



**POLICY & RESEARCH ANALYST I
HEALTH EQUITY**

Los Angeles, CA
Non-exempt, Full-Time, Regular Position
Research & Policy Analysis Family

Organizational Background:

Advancement Project California champions the struggle for greater equity and opportunity for all, fostering upward mobility in communities most impacted by economic and racial injustice. We build alliances and trust, use data-driven policy solutions, create innovative tools and work alongside communities to ignite social transformation. Rooted in the historic struggle for racial and economic equality, Advancement Project California envisions a world where *all* communities have equitable access to public resources and opportunities to thrive. The California office's primary programs are Educational Equity, Health Equity, Equity in Public Funds, and Political Voice.

Position Summary:

The Analyst will report to the Director of the Health Equity Program. The Analyst will work in partnership with community-based organizations to support advocacy campaigns that advance equity and reflect community priorities, with a particular focus on access to healthy built environments, such as transportation and park access.

This work will include:

- Developing campaign strategies and recognizing political opportunities;
- Analyzing proposals through a racial equity lens; and
- Making a case for change by identifying persuasive facts and crafting compelling messages.

Specific Responsibilities include, but are not limited to:

- In collaboration with partner organizations, analyze political opportunities and develop winning campaign plans and strategies.
- Develop and implement policy tools - such as briefs, reports, and quantitative analyses - and conduct trainings for a wide range of stakeholders (including, partner organizations, community members, funders, and others) on how to engage in effective advocacy campaigns.
- Conduct online research and literature reviews to support development of policy and advocacy agendas related to access to health care and healthy built environments.
- Track national, state and local developments in policy forums including legislative activity around health equity issues.
- Represent Advancement Project California in key policy and advocacy stakeholder networks.
- Prepare materials and reports for meetings.
- Support project implementation for current and emerging Advancement Project cross-programmatic efforts.
- Serve as primary liaison with community-based organizations and coalitions.

- Identify, initiate, and deepen relationships with broad array of policy, research and community-based stakeholders, relevant government staff, and political leadership.
- Participate in organization-wide planning, development, and communication activities as needed and ensure adherence to Advancement Project goals and policies within the project area.
- Other duties as assigned, dependent on organizational needs and employee skills.

Qualifications:

To perform this job successfully, an individual must be able to perform each essential job function assigned satisfactorily. The requirements listed are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- Sincere and demonstrated commitment to advancing social and/or racial justice progress for the highest-need communities.
- 2-4 years of experience in civil rights and social justice, public policy, community-based policy advocacy and/or organizing (beyond summer or short-term internships).
- Bachelor's degree required; graduate degree in urban planning, public policy, law, or the social sciences preferred. Equivalent combination of education and experience sufficient to successfully perform the essential job duties may be considered.
- Demonstrated experience conducting policy analysis, research (qualitative/quantitative), and analyzing complex information/data for policy and planning.
- Experience and success working in partnership with local residents and community organizations, including experience building and working in coalitions.
- Demonstrated experience in leading and managing complex projects that are strategic in nature and scope.
- Strong interpersonal, communication, facilitation and presentation skills.
- Demonstrated experience translating technical analyses into compelling advocacy messages especially preferred.
- Proven ability to work with diverse communities, leaders and staff.
- Strong analytical and problem solving skills.
- Ability to work independently and with minimal supervision.
- Demonstrated ability to work in a small team setting.
- Flexibility to adjust and contribute to continually evolving work situation and changing priorities.
- Good computer skills, proficient with MS Office applications.
- Excellent organizational skills with demonstrated ability to execute projects on-time and on-budget.
- Must be able to travel locally and statewide.

Salary:

Competitive compensation depending on experience. Includes full health, dental, and vision benefits.

To Apply:

Please send cover letter and resume to:

Jorge Jimenez
Director of Human Resources, Finance and Administration
hr@advanceproj.org

Women and people of color are strongly encouraged to apply.