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## **CA LGBTQ HHS NETWORK ORGANIZER**

*Based in California*

### **Position Summary:**

Health Access Foundation seeks an Organizer for the California Lesbian, Gay, Bisexual, Transgender, and Queer Health and Human Services Network (CA LGBTQ HHS Network), a state-wide coalition working to advance LGBTQ health. The position will help build the organizing and engagement capacity of individuals, organizations, and agencies that are advancing local and state policies to promote LGBTQ health equity. This includes conducting trainings, planning events, coalition development, outreach and recruitment, and strategic campaign planning. The Organizer will help The Network's organizing and engagement capacity by providing technical assistance to local, grassroots community organizations that serve LGBTQ communities, people of color, youth, people with disabilities, and other marginalized populations. Excellent communication, interpersonal, motivational skills, work ethic, and a passion for addressing LGBTQ disparities are essential. An understanding of intersectionality and systems of oppression highly preferred.

The position will be based remotely with occasional travel to different parts of California, including overnight trips, and will be directly supervised by the CA LGBT HHS Network Director

### **Specific responsibilities include:**

- Provide support and guidance to LGBTQ partner organizations and their coalitions to improve access to health services, and advance LGBTQ health policy and funding priorities. Areas of support can include strategic campaign planning, coalition development and management, community organizing and engagement, community recruitment, and power building.
- Support all programs of the LGBTQ Health and Human Services Network, including #Out4MentalHealth, We Breathe, GLBTQ+ COVID Safety, and others.
- Develop online training, resources, materials, and tools that support The Network's programs utilized by our partners and subcontractors in the support of LGBTQ health policies.
- Maintain relationships with members of the CA LGBT HHS Network, members of various health coalitions, and decision makers.
- Convene conversations between CA LGBT HHS Network participants to discuss recurring issues, share best practices, and develop policy solutions.

- Attend state agency meetings about topics that are relevant to LGBTQ health and mental health; present public comment representing the CA LGBT HHS Network's and the LGBTQ Stakeholder Project's positions and comments on various topics.
- In collaboration with other Network staff, plan events in support of CA LGBT HHS Network programs, including town halls, press conferences, and statewide convenings.
- Schedule and prepare materials and constituents for educational and advocacy meetings with elected officials to share CA LGBT HHS Network priorities.
- Support coalition partners in local regional activities to improve access to LGBTQ health services, advance policy and funding priorities, and reduce disparities.
- Serve as a regional spokesperson for the organization, including giving presentations to groups, and testimony at public hearings.
- Foster relationships with elected officials and key stakeholders.
- Build strategic partnerships and alliances among diverse groups and constituencies in the region.
- Recruit new members and affiliates to the coalition.
- Develop grassroots leaders to be active on health care issues.
- Work collaboratively with Communications Team to promote effective communication among Network partners through existing communications channels and/or by adding new tools in support of all Network programs. Communications support may include: the development of educational materials, identifying potential blog authors, and story tellers, conducting press interviews, participating in trainings, and leveraging regional networks to support communications and advocacy campaigns.
- Record Keeping: Organizers will keep consistent records about meetings, events, contacts, and work schedule.
- Work with Health Access Organizing staff to coordinate messaging and timing for campaigns, and connect regional partners with variety of opportunities to engage in health policy advocacy.

### **Qualifications and Requirements:**

We know it's common for women, femmes, Black, Black/Brown, TGI, and formerly incarcerated folks, and/or LGBTQIA2+ individuals to not apply for positions unless they believe they have every competency. Whether or not you meet all of the competencies/qualities, we welcome you to apply. We don't expect candidates to meet every qualification or preference. We also value non-traditional career pathways.

- Passion for and commitment to addressing the issues, needs and interests of LGBTQ people of color, youth, adults, families and community, including knowledge of the spectrum of gender identity and transgender issues.

- Strong interpersonal skills and the ability to work effectively with marginalized communities, including an understanding of power, privilege, and oppression within LGBTQ communities.
- At least two years of experience in a leadership role in community and/or political organizing, communications, and/or policy advocacy; OR equivalent relevant educational experience.
- Strong organizational skills, ability to stay focused with attention to detail while working on multiple projects.
- An independent thinker and problem-solver, who is also self-motivated and a team player.
- Ability to meet multiple, shifting deadlines and priorities with nimbleness and flexibility while maintaining a perspective on long-term goals.
- Excellent speaking and writing, and analytical skills. Able to translate complex policy into clear and actionable language in person and on paper.
- Commitment to inclusive, multi-cultural programming; prior experience working within coalitions with diverse communities and an understanding of intersectional oppressions
- Strong interpersonal skills and ability to work with a wide range of personalities.
- Ability to collaborate and participate in complex decision-making processes.
- Effectively present information in one-on-one and group situations.
- Excellent communications and interpersonal skills.
- Write professional correspondence.
- Strong computer skills (MS Office environment).
- Bi-lingual skills a plus but not required.

### **Work Environment:**

The noise level in the work environment is usually moderate to loud, as multiple telephone conversations and normal office equipment continue throughout the day. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. This is a full-time position that may require work outside of the typical 9-5 workday (i.e., weekend and evening events). Work may be completed remotely, or from Health Access offices in Sacramento or Oakland.

### **Salary and Benefits:**

The anticipated salary range is \$55,000-\$63,000, though the successful candidate could be hired above or below this range depending on qualifications. Benefits are competitive and include health insurance, Wi-Fi and phone reimbursement, 401(k) retirement plan with 7% employer match, 10 paid vacation days within the first year, 3 personal days, 12 days of sick time, and 12 paid holidays a year.

### **About Health Access:**

Health Access is the state-wide health care consumer advocacy coalition working for quality, affordable health care for all Californians. Our coalition consists of organizations representing seniors, children, people with disabilities, immigrants, communities of color, LGBTQ people, health care professionals, people of faith, labor, and working families. Health Access offers a competitive salary with excellent benefits including health, life, and disability insurance, 401k savings plan, and a fast-paced but casual work environment. For over 30 years, Health Access has been a leader in the state's health care reform movement, most recently as the lead coalition working to pass, implement, and defend the Affordable Care Act in California. Health Access was the leading sponsor of the California HMO Patient Bill of Rights, the Hospital Fair Pricing Act, and worked to expand and preserve Medi-Cal and Healthy Families health coverage.

Promoting diversity is integral to the mission of Health Access. Health Access seeks applicants for all positions without regard to race, color, religion, national origin, ancestry, sex, age, sexual orientation, gender identity, marital status, veteran status, or physical or mental disability. Health Access embraces equality of opportunity and treatment for all employees in all employment matters.

### How to Apply

Please submit a cover letter, resume, contact information for three references to [jobs@health-access.org](mailto:jobs@health-access.org). When applying, please write "CA LGBTQ HHS Organizer" in the subject line.