



ACLS Leading Edge Fellowship

| | |
|------------------------|---|
| Position Title: | Health Equity Coordinator |
| Organization: | Western North Carolina Community Health Services |
| Location: | Hybrid (currently 1–2 days/week) in office, Asheville, NC |
| Stipend: | \$70,000 in the first year, \$72,000 in the second year |
| Benefits: | Access to employer health insurance, professional development funds, and relocation funds |
| Start Date: | September 2024 |

ORGANIZATION DESCRIPTION

The [Western North Carolina Community Health Services](#) (WNCCHS) Mission is to provide high-quality and life-enriching health care to all people living within our region, regardless of ability to pay. In doing so, we aim to advance health equity by acknowledging and actively addressing social determinants of health. Through community partnerships, education, distribution of resources, and other methods, we hope to build social and physical environments that promote good health for all. In providing innovative, integrated care and support services, we strive to meet the health needs of our community while also addressing the barriers that exist to quality health through support services and programming and collaborating with local, state, and national partners to advocate for positive change.

POSITION DESCRIPTION

The Health Equity Coordinator will report to the Chief of Quality and Population Health and will uphold WNCCHS commitment to high quality access to health care for people of all races and ethnicities, genders, orientations, geographies, socioeconomic statuses, and cultural backgrounds through data analysis, community-based research, quality improvement project management, organizational cultural development, and movement building in Western North Carolina. The Health Equity Coordinator will leverage their background in humanities, social sciences, and critical studies to apply an equity framework to the programmatic and operational structures of the organization. The Health Equity Coordinator will collaborate with team members, including the supervisor, the Quality Manager, the Grants Manager, the LGBTQ+ Health Coordinator, Human Resources, and more to ingrain health equity in the fabric of the organization. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and tasks:

- Work with the Quality Manager to improve efforts to analyze clinical quality data, both quantitative and qualitative in nature, to identify inequities and gaps in care for racial, ethnic minorities, genders, and other demographic groups as needed.
- Analyze social determinants of health (SDOH) data from Care Management assessments to understand impacts on health outcomes.
- Spearhead cross-functional quality improvement projects to address health inequities.
- Research and implement evidence-based programs that address health inequities revealed in clinical and community data.
- Collaborate with Marketing and Communication Director to produce culturally responsive health promotion materials.
- Assist in developing the organizational health equity plan as part of the strategic plan for participation in the Center for Medicaid and Medicare Services' Making Care Primary program.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.

- Assist supervisor and Quality Department in maintaining up-to-date demographic reporting policies and procedures; pull data to prepare demographic reports as needed.
- Consult with Human Resources to ensure workforce policies and practices promote organizational equity in hiring, recruitment, retention, staff development, and promotions.
- Develop and deploy tiered educational programming and training for all staff on implicit bias, health inequities, and best practices to address these challenges.
- Assist supervisor in community collaborations to develop special projects and patient resources.
- Participate in mandatory in-services, drills, staff meetings, and other trainings.

Qualifications:

- PhD in any field of the humanities or interpretive social sciences. Read more about eligible fields [here](#).
- Ability to communicate effectively, both verbally and in writing.
- Interacts in a friendly, professional manner with a wide range of staff, physicians, and the public.
- Plan, prioritize, and complete delegated tasks with attention to detail.
- Ability to multitask and work well under pressure is essential.
- Experience working in and with diverse communities.
- Proficient in the use of Microsoft Office programs to produce correspondence, documents, presentations, and records.
- Ability to produce, analyze, and communicate complex concepts and theoretical approaches. Training on quantitative data collection, analysis, and report generation will be provided.
- Work sensitively and competently in diverse populations with specialization in diverse racial, ethnic, and cultural contexts.
- Exercise independent judgment and initiative in performing assigned duties.
- Ability to manage and meet deadlines, including assisting supervisor with the tracking, reporting, and achievement of grant-funded project(s) metrics.
- Ability to work independently and collaboratively to identify and work toward objectives.
- Government-issued picture ID.

Preferred:

- Statistical analysis software, such as SAS, SPSS, or other programs.
- Familiarity with the role of Federally Qualified Health Centers (FQHCs) in the community.
- Knowledge of or experience with Epic or other electronic health record systems.
- Training will be provided for each of these preferences, regardless of the candidate's existing level of expertise.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00 PM EDT, March 13, 2024.

This position is *only* available through the Leading Edge Fellowship program.
You may *not* contact the host institution to inquire about this position.