



Position: Health Equity Director

Type: Full-Time

Reports to: Executive Director

Location: Colorado – must have the ability to travel to the Denver office regularly (2-3 times a week). Hybrid working model. Staff are required to be in the office on Tuesdays and Thursdays.

Application posted: May 18, 2026

Application deadline: 2:00 pm on July 3, 2026. **Incomplete or late applications will not be considered.**

THE ORGANIZATION

One Colorado is a statewide advocacy organization dedicated to secure and protect equality and opportunity for lesbian, gay, bisexual, transgender, queer (LGBTQIA+) Coloradans and their families. One Colorado's vision is a fair and just Colorado for all.

One Colorado is comprised of three organizations: One Colorado Education Fund, a 501(c)(3) that will lead the organization's public education and awareness efforts; One Colorado, a 501(c)(4) that will lead the organization's lobbying and advocacy efforts; and One Colorado PAC, a state political committee that will support the organization's political endorsements.

THE POSITION

This is not an entry-level position. The Health Equity Director will demonstrate expertise in the health and well-being of transgender, non-binary, and gender expansive communities, along with a commitment to advancing innovative, community-driven health solutions for LGBTQIA+ Coloradans and their families. One Colorado is working toward a long-term vision of a state where LGBTQIA+ people, particularly trans individuals, can live with safety, dignity, and full access to care and opportunity. By building informed communities, mobilizing collective action, and shifting public understanding, we are laying the groundwork for enduring equity. The Health Equity Director is a key architect of this work, leading community programming and education efforts that expand health equity, deepen impact, and move Colorado closer to this vision.

The Health Equity Director leads the development, implementation, and evaluation of programs within their portfolio, including grant reporting, publications and issue briefs, research initiatives, and training and curriculum design. The Health Equity Director provides strategic oversight, supervision, and support to the Health Equity Team, including management-level staff leadership and cross-team coordination. This role oversees grant-funded programming across health equity, including youth and community engagement, a statewide training program, and partners closely with the Political Director to align community-based efforts with health-related policy priorities.



The Health Equity Director models the values of the One Colorado team, including participative management, teamwork, collaboration, work/life balance, and commitment to social justice and racial equity. Ultimately, the Health Equity Director joins the One Colorado team to dismantle oppressive systems and build towards a more equitable and inclusive future.

JOB RESPONSIBILITIES

The Health Equity Director is responsible for the following:

Health Equity & Advocacy

- Coordinate and monitor strategy, resources, and information with statewide and national organizations on healthcare;
- Develop and deliver LGBTQIA+ health care rights and advocacy trainings
- Work with the political team to support the advancement of pro-LGBTQIA+ healthcare policy;
- Facilitate stakeholder engagement, lead community education efforts, provide testimony, and keep key partners informed on the evolving healthcare policy landscape;
- Partner with communications to translate complex healthcare policy updates into accessible resources for the community;
- Manage a comprehensive healthcare portfolio that expands access to high-quality, affirming, accessible, community-centered care by strengthening provider networks, supporting workforce development, and addressing gaps across underserved communities;
- Lead the design, implementation, and evaluation of strategic initiatives, including provider training, clinic capacity investments, and patient access programs to reduce barriers to care and improve health outcomes; and
- Lead a statewide health assessment to identify inequities impacting LGBTQIA+ Coloradans, analyzing social determinants of health to inform programmatic and policy strategies.

Coalition & Community Engagement

- Build and sustain cross-sector partnerships with healthcare providers, universities, community-based organizations, and regional partners to coordinate care, align resources, and ensure a responsive and resilient healthcare ecosystem;
- Update and disseminate issue briefs, resources, and other materials on health equity for community partners, stakeholders, and regional partners;
- Identify, recruit, and support community members and storytellers to speak out in favor of LGBTQIA+ health equity;



- Manage LGBTQIA+ health equity coalition and community advisory board to advocate for policies and best practices to improve health outcomes for LGBTQIA+ Coloradans; and
- Represent One Colorado at coalitions, fundraisers, events, and meetings as needed.

Program Management & Administration

- Oversee the development and track clear and concise measurements for program success, including grant deliverables, reporting, and budget oversight;
- Attend regular supervision meetings as assigned by your supervisor;
- Work with development and grant teams to identify and complete grant applications; and
- Other duties as assigned.

Leadership

- Provide supervision and direct support to Health Equity and Youth and Schools staff, providing leadership development and strategic oversight of program goals;
- Produce regular updates and communication to the executive team;
- Attend regular executive team meetings; and
- Develop annual strategic priorities aligned with the organization's long-term plan.

EXPERIENCE & KEY COMPETENCIES

- 8 years of professional work with experience demonstrating leadership, management, and supervision, in Public Health, Social Work, or a closely related field, or
- A bachelor's degree in Public Health, Social Work, or a closely related field, plus 5 years of increasing responsible professional work experience demonstrating leadership, management, supervision, or
- A Master's degree in Public Health, Social Work, or closely related field from an accredited college or university plus 4 years of increasing responsible professional work experience demonstrating leadership, management, supervision
- Any equivalent combination of experience and education
- Demonstrated experience working on health equity issues impacting transgender communities, including barriers to care and healthcare access. Strong understanding of transgender health equity required.
- Personal interest/investment in issues that impact LGBTQIA+ Coloradans and other intersecting identities
- Public speaking and interview experience
- Ability to communicate complex concepts as it relates to health equity, in a way that is accessible for the target audience



- Familiarity with designing and implementing surveys or assessments that identify community needs and inform responsive programs and initiatives
- Proven experience effectively managing multiple projects with high-quality results in a timely manner
- Proven ability to develop and facilitate community trainings, as well as stakeholder meetings
- A flexible, respectful, collaborative, and adaptive work style
- The ability to work as part of a team, as well as independently
- A commitment to maintaining and improving One Colorado's supportive, empowering team culture
- Ability to maintain flexible work hours – including some weekends, evening hours, and in-state travel 5-10 days per month
- Bilingual in Spanish and English preferred

COMPENSATION

Salary range is \$82,000 - \$88,500. One Colorado offers a full benefits package with medical, dental, retirement plan with partial employer match, generous holiday and paid time-off benefits, professional development budget, mileage reimbursement, and cell phone reimbursement. One Colorado covers 100% of your life insurance, medical, and dental benefits.

TO APPLY

Email Ian Whalen, Operations and Program Manager, at ianw@one-colorado.org.

Include **Health Equity Director** in the subject line and attach:

- Your resume
- Your cover letter
- Responses to the four questions below in a document. Responses can be brief; no more than 350–400 words each.

At One Colorado, we believe lived experience is a vital form of expertise. We value leaders who bring insight from their own communities, identities, and experiences; especially those who are often excluded from traditional political and advocacy spaces. These questions help us understand not just what you've done, but how you lead, how you build systems, and how your values show up in your work.

1. One Colorado is committed to social justice, racial equity, and advancing health equity for LGBTQIA+ Coloradans, particularly transgender, non-binary, and gender expansive communities. What do these commitments mean to you in practice? Please share an example of how these values have shaped your leadership, decision-making, or approach to community work.



2. Describe your experience navigating or working within healthcare systems related to LGBTQIA+ health equity and/or gender-affirming care. This could include policy advocacy, direct services, provider engagement, systems change, training, coalition work, or community-based support. What challenges did you encounter, and how did you approach them?
3. This role requires strategic leadership, collaboration across teams, and support for staff navigating complex and emotionally demanding work. What leadership values guide you? How have you evolved as a leader, and how do you build accountability, trust, and sustainability within a team?
4. The landscape surrounding LGBTQIA+ health equity, particularly transgender healthcare, is rapidly evolving and often politically charged. How do you approach community leadership and public communication during moments of conflict, misinformation, or political pressure? Please share an example if possible.

COMMITMENT TO EQUAL EMPLOYMENT

One Colorado is an aggressive advocate of inclusivity and welcomes applicants from all backgrounds – particularly people of color, women, LGBTQ+ people, immigrants or refugees, people with disabilities, and people from low- or moderate-incomes.

One Colorado is an equal opportunity employer and services provider. This non-discrimination policy applies to all aspects of the organization, including recruitment, employment, persons served, volunteers, and board service. The Organization does not discriminate in its employment decisions or provision of services on the basis of race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, height, weight, disability status, veteran status, military obligations, marital status, and political party affiliation, or on any other basis that would be in violation of any applicable federal, state, or local law.