



FELLOWSHIP DESCRIPTION

I.H.E FELLOW – ALLEGHENY COUNTY B.I.R.T.H. INITIATIVE

April 2023

The mission of Healthy Start is to improve maternal and child health and to reduce poor birth outcomes and infant mortality in Allegheny County.

Overview:

The Infant Health Equity (IHE) Fellowship is a twelve-month cross agency fellowship designed to provide an individual with a meaningful learning experience, professional development training, mentorship, funding, and additional support in effort to advance Allegheny County's B.I.R.T.H Plan for Black Babies and Black Families. The selected fellow will engage in participatory practice and action learning with an emphasis on equity, policy advocacy, and data. Healthy Start Inc. Pittsburgh, Trying Together, Allegheny County Health Department, and Allegheny County Department of Human Services, are hosting the programming which focuses on helping the fellow develop the following competencies:

Healthy Start Inc. Pittsburgh:

- Understand the potential impact of system-change work such as the BIRTH Plan in improving health equity capacity in our region.
- Understand the prenatal to three pipeline for parents/caregivers/families and identify its strengths and areas for improvement.
- Demonstrate an understanding of current policies related to maternal and child health, family health, childcare and workplace; assess for equity.
- Identify best practices for community engaged interventions that result in improvement in Black Infant and Maternal health.
- Support planning and execution of a community centric data dashboard.
- Develop a capstone project related to transforming health outcomes for Black babies and Black families
- Evaluate and address social determinants of health.

Trying Together:

- Understand the implications of policies on children and families (current funding model, workforce compensation, public programs like childcare subsidy), identify gaps in current policies, and explore proposed solutions.
- Understand the role of equity and inclusion in early childhood policy and advocacy.
- Develop messaging and communication strategies, build relationships with stakeholders, and engage in advocacy efforts at the local, state, and national levels.
- Understand the impact of building and maintaining relationships with partners and stakeholders, leading and participating in collaborative efforts, and demonstrating flexibility and adaptability in working with diverse groups.

Allegheny County Health Department:

- Understand the role of the Health Department.
- Understand the programs and services provided under the Office of Family Child Health.
- Understand the flow of funding into the county to support services for families.

- Understand the importance of data to action utilizing vital statistics data both its limitations and its importance.

Allegheny County Department of Human Services:

- Understand the role of the Department of Human Services.
- Understand the significance of Early Intervention services provided under the Office of Behavior Health.
- Understand the flow of funding into the county to support services for families.
- Understand the importance of data to action utilizing vital statistics data both its limitations and its importance.

Project tasks may shift based on emerging priorities.

Qualifications of Position:

- Lived experience and/or experience with the Healthy Start population preferred
- Education in human services, social work or public health training preferred
- Understanding of the current and historical context of birth work and support for Black women and within the Black community
- Ability to work strategically and collaboratively with internal and external stakeholders
- Deep understanding of Healthy Start mission, strategic plan, and local/regional/national MCH landscape
- High level of cultural competence and humility in working with the target population
- Effective, versatile and action-oriented
- Effective written, verbal, listening and interpersonal communication skills.

Othe Requirements

- COVID Vaccination
- Act 33/34 and FBI clearances are required

Supervisory Relationship:

This position works under the direction of Director, BIRTH Initiative, with collaboration from leadership at partner organizations.

Compensation:

This is a 12-month fellowship at 30 hours per week; \$40k annual with full benefits.

Application Instructions:

Send resume and cover letter to **HR@hsipgh.org**