



BUILDING HEALTHY COMMUNITIES MONTEREY COUNTY

ACTION COUNCIL OF MONTEREY COUNTY, INC.

Job Title: Black Power Building Community Health Worker (CHW)	Commitment: Full time
Revision date: December 2023	FLSA: Hourly, Non-exempt \$22.50 - \$25.50

ORGANIZATION AND PROGRAM BACKGROUND

The Action Council of Monterey County was created in 1994 to address unmet needs of low-income residents as a result of welfare reform. Since that time it has evolved into a hub for social innovation, incubation, and cross-sector collaboration in the region. Action's mission is to empower people to transform their communities and they do this by incubating leaders, innovative ideas, emerging organizations, and collaborative community action. This role presupposes a strong commitment to work with funders, policy makers and the community to facilitate change on critical issues. To this end it has incubated Building Healthy Communities, Mujeres en Accion and other grassroots organizations in the community.

This work started in 2010 in East Salinas as the Building Healthy Communities (BHC), a 10 – year initiative of The California Endowment that cultivates assets in communities to improve health status and equity for all residents. East Salinas is one of the fourteen place-based sites within BHC that is looking at values and practice changes across systems (schools, healthcare, land use, justice system) and supporting community leadership to redefine health and identify solutions that are relevant to East Salinas. BHC supports the design of communities that are safe, healthy, while promoting community wellness and healthy economic opportunities. The work is now expanding across Monterey County which has sparked the name change to Building Healthy Communities Monterey County (BHCMC).

BHCMC's vision is, as a community for racial justice, we find ways to ensure all youth have quality education, social-emotional and physical health, access to green space, healthy recreation and leadership pathways that dismantle and fully replace the school to prison pipeline. We engage in community-driven planning that spurs new economic opportunities for residents, working to ensure that Black, Brown, and Indigenous residents are not priced out of Monterey County, and instead have voice and leadership in shaping public priorities for generations to come.

BHC Monterey County is supporting local efforts to engage and develop the leadership capacity of community residents and systems to achieve equitable outcomes in health, education and economic opportunity for all people. The work is coordinated through Action Teams and the organizers lead issue-specific teams comprised of residents and collaborative partners working



toward a policy and systems change goal grounded in a healing-informed racial justice framework.

BHCMC has a distinguished track record of facilitating community engagement opportunities and incorporating community voice into policies and decisions that impact their lives. The principal driver of this work is centering residents as assets and key stakeholders not just as recipients of services. BHCMC partners are engaging in community-based organizing, supporting resident leadership and development, and developing effective community engagement and outreach strategies that are healing-informed and culturally rooted and through a health and racial equity framework. This work is guided by the BHCMC's mission, *"Activating youth and resident leadership to build an inclusive, anti-racist democracy, and safe thriving communities,"* and system change goals: 1) Thriving leadership pathways for youth – dismantle the school to prison pipeline, and 2) A safe and thriving community for residents. BHMC supports a broader regional initiative - Toward a Racially Equitable Monterey County (TREMC), an ecosystem of institutions including community-based organizations, government, and philanthropy. The goal of this ecosystem is to build capacity across the institutions to collectively examine systemic root causes of inequities to craft solutions to achieving healing-informed racial equity. Action and BHCMC are working to become one organization moving forward.

PROJECT DESCRIPTION

BHCMC is accountable to Black, Brown, and Indigenous residents in Monterey County. In 2020, there was a collective recognition of the gap of investment in Black Community to advance racial equity. Through successful advocacy, funding was secured to support the growth and leadership of Black leaders in Monterey County via the Monterey County Black Caucus (MCBC). MCBC was formed with a focus to heal and empower the Black Community by cultivating leadership and providing a safe space for Black residents to unpack and reflect. MCBC aims to advocate for equity and to inspire Black culture through arts and community development.

POSITION OVERVIEW

The Black Power Building Community Health Worker (BPB CHW) will be out in the community as a trusted messenger. The BPB CHW will receive training on relevant skills needed to be a critical liaison for the community. BPB CHW will identify health needs of Black community residents and connect them to relevant resources and services. BPB CHW will conduct assessments, develop and implement personalized plans to fit individuals needs. BPB CHW will monitor and evaluate the progress of plans and help reach goals as needed. BPB CHW will demonstrate cultural sensitivity and understanding and tailor support and guidance to the unique cultural and linguistic needs of individuals. The BPB CHW will efficiently connect survivors of hate incidents and crimes and specifically Black/African-American individuals with vital resources and services. Additionally, the BPB CHW will explore innovative ways to address unique challenges, such as creating spaces for accessible hair care for Black/African-Americans while supporting individuals on their journey towards workforce reintegration, housing stability, and educational advancement. This position reports to the Black Power Building and Justice Reinvestment Director.

PRIMARY JOB FUNCTIONS



1. Identify needs in the community and help navigate systems.
2. Support personalized plans and coordinate with individuals to ensure goals are met.
3. Serve as a local leader for race and health equity as a member of Building Healthy Communities Monterey County.
4. Support other activities as needed to achieve the outcomes of the project.

SPECIFIC RESPONSIBILITIES OF THE JOB

1. Identify Needs by Conducting Outreach
<p>Responsibilities include but are not limited to:</p> <ul style="list-style-type: none"> • Attend capacity building trainings to ensure information is up to date and strengthen skills to connect with residents • Conduct outreach to various community groups to identify needs and concerns • Tabling at community events/outreach; attending community meetings so folks know support is available • Support in canvassing and outreach events as needed • Facilitate connections between community members and relevant service providers • Work with BHCMC organizers to identify residents in need of support • Collaboration with BHCMC's VIDA/CHW Project
2. Case Management
<ul style="list-style-type: none"> • Develop personalized plans tailored to each individual needs including actionable steps and timelines to help reach goals. • Identify and coordinate relevant resources, services and support systems to help goal achievement • Assist in accessing all resources; establish a network of relevant resources • Connect survivors of hate incidents and crimes and specifically Black/African-American individuals with vital resources and services • Explore innovative ways to address unique challenges, such as creating spaces for accessible hair care for Black/African-Americans while supporting individuals on their journey towards workforce reintegration, housing stability, and educational advancement • Collaborate with local service providers, community organizations, and technical experts • Establish regular follow-ups to track progress and address barriers • Provide support including assistance with applications and accompaniment to appointments, interviews, and hearings



<ul style="list-style-type: none"> • Provide ongoing support and encouragement • Monitor/track all resources given to families to share with data staff; utilize a data management system
3. Racial Equity & Systems Change
<ul style="list-style-type: none"> • Engage and play a leadership role in upholding and implementing the overall mission and vision of BHCMC • Represent the community, MCBC and BHCMC at events • Engage a framework for understanding and disrupting structural bias and inequities and actively apply it to your work in the community and within the field of land use and economic justice • Serve as leader to advance the Black Power Building and Monterey County Black Caucus vision and goals • Serve as a local leader to share the broader narrative of inequities in our community and the importance of centering healing-informed racial equity toward systemic change • Attend BHCMC staff meetings and professional development trainings • Participate in related trainings, events, and conferences as needed, and represent BHCMC • Health advocacy for Black Community to advance priorities, needs, and resources
4. Project Support
<ul style="list-style-type: none"> • Support the Stop the Hate work as needed to ensure there are no gaps, responsibilities may shift given the demand for the support of the project

REQUIREMENTS

- 1+ years of experience in supporting Black community residents to navigate systems
- Active interest in increasing capacity to conduct case management and provide resources to the Black Community
- Active knowledge and interest in racial equity
- Active knowledge and connection to the Black Community

SKILLS/ABILITIES

- Computer skills (Microsoft Word, Google Suite, social media platforms for X [formerly Twitter], Facebook, Instagram, Snapchat, and emails)
- Ability to manage multiple tasks and projects
- Flexibility of schedule, ability to work some nights and weekends
- Friendly communications skills in person and over phone
- Active listening skills, including the ability to summarize or articulate key points
- Ability to give, receive and incorporate constructive feedback



PHYSICAL DEMANDS

- The employee should be able to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- While performing the duties of this job, the employee is frequently required to sit, talk and hear, use hands, handle, feel or operate objects, tools, or controls; and reach with hands and arms. The employee is occasionally required to walk.
- Able to lift a 30 pound box and carry it 100 feet; push a hand truck/dolly with a load of 150 pounds a distance of 100 yards; and access items on shelves and files located 0 to 60 inches above the floor.
- Specific vision abilities required by this job include close vision and the ability to adjust focus.

BENEFITS

- Benefits include Medical, Dental, and Vision. We also provide competitive vacation, sick leave, and paid holidays. Benefits are available when the employee completes the introductory period and meets eligibility.

CLASSIFICATION: Community Health Worker