

Executive Vice President of Racial Equity and Social Justice
Fenway Health
Boston, MA
fenwayhealth.org

Send Nominations or Cover Letter and Resume to:

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The Opportunity:

This is a historic moment for Fenway Health. Approaching its 50th year, the organization has an outstanding legacy and track record of achievement, with a deep commitment to advancing health and well-being. And while extraordinary gains have been made in LGBTQIA+ care over the last several decades – much of it attributable to the work of Fenway Health – there remain ongoing, urgent unmet needs in the communities Fenway Health serves.

Fenway Health named a new CEO in 2020. Ellen LaPointe joined the organization with a mandate to evolve and transform the organization to optimize Fenway Health's impact in the face of ongoing shifts in the healthcare landscape and the communities it serves, so that it can continue to deliver fully on its mission. Fenway Health is working to leverage the extraordinary legacy of its past and the passion and capacity it has today to become the Fenway Health of tomorrow.



Video: Fenway Health: You Belong

Fenway Health seeks an Executive Vice President of Racial Equity and Social Justice (EVP) to co-create and lead a process of transformation toward becoming an anti-racist organization. This newly created

position reports to the CEO and partners with senior leaders to cultivate a courageous culture of staff who are committed to growing and learning together. The EVP will be well positioned to design and deliver robust, inspiring programs and trainings to promote racial equity and social justice. As the leader of the Racial Equity Action Team, the EVP will convene other committees and working groups to address areas of equity and inclusion while also investing in community-based partnerships to inform decision making and foster full community participation. This is an opportunity to represent Fenway Health in local, regional, and national conversations and collaborations to advance racial equity and social justice, emphasizing Fenway Health’s commitment to deep engagement and ongoing change.

There are currently several senior level hires underway, making this an exciting opportunity to join a senior team that will lead a process of transformation at a critical time in this organization, in this community, in the country, and in the world.

Overview

“Health care is a right, not a privilege.”

This belief has defined Fenway Health since its founding and continues to be the driving force of its mission “to enhance the well-being of the LGBTQIA+ community and all people in our neighborhoods and beyond through access to the highest quality health care, education, research, and advocacy.”



Since 1971, [Fenway Health](#) has been working to make life healthier for the people in the Boston neighborhoods in which its health centers are located: the LGBTQIA+ community of Boston and beyond, people living with HIV/AIDS, and the broader population. Fenway Health was founded as part of the free clinic movement by students who believed that “health care should be a right, not a privilege.” In its early days, Fenway Health was a drop-in clinic providing free blood pressure checks and STD screenings.

Two years later, Fenway Health obtained permanent space and incorporated as a freestanding health center with a staff of one volunteer doctor, one nurse, and one intake worker. Today, Fenway Health has a budget of \$131 million, a staff of more than 600, and a patient base of over 30,000.

In 2001, Fenway Health started [The Fenway Institute](#), an interdisciplinary center for research, training, education, and policy development focusing on national and international health issues. In 2009, Fenway Health moved into the Ansin Building at 1340 Boylston Street in Boston’s West Fens neighborhood, the largest LGBTQIA+ health care, education, and research facility in the nation.

The [Sidney Borum Jr. Health Center](#) became a part of Fenway Health in 2010. The Borum serves at-risk youth, including LGBTQIA+ young people, homeless teens, and young adults, those struggling with substance abuse, involved with gangs, or doing sex work.

Fenway Health entered a historic partnership with [AIDS Action](#) Committee of Massachusetts in 2013 that has allowed the two organizations to work more closely together and improve delivery of care and services to people living with HIV/AIDS. In 2017, that relationship grew to formally unite AIDS Action and Fenway Health as one strong organization.

In 2016, Fenway Health added Family Medicine, providing services to patients of every age group. That same year, the Massachusetts Health Policy Commission named Fenway: South End the first practice in the state to achieve Patient-Centered Medical Home PRIME Certification for integrating behavioral health into primary medical care. Fenway's Ansin Building Practice followed quickly, attaining PRIME Certification in early 2017.



In 2020, Fenway Health welcomed Ellen LaPointe as its new CEO just as the COVID-19 pandemic rolled across the globe. Fenway Health pivoted to respond, moving the majority of medical and behavioral health appointments to telehealth, standing up testing programs in Boston and Everett, and activating several research studies, including COVID-19 vaccine and treatment trials.

Video: Introducing Fenway Health CEO Ellen LaPointe

Entering its 50th year as an organization in 2021, Fenway Health is embarking on a transformational journey to center racial equity in everything they do, with the understanding that they cannot deliver fully on their mission unless they do so. Fenway Health is also undertaking an ambitious strategic planning effort to guide their work in the coming years.

To learn more about Fenway Health's commitment to taking the necessary actions to ensure that the entire organization is engaged in racial equity and social justice service delivery and practice, read this statement from Jonathan Matsui, Board Chair, and Ellen LaPointe, Chief Executive Officer: [From Words to Action: Mapping the Fenway Health Racial Equity and Social Justice Journey](#).

The Role

The Executive Vice President of Racial Equity and Social Justice (EVP) is an enterprise leadership role, reporting directly to the CEO. The EVP partners with other senior leaders and stakeholders throughout the organization to develop and drive forward key strategies to ensure that they are a diverse, anti-racist, equitable, and inclusive organization, demonstrably committed to advancing racial equity and social justice.

This individual will lead efforts to develop and implement an overarching vision for Fenway Health that works to eliminate systemic marginalization and promotes inclusion and anti-racist practices that will be evidenced through their policies, culture, and leadership. This position requires an inspiring, collaborative, courageous, innovative, and visionary leader with outstanding people and management skills.



Responsibilities:

A Visionary and Strategist

The Executive Vice President of Racial Equity and Social Justice will co-create and lead a process of transformation that encompasses Fenway Health’s vision, identity, strategy, and practice. Fenway Health’s goal is to become a diverse, equitable, and inclusive organization in all that they do.

More specifically, efforts will include:

- Building a roadmap for achieving their vision for becoming an anti-racist organization.
- Effectively leveraging deep content knowledge – rooted in research, best practices, and community voice – and an equity-centered approach to all work.
- Overseeing the implementation and ongoing evolution of Fenway Health’s Racial Equity Action Plan.
- Collaboration with leadership to develop and monitor benchmarks and processes to track and share observations regarding programmatic practice and innovation, and design effective equity and inclusion practices and principles.

A Skilled Leader and Manager

The Executive Vice President of Racial Equity and Social Justice will convene committees and workgroups as needed to ensure that organizational culture and practice are anchored in Fenway Health’s vision to become an anti-racist organization. This includes:

- Providing strategic leadership in the development of standardized guidelines and criteria for Culturally Responsive and Specific programming.

- Developing, implementing, and reporting on an organizational equity plan in partnership with stakeholders.
- Ensuring alignment throughout the organization to support the unique needs of culturally specific populations, promoting intersectional equity and inclusion.
- Working closely with Human Resources and External Relations to communicate commitment and accountability (internally and externally) and to deliver robust, inspiring trainings to promote racial equity and social justice.



A Gifted Communicator, Ambassador, and Builder of Community

The Executive Vice President of Racial Equity and Social Justice will support Fenway Health’s efforts to improve and establish mechanisms to hold them accountable when they fail. This work requires superb communications skills, both written and verbal, and strong diplomacy skills. The EVP is an active listener, able to build a robust network of partnerships across the organization and community. More specifically, they will:

- Work closely with the EVP of External Relations to establish and strengthen community partnerships and foster community engagement to inform and enhance a commitment to racial equity and social justice.
- Develop consistent communication and feedback mechanisms to enable Fenway Health to identify, discuss, and address equity issues impacting patients, staff, volunteers, and key stakeholders.
- Develop communication systems to share best practices, highlight positive outcomes, and keep all constituents apprised of key initiatives and activities.
- Oversee equity-centered consciousness-raising and skill-building efforts, including affinity groups, workshops, presentations, development programs, seminars, and celebrations.
- Lead strategic engagement with Fenway Health’s Board of Directors to advance racial equity and social justice.



Skills, Knowledge, and Experience

- Ability to convene all staff and leadership to promote trust, collaboration, and partnership between departments and levels of leadership.
- Demonstrated track record in creating the conditions for colleagues to successfully approach all work with an equity lens.
- Strong background of managing change throughout a complex, multi-faceted organization.

- Deep content knowledge of diversity, equity, and inclusiveness research, best practices, and conventional wisdom.
- Exemplary emotional intelligence.
- Proven track record of success engaging within the LGBTQIA+ and BIPOC communities.
- Fluency in language, cultural values, and norms of the LGBTQIA+ and BIPOC communities.

Minimum Qualifications

- No specific minimum level of education or degree is required, provided candidates bring sufficient relevant experience and meet other skills and requirements listed.
- Several years' experience advocating for and implementing change within a multi-cultural environment.
- Several years' experience developing and implementing diversity/equity/inclusion programs.
- Direct service, nonprofit experience preferred.
- Demonstrated understanding of cultural values and norms of various communities, particularly of communities of color, LGBTQIA+ and underserved communities.
- Experience supervising and leading teams.

Leadership



Ellen LaPointe
Chief Executive Officer

Ellen LaPointe has been Chief Executive Officer of Fenway Health since March of 2020.

LaPointe has held numerous leadership roles in the nonprofit and public health sectors, working in social justice, research, LGBTQIA+/HIV activism and advocacy, health policy, law, and equity over the last three decades.

Prior to joining Fenway Health, she was President and Chief Executive Officer of Northern California Grantmakers in San Francisco, a nonprofit that brings together Bay Area philanthropy to advance the common good. During her tenure over five years, the organization strengthened its leading role within a member-based philanthropic community that gives over \$3.5 billion annually. LaPointe is also credited with transforming the culture of the organization, including the establishment of a robust equity framework to inform organizational priorities and practices.

Previously, LaPointe served as Vice President of Strategic Partnerships at HopeLab, an operating foundation that focuses on technology-based approaches to promoting positive health behavior, and she was Executive Director of Project Inform.

She began her career as Coordinator of the Brown University AIDS Program, where she was involved in some of the earliest efforts to ensure access to promising experimental AIDS treatments and life-saving care. LaPointe moved to San Francisco to become Director of Clinical Research at Saint Francis Memorial Hospital and later practiced law at a large firm, where she represented pro bono clients in cases involving marriage equality, wrongful eviction, end-of-life liberty, and other matters.

A native of Maine, LaPointe earned a Bachelor of Arts degree from Brown University and her Juris Doctor degree from the University of California, Berkeley School of Law.



Carl Sciortino, MPA
Executive Vice President of External Relations

Carl is the Executive Vice President of External Relations. From 2014 to 2018, he served as Executive Director of AIDS Action Committee, New England's oldest and largest AIDS service organization. As AIDS Action's first Executive Director to be a person living with HIV himself, Carl led the creation of the statewide Getting to Zero Coalition and continues to serve as its co-chair.

Prior to joining Fenway Health, Carl was a State Representative in the Massachusetts Legislature. He was a leading HIV and LGBT advocate in the House. He championed funding for HIV-related services and authored legislation banning transgender discrimination and LGBT conversion therapy, and a first-in-the-nation law that requires insurance companies to cover the treatment of lipodystrophy, a side effect of early HIV medications. He first got elected in an effort to protect same-sex marriage equality and has dedicated himself to social and economic justice issues throughout his career.

Carl received his Master's in Public Administration at the Kennedy School of Government at Harvard University and his Bachelor of Science from Tufts University.

Background Checks:

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
Faith Eutsay, Senior Consultant at
617-262-1102
or send nominations or cover letter and resume to
FEutsay@LindauerGlobal.com.
All inquiries will be held in confidence.



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