



## **Job Description for:** Health Equity Specialist

### **Overview**

Ujima, Inc: The National Center on Violence Against Women in the Black Community (Ujima) was founded in 2015 in response to a need for an active approach to ending violence against women in the Black community. The name Ujima was derived from the Kwanzaa Principle of “Ujima,” which means Collective Work and Responsibility. This principle is critical to addressing violence against Black women in the United States. Ujima, through its education and outreach, training and technical assistance, resource development, research, and public policy efforts, mobilizes the Black community and allies to strengthen our families, recognizing that the safety and viability of our families is connected to the health and well-being of our individual neighborhoods and communities at large. We define the Black community as the African Diaspora in its broadest sense, e.g., Black Americans (descendants of the enslaved in the U.S.); African immigrants, refugees, and asylees; Afro-Caribbeans; and Afro-Latinx.

### **Job Summary**

- Collaborate internally with staff and consultants to lead Ujima’s health equity initiatives.
- Develop programs and initiatives that connect external federal, state, and local governmental public health practices to social justice, racial and health equity, and cultural competence training, capacity building and technical assistance within the domestic violence, sexual assault, and violence prevention field.
- Develop training and technical assistance related to the impact of the COVID-19 public health and economic pandemic on the Black community, particularly Black survivors of domestic and family violence. Training and technical assistance will also focus on vaccine hesitancy, disparate access to medical care, and other social and economic factors leading to increased vulnerability for Black women, men, and children due to the COVID-19 pandemic.
- Provide policymakers, community-based organizations, service providers, and other stakeholders with strategies, interventions, and trainings related to health inequities among Black, Latinx, indigenous, LGBTQIA+, and other populations within the framework of governmental health programs that impact survivors of domestic violence, sexual assault, stalking, and dating violence.
- Identify, create, and maintain a consortium of health equity projects with clinics, school-based health professionals, and other culturally relevant stakeholders.
- Provide leadership and coordination for the design, implementation, and evaluation of evidence-based and community-informed policy and systems change strategies intended to promote community health and increase access for Black children, youth, and adults.
- Provide training and technical assistance for domestic violence, sexual assault, and healthcare systems to strengthen coalition building to advance health equity within communities.

## **Roles and Responsibilities:**

- Apply social and behavioral health change theories, building and maintaining trust-based relationships, and applying an equity lens towards transforming lives and communities.
- Provide leadership and plan, implement and measure health equity strategy to drive Ujima's goals.
- Develop and lead strategies and programs to grow the organization's health equity work both internally with staff and externally with members and other stakeholders.
- Develop tools and resources that focus on core governmental health equity competencies and priorities, as they relate to funding requirements.
- Research and maintain database tracking health department health equity initiatives related to intimate partner violence and corollary health conditions and comorbidities.
- Serve as the staff lead on Ujima's health equity agenda, compiling reports and metrics on meeting goals identified.
- Represent Ujima at coalition or stakeholder meetings, and work closely with partners to further health equity work.
- Identify, create, and lead trainings and webinars; and develop fact sheets, website content, toolkits, and reports.
- Research and develop conference abstracts and workshop sessions at relevant national, state, or local meetings.
- Contribute to grant development, reports, and broader fundraising opportunities to support health equity program and technical assistance work at Ujima.
- Other duties as assigned, particularly related to the larger goals and objectives within the communications and special initiatives division of Ujima.

## **Qualifications:**

- Bachelor's Degree in public health, health sciences, social work or related field required, master's level education preferred.
- At least 7 years of demonstrated work experience in governmental public health programs, domestic violence and/or sexual health services, with a focus on health equity.
- Demonstrated ability to engage diverse community members and/or organizational partners in collective action or coalition efforts.
- Demonstrated skills in interpreting, utilizing and applying evidence-based information and research findings to educational programming.
- Demonstrated understanding of and ability to work cooperatively with local, statewide and regional domestic violence and sexual assault organizations, healthcare systems, and other community-based organizations.
- Demonstrated ability to think creatively, identify root causes, systems of influence and synthesize inter-disciplinary approaches to conceptualizing and addressing health equity work.
- Demonstrated commitment to eradicating violence against women, gender violence, and/or intimate partner violence. Demonstrated commitment to the trauma informed, survivor-centered philosophy of Ujima.

## **Skills**

- Excellent oral and written communication skills which demonstrate a commitment to professionalism.
- Ability to manage multiple projects with overlapping deadlines.
- Ability to work independently as well as collaboratively in a small office setting.
- Ability to develop and maintain cooperative relationships with a diversity of individuals, organizations, and government agencies that support effective negotiation and networking necessary for advocacy with internal and external stakeholders.

- Strong presentation skills.
- Excellent research skills.
- Creativity and a desire to approach things in new ways.
- Superior organization skills which allow for efficient work flow and effective management of multiple concurrent projects.
- High level of independence and initiative.
- Strong team and coalition building skills.
- Willingness to travel locally and nationally with occasional overnight stays.
- Flexible scheduling to allow for work outside of regular business hours as requested.
- Ability to work in a fast-paced, cooperative, non-smoking, anti-violence environment.

**Reports to:** Special Projects Manager

**Employment Status:** Full time, Exempt

**To Apply:** Send résumé, cover letter and a two-page writing sample to  
Ujima Jobs: [jobs@ujimacommunity.org](mailto:jobs@ujimacommunity.org)

**Closing Date:** February 16, 2022

### **Equal Employment Opportunity**

It is the policy of Ujima, Inc: The National Center on Violence Against Women in the Black Community to provide equal employment opportunity to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state, or local law. To find out more about Ujima, Inc., as well as other exciting and fulfilling career opportunities, please visit us at [www.ujimacommunity.org/jobs/](http://www.ujimacommunity.org/jobs/)