



Research Associate, Health Instead of Punishment *Position Description*

Human Impact Partners (HIP) seeks a full-time Research Associate to support our Health Instead of Punishment Program. This is an exciting opportunity to re-envision and transform our justice and immigration systems to promote health and racial equity.

- Salary: \$62,500 - \$70,000 annually
- Desired start date: April 29, 2019
- Location: Oakland, CA
- Deadline: Please submit applications by 4:00 pm PST on Friday, February 22, 2019. The position is open until filled.

About Human Impact Partners (HIP)

HIP's mission is to transform the policies and places people need to live healthy lives by increasing the consideration of health and equity in decision-making. We use research, advocacy, and capacity-building strategies to bring the power of public health to campaigns and movements for a just society. Our vision is one where all communities have optimal health and where the resources for health are equitably shared across race, class, gender, immigration status, criminal record, geography, and other attributes.

Human Impact Partners is a growing nonprofit with 12 staff. Our research and advocacy efforts primarily focus on economic security, criminal justice, immigration, and equitable housing, transportation, and land use. We are looking to build a diverse staff as we continue to grow. For more details about HIP and our approach, visit: www.HumanImpact.org.

About the Health Instead of Punishment Program

The Health Instead of Punishment program fights for a world where decision-makers — including in justice and immigration agencies — do no harm, are accountable to marginalized communities, and invest in the conditions needed for health for all.

To create the world we imagine, the Health Instead of Punishment program advances the following 4 core strategies:

- *Making it tangible* by winning justice reform policy and budget campaigns
- *Making it scalable* by building the base of public health workers advocating for justice and liberation



- *Making it real* by ensuring accountability to equity in the implementation of justice policies and practices
- *Making it sustainable* by shifting culture and activating narratives that nurture health equity

About the Position

The Research Associate will participate in conducting creative and mixed-methods research on a range of policies, programs, and budget proposals — mostly but not exclusively within our Health Instead of Punishment Program — in collaboration with HIP staff.

HIP conducts research and advocacy projects in partnership with grassroots organizers, community groups, public health professionals, and others. The projects focus on a wide range of issues that advance racial justice and affect the root causes of health inequities.

The Research Associate will participate in HIP research in the following ways, depending on organizational needs and their expertise and skill set:

- Accessing and analyzing existing national, state, and local datasets
- Conducting surveys and analyzing data
- Conducting literature reviews
- Analyzing local, state, or federal budgets
- Summarizing research findings
- Writing research reports
- Blending quantitative and qualitative findings to tell a holistic story about how issues under study affect health and equity
- Preparing presentations for use internally at HIP, at conferences, and in campaigns
- Representing HIP's work and perspectives publicly, through advocacy, testifying, and meeting with officials and community leaders
- Providing public health research training and technical assistance to community organizations, public health agencies, and others
- Participating in HIP's internal work to advance racial justice, including joining staff workgroups

We do not expect anyone to meet all of the following qualifications but would like to see a mix of the following:

Skills

- Qualitative research skills, such as designing, conducting, and analyzing focus groups and interviews
- Quantitative research skills, such as analyzing survey data



- Strong written and verbal communication, including the ability to write clear research reports and summaries
- Ability to work independently, as part of a team, and on multiple projects at the same time
- Demonstrated success working with partners from diverse backgrounds

Expertise

- Completion of a master's degree in public health, public policy, city planning, or related field or equivalent work experience
- Lived experience that informs an understanding of criminal justice or immigration systems
- Work experience focused on criminal justice system reform, policing, governmental surveillance, immigration enforcement, e-carceration, restorative justice, or related justice fields
- Clear grasp of public health, policy, and community organizing

Values

- Deep commitment to racial, economic, and gender justice and HIP's mission
- Strong interpersonal skills
- A sense of humor

Our wish list for additional qualifications includes:

- Existing relationships within criminal justice, juvenile justice, immigration reform, and racial justice movements
- Experience with public sector budget analysis
- Survey development expertise
- Experience with R or Stata
- Working knowledge of Geographic Information System (GIS)
- Ability to travel as necessary to support projects and to conduct trainings
- Fluency in Spanish

How to Apply

Please submit the following:

- A cover letter describing why you believe you are a good fit for this position, program, and organization
- A 1 to 2 page resume
- A 1 to 4 page writing sample that demonstrates your research experience



Send your materials to ResearchAssociate2019@humanimpact.org.

This position was first posted on January 28, 2019. Applications we receive by the deadline of February 22, 2019 at 4:00 pm PST will have priority in our review process. This position is open until filled. We aim to have the Research Associate begin on April 29, 2019.

Equal Employment Opportunity

Human Impact Partners is an Equal Opportunity Employer. We strongly encourage people directly impacted by the issues we work on (such as criminal justice, economic security, immigration), people of color, people with disabilities, and LGBTQ+ folks to seek employment or board opportunities with us. We don't conduct criminal background checks on candidates.