

Manager, Advancing Health Equity and Population Black Health and Social Services Hub

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment. Our organization is grounded in principles of health equity, and we are committed to delivering services and programs through an anti-racism, anti-oppression lens. We strive to create a healthier community by putting people first and addressing systemic barriers to care.

About the Black Health and Social Services Hub

LAMP Community Health Centre (LAMP CHC) is partnering with Roots Community Services Inc (RootsCS) and the Canadian Mental Health Association Peel Dufferin (CMHA Peel Dufferin) to design, develop and implement the Black Health & Social Services Hub with and for the Black, African and Caribbean (BAC) communities in Peel Region.

The hub will provide primary health, mental health, addictions and social services programs that will holistically address the physical, mental, social and cultural needs of BAC communities, and seek to eliminate disparities and inequities.

To achieve our goals, we are recruiting people who are passionate about delivering culturally relevant, responsive and affirming care that will inspire individuals to improve their wellbeing.

The Position:

At the heart of our work is an interdisciplinary approach that delivers holistic, community-based care – with a strong focus on individuals who experience barriers to accessing health services. Our team is deeply committed to inclusivity and works within the social determinants of health framework, emphasizing prevention, health promotion, and client education.

Reporting to the Director, Clinical Health Services (BHSS HUB), the Manager, Advancing Health Equity & Population Health will be responsible for supporting the development and implementation of an integrated population health & health equity strategy to guide activities including data collection and utilization, research, service planning and design, education, and policy aimed at the improvement of population health outcomes for Black, African, Caribbean, and other identified priority populations. The ideal candidate will be a passionate advocate of health equity and population health, social and disability justice, queer and trans positive inclusion, with a strong understanding of the root causes of inequities and the social determinants of health and capacity to educate others.



Canadian Mental
Health Association
Mental health for all



**LAMP Community
Health Centre**

Collaborating towards the development of the Black Health & Social Services Hub Peel

This position will manage our work as partners to identify opportunities internally, with key systems partners and the community to disrupt structural inequities. This position facilitates anti-oppressive practices promoting/creating safer spaces, inclusive communities/services, and collaborative processes with stakeholders.

- Term of work: Permanent, full time
- Hours of work: 37.5 hours per week
- Rate of pay: \$73, 719- \$89, 484 (\$37.80- \$45.89 per hour)

This is an existing opening. Artificial Intelligence tools may be used to screen candidates.

Job Responsibilities:

These include but are not limited to the following:

- Leading all strategic and operational work related to advancing health equity and population health within the collaborative and with partner organizations
- Defining and overseeing the scope, deliverables, and timelines of population health and health equity projects and interventions, identifying and managing risks and issues in collaboration with HUB partners
- Develop an integrated population health & health equity strategy and an annual work-plan.
- Develop Community Development/Engagement/Advocacy plan for the BHSS HUB with the Health promotion team.
- Contribute to the development of quality improvement plans
- Develop policies and materials to support knowledge mobilization and stakeholder education related to health equity and population health
- Establish and maintain strategic and operational relationships with health system, research, academic and community partners across the broader health and social service environments to examine and reshape practices, power and influence for more equitable population health outcomes.
- Collaborate with, leverage the skills of, influence and motivate partners and stakeholders across the region, by providing education and change management strategies as needed.
- Develop/ participate in a permanent health equity collaborative with institutions that collects, coordinates and analyses demographic data on population health for Peel/ Mississauga/Caledon
- Participate at Ontario Health Team (OHT), regional, and provincial equity workgroup meetings with different stakeholders to build relationships, share best and promising practices, health equity tactics, and provide quality resources or services that support our service delivery teams
- Facilitate opportunities for advocacy/community action for staff, students, volunteers, as well as advisory committee members that focus on addressing the Social Determinants of Health and Health Equity.
- Prepare regular reports for funders/partners, where appropriate.
- Recruit, hire, supervise, train, and support various project teams, including research, practicum placements
- Perform other duties as assigned.

Qualifications & Key Requirements:

1. Education & Professional Experience

- Three (3) years of relevant professional and leadership experience (preferably in equity advocacy or systems change efforts) including experience working in or with BAC communities or other underserved communities
- Graduate degree in Public Health, Social/Health Science and/or equivalent combination of education and relevant professional experience

2. Core Competencies

- Highly developed knowledge, analysis and experience in the areas of anti-racism, anti-oppression, social justice, social determinants of health, disability justice, queer and trans-positive inclusion, anti poverty work
- Demonstrated exceptional communication skills, both verbal and written with excellent capacity for making oral presentations to varied audiences
- Proven experience in the areas of resource development, fund-raising, proposal writing, research, etc.
- Knowledge of Peel Region, critical issues and resources related to anti-oppression and social determinants of health in the geography.
- Highly developed skills of team work, collaboration, facilitation, problem solving, and ability to work independently and within an interdisciplinary team.
- Ability to effectively manage multiple demands in a high paced environment;
- Exceptional planning, project management, research, organizational skills, and evaluation skills.
- Knowledge of public policy as it pertains to the determinants of health
- Ability to manoeuvre a variety of settings, including community-based, governmental, institutional, multi- sector, etc.
- Experience with coordinating and supporting networks and coalitions.
- Experience with managing program budgets
- Familiarity with the Community Health Centre Model of Health and Wellbeing is an asset
- Valid driver's license would be an asset.

What we Offer:

For qualifying full-time and part-time employees and pro-rated to full time equivalent:

Comprehensive Health & Wellness Coverage

- Extended health and dental: coverage for prescription drugs, vision, health practitioners and more • Group life insurance
- Employee Assistance Program (EAP): free, confidential support
- Healthcare discounts via Altum Health for services like massage therapy and physiotherapy
- Free access to Calm (meditation, sleep stories, self-care tools) and access to employee engagement platform Motivosity
- 4 weeks of vacation to start plus paid sick days
- 11 paid statutory and organizational holidays
- Pension: membership in the **Healthcare of Ontario Pension Plan (HOOPP)**
- No 24-hour rotational shifts (*physicians do support pooled after hours on-call with

stipend)

- No overhead costs – EMR, supplies, tech, management and staff support provided

Growth, Purpose & Community Impact

- Paid orientation, ongoing training, and professional development opportunities
- On-site and e-learning, plus access to course fee support
- Opportunities to serve diverse communities through inclusive, client-centered care
- Collaborative work environment focused on innovation and continuous improvement
- Active involvement in internal/external committees and community partnerships
- A workplace committed to equity, diversity, and removing barriers to accessibility

LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups. Requests for accommodation due to disability can be made at any stage in the recruitment process.

Internal applications, please send your resume with a cover letter to

Human Resources: **Email Address: recruiting@lampchc.org**

Subject: Job Opening for Manager, Advancing Health Equity & Population Health

Internal Deadline: 5:00 pm on Tuesday, June 23, 2026

External applications, please apply through LAMP website:

<https://lampchc.org/get-involved/employment/> External Deadline: Open until filled

We thank all applicants for their interest. However, only those selected for interviews will be contacted. No phone calls please.