



# National Network of Public Health Institutes

*Fostering Innovations that Improve Health*

## National Network of Public Health Institutes News

### August 2010

#### FROM THE CEO

Greetings from the National Network of Public Health Institutes! July and August have provided NNPHI with several important opportunities to engage with the broader public health community on issues of national reform as well as enhanced internal performance.

NNPHI continues to support and explore strategies through which it can contribute to the growing national momentum behind health access and reform. To that end, I participated in a July 9th meeting convened by the Trust for America's Health (TFAH), in collaboration with RWJ and several other stakeholders, to discuss the vision for and implementation of the newly authorized Community Transformation Grants (CTGs). The Patient Protection and Affordable Care Act's (PPACA) CTGs will be awarded to state and local governmental agencies and community-based organizations to implement, assess, and spread evidence-based community preventive health activities. Recognizing CTGs' potential to transition our country's current disease-by-disease prevention approach to one that is significantly more comprehensive and cross-cutting, TFAH and its collaborators developed a list of key principles that should guide the grants' implementation. For the full list of meeting notes and recommendations, please see: <http://healthyamericans.org/assets/files/CTG%20Summary.pdf>. We are excited to support TFAH and its partners' vision for systemic changes to our public health system.



In addition to supporting comprehensive policy and structural innovations within our health care system, NNPHI has joined a growing list of over 140 organizations requesting that the Senate oppose the use of the PPACA as an offset for an amendment offered by Senator Johanns. Such an offset would virtually eliminate the Prevention and Public Health Fund (Fund), which focuses on preventing illness through coordinated, comprehensive, sustainable, and accountable approaches to improving our quality of life rather than only treating people once they are sick. NNPHI urges the Senate to vote NO on the Fund offset within the Johanns amendment. For the most current draft and list of signatories, please see: <http://healthyamericans.org/assets/files/Johanns%20Sign%20On.pdf>.

In other health reform news, our leadership and board are meeting with TFAH on August 31st in Washington DC to explore partnership development opportunities that NNPHI and its member institutes can pursue to promote effective, sustainable improvements to our existing public health system. Please stay tuned to NNPHI's website and future newsletters for updates!

In addition to engaging in the ongoing national dialogue about health reform, NNPHI sent three staff members in July to NACCHO's annual conference, the theme of which was "20/20 Public Health Vision: Prevention, Equity, Leadership." NNPHI hosted a networking reception for members and friends of the Public Health Leadership Society and NNPHI. We also coordinated "Managing Power and Influence, Stories of Leadership From the Field", an interactive session with Dr. Adewale Troutman, Director of Louisville Metro Department of Public Health and Wellness, and Dr. Covia Stanley, South Carolina Region 6 District Health Director. The session provided participants with an

opportunity to hear the personal and inspiring stories of the doctors' pursuit of social justice and health equity within their communities. The session facilitator, Dr. Magda Peck, is working with Dr. Troutman and Dr. Stanley to develop a written commentary of the session, which will be posted on the PHL website upon completion.

Finally, as part of our ongoing efforts to exchange information and insights around member services and government regulations, NNPHI visited our Washington DC-based partners AMCHP, ASTHO, APHA, and NACCHO at the end of July. Our partners graciously shared their experiences with us, and, in the process, NNPHI cultivated deeper relationships with them, learning that we have similar challenges and that there are many opportunities for us to work together and learn from each other to support our members and the public health system.

Warmest regards,

Joe Kimbrell  
CEO  
National Network of Public Health Institutes

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## NNPHI Program Updates

### Member Services/Emerging Institutes

#### **2011 NNPHI Annual Conference: May 16th-18th**

*Save the date for next year's NNPHI Annual Conference, May 16th -18th in New Orleans, Louisiana!*

#### **Health Reform: Resources and Opportunities**

NNPHI is working closely with the Trust for America's Health, CDC and HRSA to track the development of the Prevention and Public Health Fund, as well as other Prevention and Wellness provisions in the Patient Protection and Affordable Care Act (PPACA). As mentioned in Joe's letter, NNPHI recently signed onto a letter opposing the Johanns amendment, which would jeopardize the new Prevention and Public Health Fund. For the most current draft and list of signatories, please see: <http://healthyamericans.org/assets/files/Johanns%20Sign%20On.pdf>.

We urge all public health institutes and partners to sign on to the letter and continue to reach out to your Senators to oppose this potential offset. Additionally, NNPHI highly recommends that individuals wishing to follow the developments of the Prevention and Wellness provisions in Health Reform subscribe to and follow the Trust for America's Health Wellness and Prevention Health Reform Digest, shared almost daily with subscribers. It is a highly informative source of information for all things related to Prevention and Wellness in PPACA. To subscribe, please contact Richard Hamburg at [rhamburg@fah.org](mailto:rhamburg@fah.org).

The Public Health Institute and the American Public Health Association hosted the **Public Health Advocates Forum** on Dialogue4Health on August 24th. The webinar featured an update on key federal legislation impacting the public's health as well as updates on APHA's and PHI's advocacy priorities. Several immediate action steps were shared to support the Prevention and Wellness provisions in health reform as well as next steps in current advocacy priorities. Please visit Dialogue4Health to listen to a recording of the webinar and learn more about how you can take action:

[http://www.dialogue4health.org/webforums/8\\_24\\_10.html](http://www.dialogue4health.org/webforums/8_24_10.html)

#### **Health Reform Resources:**

1. Trust for America's Health (TFAH) Resources on Health Reform:  
<http://healthyamericans.org/health-reform> Access TFAH's helpful short timeline for Prevention and Public Health Implementation at:  
<http://healthyamericans.org/assets/files/TFAHShortTimeline.pdf>
2. National Association for City and County Health Officials (NACCHO):  
<http://www.naccho.org/advocacy/health-reform.cfm>
3. Association of Maternal and Child Health Programs (AMCHP):  
<http://www.amchp.org/Advocacy/health-reform/Pages/default.aspx>
4. Health Reform GPS - <http://www.healthreformgps.org/>. The site is a joint project of the Hirsh Health Law and Policy program of the George Washington University School of Public Health and Health Services and the Robert Wood Johnson Foundation. The purpose of this web site is to track health reform from enactment through implementation, through notes, expert and public commentary and key documents.
5. Robert Wood Johnson Foundation: The foundation has numerous resources on health reform at the following website: <http://rwjf.org/healthreform/>. For regular updates on Health Reform in the news, subscribe to the Daily News Digest on Health Reform at <http://my.rwjf.org/login.do>.

#### **Health Impact Assessments: Growing Capacity to Conduct HIAs through Public Health Institutes**

In June of 2010, grantees and partners of the Fostering Emerging Institutes Project (FEIP) identified Health Impact Assessments (HIA) as an emerging field of opportunity. Leaders in the FEIP community determined that they would like to work collaboratively to expand their capacity to assist their respective states in conducting HIAs. Simultaneously, several PHIs have begun to develop their own expertise in designing and implementing HIAs; a presentation on HIA was held at the 2010 NNPHI Conference (presentation is available here: [http://nnphi.org/CMSuploads/Avey\\_Dobson%20Presentation%20HiAP%20Breakout-10095.pdf](http://nnphi.org/CMSuploads/Avey_Dobson%20Presentation%20HiAP%20Breakout-10095.pdf)).

Since the FEIP workshop at the 2010 conference, emerging institutes, established institutes with HIA expertise, and other interested NNPHI members have formed a workgroup to increase the capacity of PHIs to conduct HIAs through: (1) The development of an interactive, comprehensive training opportunity that involves conducting a small HIA; (2) Creation of a series of demonstration projects that would legitimize PHIs as a resource for both conducting and providing technical assistance in HIA; and (3) The development of a learning community that would support practitioners of HIA in the field and create a national voice for legitimizing and supporting the field of HIA. NNPHI has been approached by the Robert Wood Johnson Foundation and the Pew Charitable Trusts to explore how they might support the institutes in advancing these three areas of interest.

## Multi-State Learning Collaborative



The Multi-State Learning Collaborative: Lead States in Public Health Quality Improvement (MLC) will host its final Open Forum Meeting in Washington DC from September 15-17, 2010. The Open Forum will highlight five years of progress in public health accreditation and quality improvement and provide a focused look at the future of improving the public health system. Attendees of this national forum will also benefit from the sharing of innovative work of related public health improvement projects, the potential of health care reform to improve public health and support prevention, and the progress of the MLC states into a cohesive program. If you would

like more information about the 2010 Open Forum, please contact Anooj Pattnaik ([apattnaik@nnphi.org](mailto:apattnaik@nnphi.org)).

## Public Health Leadership Society (PHLS)

### 2010 PHLS Leadership Series, Call #2: The Science behind Health Reform

The second call of the 2010 PHLS Leadership Series, "The Science Behind Health Reform: A Look at How Public Health Research Contributes to Health Transformation" was held on July 29th. The call provided an overview of public health research trends and how modern public health research contributes to policy development and the evolution of practice as it relates to health reform. Featured speakers on the call included:



- **Glen Mays, PhD, MPH**  
Program Director of the National Public Health Practice Based Research Network  
University of Arkansas for Medical Sciences
- **Debra Perez, PhD, MPA**  
Senior Program Officer in Research and Evaluation  
Robert Wood Johnson Foundation
- **Nancy Winterbauer,**  
Coordinator for the Center for Community Health Research  
Duvall County, Florida Health Department

The archived recording of the webinar is available in the 'Video' Section on the PHLS eCommunity website: <http://phlscommunity.ning.com>.

## NNPHI Member Headlines

### Georgia

In honor of the 15th anniversary of the Georgia Health Policy Center (GHPC), the GHPC staff, fellows, and key partners are conducting strategic consultations of the likely impact of health reform on 15 Georgia stakeholder groups. The organizations involved are providers, rural and urban community-based groups, small and large businesses, professional associations, local and state government entities, and others.



The 15 analyses will culminate in a health reform symposium on October 21st, 2010 in Atlanta, GA. This symposium will integrate the findings from the 15 cases and help participants begin to examine the impact of health reform on their communities, organizations, and themselves. The case studies will be published so other interested stakeholders can apply the findings. To receive an invitation to this event, please e-mail [ghpc@gsu.edu](mailto:ghpc@gsu.edu). More details to come, so please continue to visit us online: <http://www.gsu.edu/ghpc>.

## **GHPC Partners with Florida and Mississippi**

The Georgia Health Policy Center (GHPC), the Florida Public Health Institute (FPHI), and the Center for Mississippi Health Policy (C4MHP) have partnered to release a health reform package for employers. The package includes a policy brief and an interactive small business calculator. The brief focuses on provisions in the Affordable Care Act (health reform) specific to employer-sponsored health insurance plans. The Small Business Calculator, an online tool, offers for-profit and non-profit small businesses the ability to determine eligibility for tax credits through health reform. Please visit our websites in the upcoming weeks for state-specific data and to use the calculator, which includes data for all 50 states.

<http://www.gsu.edu/ghpc>

<http://www.flphi.org>

<http://www.mshealthpolicy.com>



## **Louisiana**

### **GE Foundation Awards \$2 Million Grant to the Louisiana Public Health Institute Grant to Benefit School-Based Centers, Improving Healthcare Access for Thousands of New Orleans Students**

The GE Foundation - the philanthropic organization of GE - announced today a \$2 million grant to Louisiana Public Health Institute (LPHI), as part of GE's Developing Health program. This grant will underwrite a program led by School Health Connection (SHC) in Orleans Parish, LA, to provide students with increased access to healthcare through school-based health centers.

Developing Health is a 3-year, \$25 million, GE program that aims to improve access to primary care in targeted underserved communities across the United States. The program aligns with GE's healthymagination initiative, a commitment to lower costs, improve quality and increase access in healthcare.

The \$2 million grant from the GE Foundation will enable LPHI and its partner organizations to build on previous philanthropic and government investments received following Katrina in order to stabilize access to healthcare in the New Orleans area. With 38,000 students across Orleans Parish alone, this grant has the potential to give thousands of students improved access to primary healthcare services. Read the full MarketWatch article here: <http://www.marketwatch.com/story/ge-foundation-awards-2-million-grant-to-the-louisiana-public-health-institute>.

## Michigan

### MPHI Receives Award in Recognition of Commitment to Health Care

The Michigan Association of Health Plans (MAHP) awarded the Michigan Public Health Institute the President's Recognition Award for its outstanding commitment to the advancement of and improvement in health care. MPHI Executive Director Jeffrey R. Taylor, Ph.D., accepted the discretionary award at the association's Annual Conference on July 19th.

"For over 20 years, MPHI has worked to promote the health of Michigan citizens," said MAHP President Dennis Smith. The award recognizes the institute's work in advocating for providing essential health care services and its long tradition and track record of collaborating with many agencies to accomplish singular achievements for health care coverage for Medicaid, expand preventative health programs, train health care personnel, and facilitate a climate that encourages mutual strategic planning to meet Michigan's future health care needs.

MAHP is an industry voice for 19 health care plans that cover more than 2.1 million Michigan residents and 45 businesses affiliated with the health care industry.

For more information, visit MAHP's website: <http://www.mahp.org/>.

## New York

With funding from the NYS Assembly and a private foundation, **Public Health Solutions** has developed and evaluated "Feeding Your Baby Well" DVDs aimed at preventing early childhood obesity. The DVDs, available in English, Spanish, French/Creole, and Mandarin, focus on feeding a child right from birth to two years of age, starting with breastfeeding. The DVDs were evaluated in Public Health Solutions' Neighborhood WIC program, where annually 46,000 clients visit one of ten WIC centers. The evaluation showed that mothers who saw the video were more knowledgeable about proper feeding, extended the length of breastfeeding, and delayed introduction of solid foods. In addition to distributing them to its own WIC clients, Public Health Solutions has begun marketing the DVDs and has orders from health departments in West Virginia, South Dakota, and Missouri, as well as from a public hospital system and a managed care company. See <http://www.healthsolutions.com> for an on-line preview.

## North Carolina

### NCIPH to train NC Boards of Health

The NC Institute for Public Health's Office of Continuing Education has been awarded a state contract to train new members of county boards of health state-wide. Using institute staff, former health directors, and experienced board of health members as faculty, training sessions will include "Understanding the Work of a Board of Health", "Legal Responsibilities and Authority", and "Board Member Expectations and Guidelines". A significant portion of the training will also include a general understanding of public health (history, role, ten essential services). Half-day sessions will be delivered in multiple formats, depending on the assessed learning needs of board members (classroom, online, webinar). There are approximately 900 members of county boards of health in North Carolina.

For more information, contact Adrienne Joines Michalek, [ajoines@email.unc.edu](mailto:ajoines@email.unc.edu). For more about the Institute, log on to <http://www.sph.unc.edu/nciph>, or on **Facebook** by searching for the North Carolina Institute for Public Health, spelled out fully, and become a fan.

## Pennsylvania

The Centers for Disease Control named **PHMC** as one of five agencies in Pennsylvania that will receive grants directed to HIV-prevention programs. The grant funds two new PHMC programs that target ethnic and racial minorities. Sisters Informing Healing Living Empowering (SIHLE) will use group sessions to discuss HIV prevention with African-American teen girls while also highlighting cultural and gender pride. SIHLE provides participants with testing, referrals, and counseling services. Young Sisters in Charge will reach out to young African-American women to provide regular counseling and testing. Both programs begin in winter 2011.

PHMC experienced growth on three fronts as its fiscal year began on July 1, 2010. Philadelphia Health Care Trust joined PHMC as its newest affiliate; its newly appointed board of directors consists of six members whose backgrounds span the areas of health care, law and business. PHMC also began serving as the new [Southeast Regional Key](#) (SERK) for the Pennsylvania Early Learning Keys to Quality program. An initiative of the Pennsylvania Department of Public Welfare's Office of Child Development and Early Learning, the program provides services to childcare providers statewide and implements a system of program quality improvements and professional development supports for early childhood education. As one of six regional keys, PHMC provides technical assistance and professional development to childcare providers and evaluates providers to assess their quality levels based on the Keystone STARS system. Finally, PHMC took over as management agent for the Southeastern Pennsylvania Regional Task Force (SEPA RTF) in July 2010. PHMC provides back-office assistance to SEPA RTF - giving primary support to staff serving Bucks, Chester, Delaware, Montgomery, and Philadelphia counties. PHMC aids staff with applying for, executing and managing homeland security grants. PHMC also provides secondary support to seven surrounding counties in New Jersey, Delaware, and Maryland.

[http://www.phmc.org/site/index.php?option=com\\_content&view=article&id=480:philadelphia-health-care-trust-and-public-health-management-corporation-form-affiliation&catid=29&Itemid=1465](http://www.phmc.org/site/index.php?option=com_content&view=article&id=480:philadelphia-health-care-trust-and-public-health-management-corporation-form-affiliation&catid=29&Itemid=1465)

[http://epgn.com/view/full\\_story/9013540/article-CDC-awards-local-HIV-prevention-funding?instance=2nd\\_top\\_story](http://epgn.com/view/full_story/9013540/article-CDC-awards-local-HIV-prevention-funding?instance=2nd_top_story)

[http://www.phmc.org/site/index.php?option=com\\_content&view=article&id=485:local-race-benefits-phmc-health-centers&catid=29&Itemid=1465](http://www.phmc.org/site/index.php?option=com_content&view=article&id=485:local-race-benefits-phmc-health-centers&catid=29&Itemid=1465)

## South Carolina

To facilitate an effective state-level implementation of the Patient Protection and Affordability Care Act (PPACA) in South Carolina, the **South Carolina Public Health Institute (SCPHI)**, in collaboration with South Carolina Healthcare Voices, is convening stakeholders from the non-profit sector and state agencies to explore the various state-specific elements of the legislation and examine possible approaches to implementation. This effort focuses on building linkages with key state agencies to support collaborative decision-making and expand the collective capacity to address the implementation of this legislation. Details about this effort may be found at <http://www.scphi.org/HCIImplementation.htm>.

## UPCOMING CONFERENCES, MEETINGS, TELECONFERENCES & DEADLINES

**ACHI Invites Session Proposals for March 29th-31th, 2011 National Conference**

The Association for Community Health Improvement (ACHI) is pleased to announce the opening of the Call for Session Proposals for its 2011 National Conference! We are accepting educational session proposals through Monday, September 13th, 2010. The meeting is taking place in Austin, Texas.

Full details and the submission form are online, but a few key facts are below.

### **Conference Theme: *Shaping the Future***

The 2011 ACHI national conference theme is ***Shaping the Future***. The implementation of health reform has many and varied implications for changes in health care delivery, prevention and wellness, community benefit, and healthy communities practices. Additionally, the current economic climate continues to present significant challenges to our ability to maintain and improve health.

The conference team is therefore particularly interested in sessions that help illuminate how the field can adapt to be most effective for our communities and sustainable as organizations on this emerging new "playing field." Proven practices, new innovations, and forward-looking tools or initiatives all are welcome to help us in ***Shaping the Future*** of community health.

### **Conference Topics**

Within the overall theme, we are accepting session proposals that address one or more of these six topics, which are described on the conference web site:

- System Reform and Innovation
- Community Benefit
- Community Health Assessment
- Chronic Disease Prevention and Wellness
- Healthy Communities
- Collaboration and Partnership

At any time, visit <http://www.communityhlthconf.org> for the latest information. Remember, the session proposal deadline is Monday, September 13th, 2010, so talk to potential co-presenters and assemble your ideas now. Reach us at [communityhlth@aha.org](mailto:communityhlth@aha.org) with any questions or to share your ideas.



### **Environmental & Policy Change for Healthy Aging**

A capacity-building initiative from the CDC Healthy Aging Research Network

#### **Online presentations, webinars, and resources September 2010 through January 2011**

Do you work in the field of aging services, public health, planning, architecture, engineering, recreation, transportation, or health care? Do you want to become more effective in planning and implementing environmental and policy change? Then this initiative is for you!

**The Environmental and Policy Change for Healthy Aging** initiative is an interactive, online conference to build capacity for change. The conference includes four online modules. Each module begins with a pre-recorded presentation that introduces key concepts for the module topic. The presentation is followed in two weeks by an interactive webinar. Two days after the webinar, the module offers a moderated online conversation.

#### **The modules address:**

1. Introduction to Environmental and Policy Change for Healthy Aging
2. Optimal Living Environments for Healthy Aging
3. Integrated Approaches to Mobility
4. Emerging Environmental Issues in Healthy Aging

Policy, practice, and partnerships will be addressed, as well as special issues. Panelists and speakers are national and community experts in aging, planning, policy, universal design, transportation, public health, environmental protection, and community change. The initiative is produced by the CDC Healthy Aging Research Network in partnership with Creating Aging-Friendly Communities.

Sign up now at <http://www.icohere.com/EPC/EPCKeepMeInformed.htm> to receive registration information, or e-mail [hanepc@uw.edu](mailto:hanepc@uw.edu) for general information.

## **Texas Health Institute and Southern States to Hold Obesity Summit in Atlanta**

Nearly two-thirds of all Americans are either overweight or obese, with the southern states representing the bulk of the problem. As a result, leaders from 16 southern states will gather in Atlanta, Georgia on September 12th - 14th, 2010 for the **4th Annual Southern Obesity Summit** in order to enact innovative initiatives.

"Together 16 states are attacking this unacceptable epidemic in childhood obesity," says Camille D. Miller, President and CEO of Texas Health Institute, an Austin-based think-tank that serves as a co-sponsor of the Southern Obesity Summit. Dr. Rodney Lyn of The Institute of Public Health at Georgia State University stated "this Summit will be the change maker that starts reversing the scary statistical trend."

Since the Summit's early beginnings in 1997, THI has enjoyed a close collaboration with NNPHI staff and members such as Georgia Health Policy Center and Arkansas Center for Health Improvement. The Summit has become the premier conference focusing on obesity prevention in the southern United States.

Teams from 16 southern states, comprising more than 300 participants, convene to promote cross-sector collaboration and partnerships to prevent obesity, share successful policy and community-based intervention strategies. New in 2010, past and current attendees will participate in the development of a Southern Strategy for obesity, which will be a systematic way for individuals and organizations from the south to connect in a peer network focused around common themes and ideas.

For the first time, the restaurant industry will participate in the Summit. Rusty Coco, Chief Food Officer of Jason's Deli, will lead a special roundtable discussion exploring how restaurants can leverage their resources to make a difference in fighting obesity.

The Summit's confirmed keynote presenters include: **James Gavin, III, MD, PhD**, Chairman of the Partnership for a Healthier America's Board of Directors and Chief Executive Officer and Chief Medical Officer of Healing our Village; **Ursula E. Bauer, Ph.D., MPH**, Director, National Center for Chronic Disease Prevention and Health Promotion, Centers for Disease Control and Prevention; **Jeff Levi, PhD**, Executive Director of Trust for America's Health; and **Dan Reimer, MPH**, Deputy Director of Robert Wood Johnson Foundation Center to Prevent Childhood Obesity. **First Lady Michelle Obama** will also be a potential speaker.

Register now at <http://www.SouthernObesitySummit.org>!

For additional information, please contact Amanda Conway at [aconway@texashealthinstitute.org](mailto:aconway@texashealthinstitute.org).

## **EMPLOYMENT ANNOUNCEMENTS**

### **Food Policy Specialist**

Portland, Oregon

Community Wellness & Prevention Program, Health Department

**Job Description**

The position is a part of Multnomah County Health Department's Community Wellness and Prevention Program's CDC-funded Communities Putting Prevention to Work (CPPW) Grant Initiative. The Communities Putting Prevention to Work Initiative develops and implements policy, environment, and systems-based change strategies to slow and reduce rates of obesity and overweight in school and community settings. This position will focus on policy, environment, and systems-based strategies to promote healthy eating and access to healthy, affordable, culturally-relevant food in a variety of community settings such as worksites and convenience stores. The position is responsible for coordinating with a variety of internal and external stakeholders, including subcontracted agencies. Functional tasks include: staffing issue-specific work groups and policy teams; collaborating with grocery retailers and business partners; providing technical assistance and training; collecting and maintaining data; conducting research, assessment, and analysis; developing policy recommendations; and serving as a liaison to community partners and the Portland/Multnomah Food Policy Council. The position will help coordinate the program's Healthy Retailers Initiative, including the development and implementation of strategies to increase the availability of healthy food and beverages in underserved neighborhoods. The person will also help with worksite food-related policies, such as helping to develop and advance institutional purchasing policies that limit the availability of unhealthy food and beverages at county worksites.

**Qualifications**

Interest and passion for food justice and policy issues. Equivalent to a Bachelor's degree from an accredited college or university with major course work in health promotion, urban planning & design, public administration, public policy, or a related field. Masters degree preferred. Three years of increasingly responsible experience involving the development and implementation of community health promotion initiatives. Strongly prefer demonstrated experience in policy development and/or advocacy, experience working in retail environments and knowledge of retail purchasing practices, experience working with local governmental entities, and thorough understanding of a health equity framework and demonstrated track record in collaborating with diverse stakeholders. Strong writing and verbal skills required.