

Job Posting

Position Title: Provincial Lead, Black Health & Wellness

Employment Status: 18 Months Contract, Full-time

Job Posting Deadline for Internal Candidates: September 25, 2023, at 5:00pm

Hours of Work Schedule: 35 hours/week (1 FTE) [days/evenings and weekends may be required]

Position Reports to: Chief Strategy Officer, DCHC, and Chair, Black Health Committee of the Alliance for Healthier Communities

Salary Range: Annualized salary commensurate on skills and experience, plus participation in HOOPP

Primary Location: Oshawa (*Candidate may be required to work out of other DCHC or Community Partner sites at times*)

The **Black Health Committee of the Alliance for Healthier Communities** has tasked **Durham Community Health Centre** to help the Black Health Committee by leading the advancement of its provincial Black Health strategy that aims to drive results in a collective impact approach and focuses on:

- Improved Policy and Advocacy on Black Health Issues
- Public Education to Advance Black Health
- Sustainability and Community Partnerships

This position has been created by DCHC, in partnership with the Black Health Committee, to help lead the implementation of objectives and outcomes that will help us advance the provincial Black Health strategy.

Position Overview

The Lead, Black Health & Wellness, position helps advance the [Black Health Committee \(BHC\)'s provincial Black health strategy](#), identify synergies between the BHC's Black Health Strategy and other Community Health Centres (CHCs)'s who either have a developed Black Health Strategy framework and assist other CHCs who don't have an identified Black Health Strategy. This work will begin as pilot initiative between 4-6 participating CHCs including Durham Community Health Centre and aims to identify a collective impact approach through the lens One voice. One strategy. to maximize our advocacy efforts for awareness and funding and our collective impact KPIs. The intention is to build upon the successes and/or enable others to get started.

The position requires a strong understanding of barriers faced by racialized people in Ontario to accessing healthcare, and more specifically, the knowledge of the impact of Anti-Black racism on the health and wellbeing of the Black communities and the ongoing work of Ontario community-governed primary healthcare organizations towards a Black Health Strategy. This position also requires an understanding the Ontario healthcare system, Ontario Health's Black Health strategy, and the ability to lead a collective impact initiative.

The position also helps ensure that DCHC's Black Health & Wellness strategic implementation also aligns with the BHC's strategic direction through guidance and advice given to DCHC's Integrated Care & Experience team and works with DCHC's Chief Strategy Officer and the Chair of BHC to ensure effective implementation of the key objectives and outcomes.

Organizations

Durham Community Health Centre (DCHC), formerly known as Carea Community Health Centre, is a registered, charitable organization that provides integrated, accessible, and equitable community based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care, but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the centre of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

In April 2022, [Durham Community Health Centre initiated a community engagement process and developed the centre's first Black health strategy](#). The vision for the DCHC's black health strategy is to enable people who identify as African, Caribbean, and Black (ACB) and who live in Durham Region, have comprehensive access to culturally affirming services that support better health outcomes. The objectives are:

- To better understand the health-related issues and inequities impacting the well-being of diverse ACB communities and individuals living in Durham
- To make informed decisions about health programs based on the unique health needs of diverse ACB individuals and communities across Durham
- To value diverse voices, experiences, and perspectives
- To build a Black Community Health Strategy that serves as a blueprint for other social and health organizations in Ontario

The **Black Health Committee (BHC)** is a permanent committee of the **Alliance for Healthier Communities**. It is comprised of Black health leaders of community health centres and members of the Alliance for Healthier Communities. Collectively, our work and the success that it has is built on the partnership structures that underpin it. Addressing anti-Black racism and how it blights the health and wellbeing of the communities we serve is at the heart of this Strategy. Our ambition is to support the development of people-centred health programs, holistically considering the historical context that frames Ontario's Black communities' individual and community health needs.

In doing this work, we seek to reorient health programs and health policy-making process to make significant investments in strengthening people-centred care and integrated health system that engages social and political actors at all levels to consider adequately, engage and demonstrate leadership to address anti-Black racism in our societies and its contribution to ill-health. The Black Health Committee is chaired by Francis Garwe, CEO, Durham Community Health Centre.

The Black Health Committee exists to advance a comprehensive Black Health strategy grounded in health equity. Through its work, the committee aims to increase access to appropriate healthcare for Black communities. The objectives of the Black Health Committee are:

- To advance the development of a comprehensive Black Health strategy
- To increase access to appropriate healthcare for Black communities across Ontario

- To support the development of interventions within the community health sector to address anti-Black racism and its systemic and structural drivers
- To facilitate increased access to health and social care services and resources for those wanting to expand access to Black communities
- To engage policymakers and government officials in the development of system responses to inequalities experienced by Black communities

Key Responsibilities

Improved Policy and Advocacy on Black Health Issues

- Design and recommend an annual strategic implementation plan to achieve the necessary objectives and outcomes of the provincial Black Health strategy
- Build awareness and desire (buy-in) of participating CHCs to engage in a provincial and collective impact approach
- Meet with respective participating Community Health Centres to understand the status of their respective Black Health Strategy and implementation plans
- Conduct a gap analysis to identify areas of collaboration, guiding principles, collective impact outcomes, and potential barriers to adoption
- Provide leadership and direction to the Black Health & Wellness teams of participating CHCs, including strategic and operational planning, performance reporting and data collection
- Play a key role in negotiating mutually beneficial agreements (both short, and long-term) with participating CHCs in alignment with the provincial Black Health strategy
- Create a roadmap for adoption and delivery of the outcomes and KPIs
- Ensure continued alignment to the Ontario Health's Black Health plan
- Develop presentations, status updates, briefs, and social posts that create awareness of the why, how, what, where, and progress made in relation to the advancement of the Black Health strategy
- Develop a toolkit for the Alliance of Healthier Communities members that enables them to develop and execute their respective Black Health implementation plans that further advance the Black Health Strategy and associated collective impact objectives and outcomes
- Identify other CHC's that wish to participate and engage within this process and onboard them as soon as possible

Public Education to Advance Black Health

- Provide leadership to the organization through strengthening awareness of Black Communities culture, developing and managing key relationships with Black Communities, and managing emerging matters that directly impact the implementation plans
- Promote the development of capacity-building that meet Black people's and communities' needs
 - Utilize DCHC's learning hub spaces to deliver education sessions that benefit staff and community
 - Identify internal capacity or community partners that can help deliver these education sessions
- Identify key education sessions that directly address the priority needs of the Black communities
- Identify opportunities to increase community-focused health education and system navigation services that effectively address limitations and barriers for French-speaking, refugee, immigrant, 2LGBTQ+ and non-English or French-speaking Black communities.

Sustainability and Community Partnerships

- Identify opportunities for community awareness, engagement, and advocacy that inform the Alliance for Healthier Communities and participating Community Health Centres for marketing, communication, government relations, and informed decision making purposes

- Participate in internal and external meetings with stakeholders, partners, and system leaders, as requested
- Advocate for enhanced CHC and performance in areas of access to race-based data, coordination, integration, and responsiveness of health services to better meet the needs of Black communities in Ontario by identifying population health measures that should be adopted by the quality and decision support functions of CHCs
- Deepen partnerships between governments and non-public sector actors to enhance the sustainability of Black health issues through supporting and participating in meetings, as requested i.e Ontario Health Teams
- Identify a long-term support and operating model for long-term sustainability, strategic implementation, and collective impact

Qualifications:

- Relevant and significant consulting, program or project management experience focused on priority populations, Black health & wellness, health equity, and/or community development
- Strong leadership skills are required: people leadership, coaching, decision making, and motivation
- Strong management skills are required: stakeholder management, project management, change management, etc.
- Demonstrated experience in the development and implementation of population health focused initiatives, programs and outcomes
- Experience working within healthcare is considered an asset
- Ability to work well under pressure and be adaptable to the changing needs of the organization and the initiative
- Creative and passionate with a desire to learn, roll-up their sleeves and lead with an entrepreneurial mindset
- Ability to lead and/or work with unionized and non-unionized staff and vendors
Ability to influence and manage conflicts
- Strong problem-solving skills and attention to detail and accuracy
- Excellent interpersonal and collaboration skills with a proven ability to successfully deal with complex issues working within the context of cross-functional teams
- Strong verbal, written, presentation (powerpoint) and interpersonal skills
- Detail-oriented with ability to multi-task, organize, prioritize, and meet deadlines
- Valid G license with access to a vehicle
- Vulnerable Sector Clearance required

Full vaccination against COVID-19 is mandatory for this position (Durham CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).

Application Process:

- If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to recruiting@durhamchc.ca. This position will remain posted until filled.
- While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.

- All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

Durham Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility: If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to recruiting@durhamchc.ca. **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**