its employment decisions or provision of services on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, height, weight, disability status, veteran status, military obligations, marital status, and political party affiliation, or on any other basis that would be in violation of any applicable federal, state, or local law.