

Connecticut Hospital Association

JOB DESCRIPTION

JOB TITLE: Director, Health Equity and Community Engagement

Reports to Senior Director, Community Health Transformation

OVERVIEW

The Connecticut Hospital Association (CHA) seeks a Director of Health Equity and Community Engagement, who will work closely with the Senior Director and Vice President to advance community health and health equity in Connecticut. This is a unique opportunity for a seasoned community engagement professional to support a highly respected healthcare association. CHA is a not-for-profit organization, dedicated to the advancement of the health of individuals and communities in Connecticut by leading, representing, and serving Connecticut hospitals and integrated health systems including related healthcare organizations.

Connecticut's hospitals and health systems have a long history of cross-sector collaboration to improve access, health, and healthcare outcomes, and to address race/ethnic, geographic, and income related disparities. They are enduring members of their communities--large employers that function as anchor institutions. They collaborate with other healthcare and community service organizations to conduct community health needs assessments (CHNA) and prepare community health improvement plans (CHIP). Hospitals also make community benefit investments to support these plans.

JOB SUMMARY

The Director will work collaboratively with hospital and health system leads and outside stakeholders to implement a statewide health improvement strategy that advances total community health and health equity. The focus will include advancing near term improvements in healthcare outcomes and health disparities and improving working partnerships between hospitals and their community partners, coordination of care, and social determinants of health. This leader will be CHA's on-point individual to initiate, build, and sustain relationships with community leaders and engage CBOs in addressing the root cause -- social, environmental, and structural -- contributions to poor health and health inequities and that require collective cross-sector action, led or supported by, Connecticut's hospitals and health systems.

This position requires a collaborative and operational leader to manage CHA's goals in community and health equity improvement, including the skills to prepare and execute operational plans and manage the implementation of those plans to achieve measurable objectives on an established timetable. The position also requires exceptional interpersonal skills and subject matter expertise in public health, consumer and community engagement, and understanding of the state and local political process.

The Director must have a proven history of engaging communities of color and individuals and communities that have been socially and economically marginalized. The individual must have a deep awareness of and comfort engaging on issues such as structural racism, unconscious bias, and explicit bias. This individual should be energized by the challenges and complexities of organizing and delivering material improvements in public health and the reduction of enduring health inequities. This position requires an effective communicator and relationship builder with the ability to lead forward thinking conversations that support unique partnerships between hospitals and communities in the service of community health.

DESCRIPTION OF DUTIES

1. Support CHA's community health improvement strategy by developing and managing operational plans and implementing coordinated statewide initiatives that target health improvement, health equity, and the social, economic, and environmental drivers of health.
2. Initiate, develop, and sustain strategic partnerships with cross-sector partners including state agencies, healthcare providers, consumer and neighborhood groups and alliances, philanthropies, nonprofit community service agencies, businesses, housing authorities, school districts, colleges and universities, municipalities, professional organizations, and trade associations.
3. Convene members for shared learning, community outreach, and support for various initiatives that advance total population health including existing hospital led efforts in support of community health needs assessment, community health improvement planning, and community benefits. Support related collaboratives, externally funded activities, forums, CHA meeting groups, CHA Health Equity Advisory Council, and educational activities.
4. Support the analysis of state and federal policies and initiatives, the development of CHA's advocacy strategy, and participation in innovation opportunities, including philanthropic and other private sector opportunities.
5. Provide support to the VP, Senior Director, and CHA governance structure to develop and implement an annual work plan, policy positions, and action items for Board approval. Identify policy issues and develop policy background and assessment materials for committee review.

REQUIREMENTS

- A Bachelor's degree is required, with a focus in healthcare or public health. Advanced degree a plus.
- Relevant public health or healthcare experience including with public policy, cross-sector collaboration, and the engagement of diverse communities including communities that have been socially and economically marginalized.
- Execution-oriented individual with solid planning, organization, and problem solving skills; keen attention to detail; ability to manage multiple complex projects independently, develop creative solutions and meet deadlines.
- Strong presentation and written skills including the ability to interact with a broad range of constituents including members of diverse communities, business and municipal leaders, hospital leadership teams, legislators, and the media.
- Ability to work in a team-oriented, highly iterative, and collaborative environment; exceptional interpersonal and relationship building skills to support trust-based collaborative work with a range of internal and external constituents
- Competence in and commitment to demonstrating a member-service orientation.

EOE

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MCS/GEN/ALP