



AVAILABLE POSITION

DATE: FEBRUARY 16, 2022

APPROVED BY: EMILY PROVANCE, DIRECTOR OF HUMAN RESOURCES

JOB TITLE: DIVERSITY & EQUITY COORDINATOR
REPORTS TO: RESILIENCY PROGRAM MANAGER
DEPARTMENT: CLINICAL

FSLA STATUS: EXEMPT
CLASSIFICATION: CLASSIFIED
LAST REVISION: FEBRUARY 2022

Diversity & Equity Coordinator

Does being a change agent for diversity and equity in the behavioral health system feel like it is your calling? We are looking for a Master's degree dynamo with experience in leading diversity and equity conversations and projects at a system level. Position offers a hybrid work environment at a county government agency focused on improving our local behavioral healthcare system and its service delivery to those seeking services. This position works with behavioral health provider agencies and other community partners such as criminal justice, education, and health systems to infuse diversity and equity principles. Apply to find out if this opportunity matches your spark.

What we offer:

StarkMHAR offers the more traditional "government" benefits that are appealing to many, and is also committed to recruiting, engaging and developing a diverse, high-quality staff. Some, but not all of the many employee-friendly features of employment at StarkMHAR include: Health benefits beginning the 1st month after start date; enrollment in the Ohio Public Employee Retirement System (OPERS); vacation and sick leave accrual from employee's first day; several personal and paid holidays observed annually; year-round staff development opportunities; and educational assistance. In an effort to promote work/life balance and offer staff greater flexibility, most StarkMHAR positions are eligible for remote work and/or alternate work schedules.

How we work:

- StarkMHAR collaborates and partners. We strive to be thought leaders and conveners of various community-based systems and professionals.
- StarkMHAR promotes equity and inclusion. We engage with diverse partners to reflect consumer voice and community needs with cultural and linguistic competence.
- StarkMHAR innovates. We fund and promote evidence-informed practices and pilot projects which foster new models of service delivery.
- StarkMHAR employees act with integrity. We are uncompromising in our ethical practices.
- StarkMHAR perseveres. We pursue our goals even when it is difficult.
- StarkMHAR believes in hope, wellness and recovery for everyone. StarkMHAR is empowered by the State of Ohio to plan, develop, fund, manage and evaluate community-based mental health and addiction services. Federal, state and local funds are utilized to ensure mental health and addiction prevention, and treatment and recovery support services are available to individuals and families in Stark County.

PLEASE POST

The successful candidate will:

- Responsible for the System of Care Implementation grant Cultural and Linguistic deliverables, and communication strategies, including outlined grant focus areas such as: training and technical assistance, cross-system organizational assessments, Social Marketing, Trauma-Informed Care, Data Collection, and youth and family engagement;
- Responsible for developing a comprehensive, strategic work plan approved by the Resiliency Program Manager to assure that strategies related to CLC within the System of Care Strategic Plan are achieved;
- Collaborate with the SOC Family Engagement Coordinator to outreach diverse children, youth & young adults, and families of varying racial and ethnic backgrounds, as well as community organizations in targeted geographically underserved areas;
- Lead Stark County Cultural Competence meetings and committees and encourage attendance by diverse community members, and key system stakeholders;
- Coordinate the THRIVE Implementation grant Cultural and Linguistic deliverables including outlined training and technical assistance to targeted organizations;
- Build and maintain relationships with community and neighborhood-based organizations to enable StarkMHAR to expand the array of behavioral health services and supports;
- Maintain statewide representation on key Cultural and Linguistic Competence initiatives and committees;
- Act as a liaison to diverse family and community organizations to inform System of Care Committees as well as StarkMHAR leadership;
- Participate in community and stakeholder activities to promote continued partnership and collaboration with community organizations as related to grant projects and StarkMHAR initiatives;
- Strategically implement service strategies that improve access, quality, and utilization of service within culturally and underserved communities and populations in Stark County;
- Responsible to provide suggestions on cultural adaptations for new and existing programming;
- Act as a change agent to implement CLC informed organizational policies and processes with StarkMHAR leadership, SOC systemic partners, and StarkMHAR funded providers;
- Collaborate with StarkMHAR Human Resources Director to: increase hiring and retention of diverse staff; ensure CLC legislative, mandates, and standards, including EEOC regulations are in compliance with The Office of Civil Rights; manage workforce development, and employee and consumer relations concerns regarding diversity matters;
- Must work congenially and cooperatively with co-workers and the public;
- Other duties as assigned that support the operations of StarkMHAR.

Who we are seeking:

An individual with a Master's degree in social work, public health, psychology, sociology, communications or related field and a minimum of three years' experience with implementing system (macro) level cultural and linguistic competency practices and community-based mental health with focus on children and adolescents services is required.

Must have knowledge of the Enhanced CLAS (Cultural and Linguistic Appropriate Services) standards and Cultural Competency in Health Care; as well as knowledge and expertise of wraparound philosophy, system of care models, community-based bilingual counseling services. Bilingual (fluency in both English and Spanish) preferred.

PLEASE POST

Physical Demands

Nature of work requires ability to operate standard business office equipment. Requires ability to communicate and exchange information, collect, compile and prepare work documents, set-up and maintain work files. Should be capable of moving up to 40 lbs. Limited travel, mainly local within the county, periodic out of state meetings or conferences may be required.

Working Conditions

Work performed in a general office environment. May require availability for additional hours during peak periods. May require work in a shared office environment. Requires periodic participation and attendance at organization sponsored events and meetings.

This description is not intended to be a complete list of all responsibilities, duties or skills required for the job and is subject to review and change at any time, with or without notice, in accordance with the needs of Stark County Mental Health & Addiction Recovery. Since no job description can detail all the duties and responsibilities that may be required from time to time in the performance of a job, the changing nature of the job shall also be considered part of the jobholder's responsibility.

Conditions of Employment

The final applicant selected for this position, prior to appointment, will be required to submit to a drug test for illegal drug use. The test site shall be chosen and paid for by the Board. An applicant with a positive test result will not be offered employment. Applicant will also be subject to a criminal background check paid for by the Board.

Salary Range: StarkMHAR Grade 4 \$43,053-\$58,248 **Suggested Starting Range:** \$50,650-\$55,000

Hours: Monday – Friday 8 a.m. – 5 p.m. with a one-hour unpaid lunch. Alternative scheduling may be available.

Application Deadline: Until Filled

Apply online at www.StarkMHAR.org/about/jobs or <https://www.applicantpro.com/openings/starkmhar/jobs>

OR MAIL RESUME TO:

Attention: Human Resources Department

**Stark County Mental Health & Addiction Recovery
121 Cleveland Ave. SW
Canton, Ohio 44702**

EOE/Minorities/Females/Vet/Disabled