



## **Equity Analyst Internship**

**College to County Intern 2023 - Behavioral Health Resource Center (BHRC), Behavioral Health Department (BHD)**

**Pay Rate:** \$24 per hour

**Job Type:** Temporary College Intern

**Duration:** Summer 2023 - 12 weeks

**Hours:** 20 - 40 hours a week

**Telework:** *Hybrid*

**Building Physical Location:** 333 SW Park Ave.

**Does This Position Require Driving a County Vehicle? If so, please explain why and frequency:** N/A

### **What Does BHRC Do?**

The Behavioral Health Resource Center (BHRC) is peer-led and has three programs within the facility designed to support adults (18+) experiencing severe behavioral health challenges, trauma, and houselessness. The BHRC prioritizes meeting individuals' basic needs in the short term while working with partners to improve program processes to allow for access to more stable support in the long term. Services are inclusive, low-barrier, safer, trauma-informed, and culturally responsive. The three BHRC programs are: a Day Center, a Behavioral Health Shelter, and a Bridge Housing program, and they will be operated by contracted providers. The Mental Health and Addictions Association of Oregon (MHA AO), a peer-run and peer-led nonprofit, is the contracted provider for the Day Center. The BHRC Day Center opened in December 2022. The BHRC Behavioral Health Shelter and Bridge Housing programs will open in the Spring of 2023. Operating at total capacity, the BHRC will provide critical support and services to over 200 houseless individuals daily.

### **Internship Description & Responsibilities:**

- This position will lead the Behavioral Health Resource Center (BHRC) equity work, primarily managing the program's implementation of a racial equity lens. This position will work closely with the BHRC Program Manager and the BHRC contracted providers to ensure racial equity

- informs decision-making and is incorporated into program development and design. This position will also support executive leadership with racial equity analysis for organizational change, process improvement, and issues impacting contracted employees and participants accessing services.
- Project manage the implementation of a racial equity lens
  - Research and implement a racial equity lens
  - Promotion and Professional Development
- Assist with equity analytics, including tracking metrics, generating equity reports to show trends, and communicating impact across BHRC programs and initiatives.
  - Support senior management in evaluating, monitoring, and analyzing current program and service trends; advise management on best practices, trends, challenges, risks, and opportunities regarding racial equity and inclusion matters; provide recommendations for ongoing improvement, culture change, and support of an inclusive program and outcomes.
  - Serve as an internal consultant and facilitation expert to the Behavioral Health Department (BHD) employees and leadership by providing research, best practices, and management applications to facilitate discussion and improve BHRC business, and program practices, particularly in the areas of equity-informed decision-making, equity and empowerment frameworks; intercultural competence; change management; managing difficult conversations; and innovative leadership.
  - Implements process improvement solutions. Supports executive leadership in providing DEI expertise for issues related to organizational change, process improvement, and policy development; or issues involving a broad scope and significant impact on contracted provider staff and program participants.

### **Learning Outcomes:**

- Coordinating a project with you that will be mutually beneficial for you and Multnomah County.
  - Gain valuable experience and learn to standardize the implementation of equity into the program processes, including implementing equity-informed decision-making and adopting a racial equity lens tool.
  - Learn to research, review, analyze, and translate results into strategic DEI recommendations for the BHRC leadership.

- Develop and create BHRC racial equity benchmarks and prepare benchmarks, develop demographic reports and documents, and present information to diverse

audiences.

### **Education and Minimum Qualifications:**

- Candidates should have completed or enrolled in a college/university academic institution.
- Promote a culture of respect, inclusiveness, and appreciation of diverse perspectives, backgrounds, and values ([Link to Equity and Empowerment Lens](#))
- Ability to work cooperatively and develop effective working relationships with diverse work groups.
- Ability to both follow directions and work independently
- Familiarity with Google Suite (e.g., Gmail, Calendar, Meet, Drive, Docs, and Slides).

### **Workforce Equity:**

Our Commitment to Safety, Trust and Belonging: Multnomah County is committed to developing, nurturing and continually improving workforce equity by identifying and addressing the structural and policy barriers to equal employment opportunity faced by our employees and communities. Learn more by reading our [Workforce Equity Strategic Plan](#) and exploring our [Core Competencies](#) for all County employees.

**COVID-19 Vaccination Requirement:** To protect the health of the community and employees, Multnomah County requires employees to be fully vaccinated against COVID-19 or have an approved medical or religious exception as a qualification of employment.

The rule applies to all employees, as allowable by law. Candidates who receive an offer of County employment must provide proof of vaccination upon hire or submit an exception request prior to their start date.

### **Veterans' Preference:**

Under Oregon Law, qualifying veterans may apply for veterans' preference for this recruitment. Review our [veterans' preference website](#) for details about eligibility and how to apply.

For veterans qualified for Veterans' Preference: If you believe you have skills that would transfer well to this position and/or special qualifications that relate to this position, please list those skills and/or qualifications.

**Accommodation under the Americans with Disabilities Act:** We gladly provide reasonable accommodation to anyone whose specific disability prevents them from completing an application or participating in this recruitment process. Please contact the recruiter below in advance to request assistance. Individuals with hearing or speech



impairments may contact the recruiter through the Telecommunications Relay Service

by dialing 711.

**Application Instructions:**

Please fill out and submit an application for this position through the form also located on this [website](#). The deadline for submitting an online application is April 2, 2023.