



Position Title: Perinatal Health Equity Coordinator

Position Purpose: Reporting to the Vice President of Health Equity, Culture and Innovation (VP-HECI), the Perinatal Health Equity Coordinator will coordinate the Alliance on Innovation in Maternal Health Community Care Initiative (AIM CCI) and Missouri Collaboration for Clinical Community Integration (MO C³) to eliminate inequities for families before, during and after pregnancy.

Perinatal Health Equity Coordinator will be responsible for implementation of equitable practices and advancing racial equity at the patient, health care team and systems level. This position requires a strong community focus, uplifting of community experience and advocacy for community needs. The Perinatal Health Equity Coordinator will act as the initiative liaison to clinical sites, community-based organizations, and community collaborators while ensuring and fostering strong community leadership. Effective alignment between AIM CCI and MO C³ is essential to the successful reduction of maternal mortality in Missouri. The coordinator will develop meeting materials, facilitate meetings/trainings with multi-disciplinary teams and support sites in data collection.

The Perinatal Health Equity Coordinator should be well-grounded in racial equity principles and key strategies to advance equity in maternal, infant and birthing people health. Strong collaboration with IHN's Vice President of Health Equity, Culture and Innovation and Elevating Voices, Addressing Depression, Toxic Stress and Equity (EleVATE) Coordinator is required. This is a full-time grant funded exempt position.

Overview and Background

Alliance on Maternal Innovation (AIM): Over the past few decades, the rate of pregnancy-related deaths, during or within one year of pregnancy, in the United States has more than doubled. The risk of experiencing maternal mortality and morbidity most impacts women of advanced maternal age, medically underserved communities and communities experiencing significant racial and ethnic inequities.

Alliance for Innovation on Maternal Health Community Care Initiative (AIM-CCI): National Healthy Start Association (NHSA) leads the AIM-CCI pilot project to support the development and implementation of maternal safety bundles within community-based organizations and outpatient clinical settings across the United States. This is a quality improvement, and systems change initiative focused on sustainable policy changes to increase equity and well-coordinated patient care. AIM CCI Missouri is led by IHN and is one of 17 AIM CCI sites across the United States. AIM CCI Missouri started in April 2024 and has partners with sites in St. Louis, the Bootheel and statewide organizations.

Missouri Collaboration for Clinical Community Integration (MO C³):

SSM Health leads MO C³ to utilize a clinical community integration strategy across initiatives: 1) providing a comprehensive approach to improve maternal care quality, addressing the medical, behavioral, and social/structural drivers contributing to poor maternal health outcomes; 2) design and implement a data driven innovation in maternal care to address identified needs and impact disparities; and 3) pilot innovations at two sites in Missouri. MO C³ works to improve access to comprehensive, high quality, risk appropriate, integrated and continuous care from preconception through 1-year postpartum with subsequent transition to primary and specialty care to reduce disparate outcomes in maternal mortality and severe maternal morbidity (SMM). IHN will lead development and implementation of training and curriculum in partnership with the MO C³ implementation team.

Primary Responsibilities

- Responsible for the implementation of the goals and objectives set forth and adopted by the IHN for AIM CCI and MO C³.
- Provides timely and relevant reports and meets regularly with VP-HECI to discuss materials, update on the goals and objectives established by grant partners and future plans.
- Work with the core team and implementation team partners to ensure AIM CCI and MO C³ alignment.
- Executes the development and implementation of AIM CCI and MO C³ operations management including, but not limited to:
 - Drive process towards deliverables that are identified to move forward progress on the core strategies of the grant.
 - Engaging, informing, collaborating and supporting partners connected to each initiative.
 - Accountable to professional and timely execution on tangible deliverables.
 - Reporting and accountability to outcomes, process objectives and grant requirements.
 - Effectively documents and informs development of processes, outcomes, and deliverables.
 - Executes all reporting as required by grant deliverables.
 - Demonstrate flexibility in addressing changing community needs and adapting workgroup and materials to meet the needs.
 - Assist with the implementation of new procedures and processes at partner sites.
 - Maintain a positive relationship with the medical team, clinical staff, and patients.
- Participate and as needed facilitate the MO C³ implementation team meetings and Clinical Community Integration curriculum workgroup/learning collaborative to develop and design curriculum. Coordinate, convene, and lead training, coaching and technical assistance focused on advancing equity for perinatal health teams, based on established EleVATE curriculum. Assist with pilot

implementation of community-clinical curriculum and participating in maternal health home implementation strategies.

- Manages key relationships with internal and external partners connected to AIM-CCI, including scheduling and facilitating regular meetings with partners. Prepare and maintain appropriate tracking logs, documentation of meetings, strategies and processes implemented, and challenges and successes of bundle implementation. Document the process of the workgroup, how bundles were implemented and key strategies to share with the public and NHSA. Lead implementation of materials and data collection at partner sites. Coordinate Hear Her Campaign Train the Trainer trainings with AIM CCI trainer.

Qualifications

- Knowledge of behavioral health modalities, maternal and infant health, racial equity, familiarity with primary health homes and maternal health homes is preferred.
- Prior experience in community health or similar positions within a health care setting is preferred.
- Experience in a non-profit, social work, or related field is preferred.
- Proficiency with technology such as Microsoft Word, Microsoft Excel, Microsoft Office365, Virtual Meeting technologies, and Internet browsing software is required.
- Strong analytical, interpersonal, communication and organization skills.
- Ability to work in a self-directed manner while maintaining strong communication with partners and supervisor.
- Ability to prioritize work, take initiative and operate under tight deadlines.
- Ability to build trust and maintain confidentiality.
- Demonstrate flexibility in addressing changing community needs and program environment.
- Ability to navigate the social service system and advocate for others.
- Bachelor's degree in social work, social science, public health, counseling, human services, management, health care administration or a similar degree, or 3-5 years of relevant experience. Master's degree preferred.

Competencies

Incorporates basic competencies into all aspects of the position, including:

- **Organizational Commitment:** Aligns behavior with the needs, priorities and values of the organization.
- **Service Orientation:** Has a genuine desire to help others, especially those in need; Derives satisfaction from serving others while remaining attentive to one's own wellness; Understands people's needs and overcomes obstacles in serving them.
- **Learning Orientation:** Values and seeks opportunities to learn; collects and uses information relevant to work-based problems.
- **Attitude Toward Change:** Adapts to and works effectively with a variety of situations, individuals, groups and systems.

- *Personal Effectiveness*: Takes initiative to do more than the minimum requirements of the job; Expresses self-confidence in stating opinions and when called upon to make decisions.
- *Achievement Motivation*: Sets challenging objectives and works to continually improve personal performance.
- *Interpersonal and Team Performance*: Builds and maintains positive relationships with people on the job; Listens effectively to understand others.
- *Values Diversity and Equity*: Treats all people with respect; seeks and considers diverse perspectives and ideas; provides a supportive work environment for a multicultural workforce; shows sensitivity to individual differences; treats others fairly without regard to race, sex, color, religion or sexual orientation; engages in personal reflection and development to address unconscious bias, demonstrates no tolerance for micro-aggressions; recognizes differences as opportunities to learn and gain by working together.
- *Quality Focus*: Minimizes errors and maintains high quality by checking or monitoring data and work in a timely manner, and by developing and maintaining systems for organizing work and information; actively explores ways to improve quality of output.
- *Problem-Solving Effectiveness*: Uses data and analytical thinking to identify problems and develop solutions.
- *Task Accomplishment*: Acts resourcefully to ensure that work is accomplished within specified time and quality parameters; Can focus effectively on more than one task or project at a time.
- *Proven Track Record and Requisite Skillset*: Has a demonstrated track record and/or possesses the requisite skill set required to accomplish the goals and objectives set forth by the IHN; the skills and expertise required include: an understanding of the delivery of local health care, and an understanding of government, regulations, policy and programs.
- *Leadership*: Exudes confidence in serving as a champion in the formation and implementation of the IHN's objectives.

Annual Salary: \$50,000-55,000

Additional Information

Position is full-time, 40 hour per week, 5 year grant funded, exempt position. Employee will be eligible for full benefits including medical/dental insurance, life and disability insurance, retirement program, paid time off, Employee Assistance Program, and periodic review for incentive pay based on organizational and personal achievement.

Work Environment and Physical Demands

Employees are responsible for performing their duties in an environment that is free from discrimination, intimidation, coercion or harassment, including sexual harassment. Work is performed primarily indoors in an office setting. The noise level in the work environment is low to moderate. The employee may be required to travel. Travel is primarily local during the business day, although some out-of-the area travel may be expected. The employee is constantly required to talk, hear, and operate a computer

and mouse. The employee is frequently required to walk, bend, twist, push, pull, reach above shoulder and use hands to finger, handle, or feel. The employee will occasionally lift and/or move up to 15 pounds. Specific vision abilities required by this job include close vision and distance vision.

Timeline

Interviews will start in December. This is a full-time exempt position. If interested, please submit a cover letter and resume to hr@stlouisihn.org with subject line: Perinatal Health Equity Coordinator

About St. Louis Integrated Health Network:

MISSION OF THE INTEGRATED HEALTH NETWORK

Through partnership and collaboration, the St. Louis Integrated Health Network is a healthcare intermediary building capacity across sectors to advance health equity and improve wellbeing by increasing access to health and social services, with an emphasis on communities that have been historically excluded.

IHN GUIDING PRINCIPLES

Our guiding principles reflect our most important organizational commitments. They underscore our priorities and inform the decisions, actions and agendas of our leadership and staff. Practiced with fidelity, these principles help to ensure the alignment of our mission and operations. We hold ourselves accountable to these principles and we seek partners who share our commitments to our principles.

*Health Equity • Patient-Centered Orientation • Accountability • Outcome-Focused
Decision Making • Innovation*