Join us as an Equity & Justice Specialist!

The University of California, San Francisco’s ZSFG Division of Obstetrics, Gynecology & Reproductive Sciences and the Bixby Center for Global Reproductive Health seek an Equity & Justice Specialist to oversee our work to advance equity, inclusion, and structural change (EISC) in our clinical care, research, education, and advocacy. Some of our EISC goals have already been identified and others will be developed by the person in this position. Ideally this work will serve as a model for other groups committed to promoting equity, inclusion, and opportunities for everyone to reach their full potential. This position is supported by both the Division and the Bixby Center; reporting will be to the Division Chief.

The Division and the Bixby Center are not new to EISC work, but this will be the first full-time team member whose work will be dedicated to advancing these efforts. For example, the Division has a Clinical Equity Committee promoting respectful, equitable care in collaboration with patients and community partners. The Bixby Center recently completed a strategic planning process with specific recommendations from workgroups focused on diversity, equity and inclusion and reproductive justice (RJ).

This position requires excellent communication, organizational, and program management skills. A typical day will include many meetings, collaboration with stakeholders at multiple levels of the organization, research, and writing. The person in this position will work with Bixby members and leaders, the clinical and education teams in the ZSFG Ob-Gyn Division, Department EISC leadership, and others. The scope includes:

- conducting an inventory of the Division and Bixby Center’s current EISC activities;
- creating a consistent framework for EISC across the Division and Bixby Center;
- developing, implementing, and analyzing solutions related to EISC, including in the domains of hiring and on-boarding practices, employee retention, social science and clinical research, health professions education, clinical care for ZSFG patients, and community partnerships;
- implementing Bixby strategic planning workgroup and Clinical Equity Committee recommendations;
- supporting, coordinating, and monitoring EISC initiatives, including offering relevant trainings;
- developing a framework for accountability that includes regular evaluation and tracking progress on identified metrics; and
- supporting grant writing for new EISC initiatives.
This full-time position will be based at ZSFG with mostly remote work through at least June, 2021, due to UCSF policies during the pandemic.

### Qualifications

The person in this position should have a deep understanding of and professional experience with EISC principles and interventions. Comfort discussing sensitive topics like pregnancy, contraception, abortion, and birth is critical. Professional experience with community-based organizations or reproductive health, rights, or justice organizations is preferred. Professional experience is more important than any particular educational credentials.

### Process

All applicants must submit a cover letter explaining their interest in the position and a resume to the UCSF Jobs portal by November 20th, 2020. A diverse selection committee comprised of six members, including leaders of EISC initiatives in the Division and Bixby Center, will review applications and contact candidates to schedule telephone interviews. Final candidates will have an additional interview with Division and Bixby Center leadership. The process is expected to take at least 6-8 weeks.

### Compensation

Salary depends on qualifications and UCSF Human Resources generates an offer after an equity review. UCSF has defined the salary range for this type of position as minimum $52,600 per year and maximum $133,600 per year. While individual salaries vary based on skills and experience, UCSF salaries tend to fall at or below the middle of the range – in this case, $93,100 per year. The University of California offers robust benefits for staff and a total compensation calculator to estimate the value of some of these benefits.

*Please do not contact the Division Chief about this position.*

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