

**Harm Reduction Specialist  
Position Announcement**



**Position:** Harm Reduction Specialist

**Position Type:** Part-Time (Monday-Thursday, 3 days a week)

**Compensation:** \$25, hourly

**Location:** Sacramento, CA. This is an in-person role.

**Application Closing Date:** August 2, 2024 or until filled

**To Apply:**

Send us your (1) resume (2) three references and (3) your choice of: a cover letter, short (3 slides) presentation, or a short video (3 mins max) introduction, describing your interest and qualifications to the Director of Healthcare Services.

Alej Fernandez Garcia (They/Them)  
Director of Healthcare Services  
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The Gender Health Center (GHC) is a Trans and BIPOC/led nonprofit organization located in Sacramento, CA. The GHC is dedicated to ending the pathologization of Trans people and creating more equitable access to healthcare and resources through our programs, training, and direct services that prioritize the wellness and joy of Queer, Transgender, Black, Indigenous, People of Color (QTBIPOC). Our unwavering dedication lies in fostering radically hopeful, safer, and healthier futures for transgender, non-binary, and gender-expansive people across all intersecting identities. The GHC provides access to affirming healthcare, counseling, and community programs that address our unique needs. Services provided by GHC include a free hormone clinic, mental health counseling, support groups, HIV and STI testing, harm reduction, legal assistance, advocacy, and resource referrals.

Through its advocacy efforts, GHC has played a significant role in raising awareness about trans healthcare disparities and promoting policy changes to improve the rights and well-being of transgender individuals. GHC has actively engaged with legislators, community leaders, and healthcare institutions to advocate for access to gender-affirming care, trans-inclusive policies, and equitable access to services. As GHC continues to evolve, the organization remains steadfast in its commitment to promoting access to gender-affirming care, resources, and social justice to empower transgender individuals to live authentically and thrive in our communities.

## **Overview of Position**

We are currently seeking a dedicated and compassionate Harm Reduction Specialist to join our team for a limited 5-month contract, with the possibility of extension. The Harm Reduction Specialist will staff GHC's harm reduction services; including direct services through our mobile Syringe Exchange Program\*; survival supply distribution services; and collaborations with community partners in which we provide overdose prevention education, drug testing strips, and Naloxone. This position is an in-person role and will require physical presence at our location Monday through Thursday based on this role's 3 day work schedule.

*\*Please note the Harm Reduction team is currently in the process of building out and launching our mobile SEP services, so this staff member would also play a role in this program planning phase.*

The general and specific job responsibilities include but are not limited to:

### *Direct Services:*

- **Needle and Syringe Exchange**: Distribution of clean needles and syringes to individuals who inject drugs to reduce the transmission of blood-borne diseases like HIV and hepatitis C. Distribution of clean needles and syringes to individuals who inject hormones to reduce the transmission of blood-borne diseases, and to remove cost as a barrier to accessing this form of gender-affirming hormone therapy. Collection and disposal of needles and syringes.
- **Naloxone Distribution and Training**: Providing naloxone, an opioid overdose reversal medication, to individuals most prepared to utilize it, along with training on how to administer it.
- **Safer Injection Supplies**: Distribution of other safe injection supplies like alcohol swabs, tourniquets, and sharps containers.
- **Education and Counseling**: Offering harm reduction education to share information so folks can make informed choices for themselves.
- **Access to Healthcare**: Connecting clients to healthcare services, including screenings, vaccinations, and treatment for substance use disorders and related health issues.
- **Safe Sex Supply Distribution**: Distributing condoms (external and internal), dental dams, and lube, and promoting safer sex practices to limit the transmission of STIs and HIV.
- **Supportive Services**: Offering peer support, and referrals to social services, housing assistance, and mental health services. Distributing basic needs supplies such as hygiene kits, wound care kits, tents, and blankets.

### *Community Engagement:*

- Build and maintain relationships with local organizations, healthcare providers, and community stakeholders to enhance harm reduction efforts.
- Conduct outreach and educational sessions to nurture a consciousness of harm reduction practices within queer and trans communities.

Attend staff gatherings, strategic planning or trainings required by funded initiative as determined by the Director of Healthcare Services.

Other duties as required to meet the mission of the agency and/or the Harm Reduction Services department.

### **Required Qualifications**

- Familiarity with harm reduction or liberatory harm reduction (*You may already practice or know of harm reduction, just by a different name!*)
- Familiarity with transgender and gender-diverse healthcare needs and barriers
- Familiarity with culturally attuned care
- Strong in-person interpersonal and communication skills
- Ability to work collaboratively with diverse people, including unhoused people and people who use drugs
- Mission-driven, proactive, and self-directed
- Valid drivers' license and insurance (*this position will include operating a sizable van for mobile services*)

### **Desired Qualifications**

- Experience providing harm reduction services or social services within or for QTBIPOC or unhoused communities; or lived experience as a transgender or gender non-conforming person, person who engages in the street economy, person who uses drugs, or as a person experiencing housing insecurity
- Knowledge of local resources and services related to harm reduction and QTBIPOC communities
- An understanding of and a commitment to abolitionist or liberatory practices
- Bilingual or multilingual oral and written proficiency is an asset, we especially utilize Spanish in our work

*Applications from transgender, 2-spirit, or nonbinary Black, Indigenous or people of color are strongly encouraged.*

### **Employment Hours, Term, and Compensation**

- **5-month contract (with possibility of extension based on funding availability)**
- Part-time (3 days per week, between Monday-Thursday)
- \$25.00 hourly
- Benefits, including medical, dental, vision, life, and long- and short-term disability insurance for employees working at least 30 hours per week
- Bilingual bonus (applicable after passing language exam)

### **Accessibility FAQs:**

- Please note this position will at times require lifting and moving heavy objects, such as cases of first aid supplies or cases of water.
- This position will require entering and exiting a van that will likely not be wheelchair or mobility aid accessible to provide syringe services.
- The harm reduction office is located on the 1st floor of the building. The building does not have an elevator, and the 2nd floor of the building is not accessible via wheelchair or other mobility aids.
- The Gender Health Center's COVID-19 policy is listed below. However, please note that the usage of high-filtration masks is strongly encouraged for harm reduction staff while conducting outreach, entering spaces run by community partners, and providing direct services.

### **Interview Process Transparency:**

- Candidates selected for an interview will have access to the interview questions upon confirmed interview date
- Interview questions will be printed out and available for candidates to reference during the interview
- This interview process will include a panel of 3-5 people who work across the organization and could include staff and interns
- Interviews will be approximately 60 minutes

### **Scope/Applicability**

This policy applies to all GHC employees, interns, and volunteers.

### **Policy**

1. All employees, interns, and volunteers coming in-person to Gender Health Center's building must be fully vaccinated. Fully vaccinated means that two doses of the same vaccine have been administered within 3-6 weeks of each other.
2. All employees, interns, and volunteers coming to the building in-person must provide copies of their vaccination records.
3. Any COVID-19 symptoms experienced by any employee, intern, or volunteer must be reported to their direct supervisor. If symptoms occur before work they must contact their supervisor before entering the office. If symptoms occur in the workplace they must contact their direct supervisor for instructions on how to proceed.
4. If GHC becomes aware of someone who has been in the building testing COVID-19 positive, anyone who has been in the same indoor space for 15 minutes with that person will be notified.
5. All employees, interns, and volunteers who have a close contact or COVID-19 exposure, are required to take a test.

- a. If the test is negative, they will be required to wear a face covering at work for 10 days. Face coverings must be completely covering the nose and mouth. The GHC provides surgical masks, KN95, and N95 masks.
- b. If the test is positive for COVID-19, they may return to work 10 days after the original test was taken if they test negative on two consecutive tests and no longer have symptoms.