

josh martinez

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SUMMARY OF EXPERIENCE

Proven record of accomplishment leading organizations towards antiracist and equitable practice: embedding equity into organizational culture, directing cross-collaborative teamwork, strengthening internal and external partnerships, and setting mission-fulfilling program goals.

SELECT PROFESSIONAL ACCOMPLISHMENTS

Public Health—Seattle & King County, Seattle, WA

Project/Program Manager IV, COVID-19 Vaccine Place-Based Strategy

May 2021–April 2022

- Created the Place-Based Strategy for King County’s COVID-19 Vaccine response. Collaborates with communities to support the health needs of their residents and improve overall health outcomes. Coordinates with multiple internal teams and stakeholders to center community needs before our own.
- Leads a team of 14 people (11 full time, 3 part-time) who build relations and partnerships with more than 100 external community members, leaders, and organizations across the county.
- Develops team strategy and approach in collaboration with internal and external stakeholders.
- Manages funding allocated to 8 external community-based organizations and coalitions to develop community-specific COVID-19 outreach and education.

Food Lifeline, Seattle, WA

Director of Agency Programs and Network Development

March 2018–May 2021

- Directed the work of 10 staff members. Created a culture of collaboration and feedback across three programs. Set ambitious but attainable strategic plan goals in partnership with program leaders and executive leadership. Directed the implementation of short- and long-term projects.
- Revamped network communication strategies to increase message accessibility and transparency. This improved working relationships across the network. Shared plain language effective practices to staff and senior leaders, and implemented those practices in multiple programs and communications channels.
- Innovator for organizational improvement. Adapts cutting-edge research and theory into practices that have led and will continue to lead to long-term culture change. Collaborates with peers to create new approaches to hiring and interview practices, decision-making and problem-solving, data collection and analysis, implementing equity in programs and strategic planning, and other areas.
- Developed Food Lifeline’s stance on equity, non-discrimination, and food justice related to our partner network of agencies. Led conversations with agencies we found out of compliance with our non-discrimination policies. Provided education, guidance, and policy enforcement that led to either a successful return to compliance or termination of partnership.
- Instrumental in expanding the maximum allowable income for families to receive government food assistance. Reviewed and distributed a report on food insecurity in King County that states an income level of 300% of the Federal Poverty Limit (FPL) reduces food insecurity in most populations, but BIPOC households only see similar reductions at 400% of FPL. Successfully persuaded hunger relief organizations and the Washington State Department of Agriculture to provide food assistance to families that earn up to 400% of FPL.
- Contributes expertise and support on Food Lifeline’s equity journey. Supports all staff by facilitating hunger-related discussions on topics including racial and social inequality, agency effective practices, and equitable provision of services. Connects organization equity goals to our mission at conferences, donor events, and in other community spaces. Served as a founding member of Food Lifeline’s Equity Team.

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Neighborcare Health, Seattle, WA

Program Manager, Health Homes

April 2017–March 2018

- Established the Washington State Health Care Authority Health Homes program for services at four clinic sites. Developed program goals, outputs, outcomes, and a standard of care for patients and staff that adhered to our core values. In 2018, the program received a Premera Social Impact Grant.
- Worked in collaboration with subject matter experts outside and across the organization, including clinical and organizational leaders, primary care providers, nurses, and social workers.
- Led an organizational study, known as PRAPARE (Protocol for Responding to and Assessing Patients' Assets, Risks and Experiences), to better understand patients' social determinants of health. Conducted a feasibility study and directed the creation of a database of usable resources to help patients even in the earliest stages of the study. Worked with other department program managers to adopt and spread use of the database.

Neighborcare Health, Seattle, WA

Grants Implementation Manager

November 2015–March 2017

- Successfully implemented a Hepatitis C testing program intended to screen more than 10,000 patients in 18 months. Developed work plan and overall strategy. Hired and supervised a screening coordinator to lead trainings and maintain stakeholder relations.
- Led improvements to our standard of care for asthma in 26 clinic sites. Negotiated with funders a plan to reallocate \$15K of funding to improve patient care in communities beyond the original scope of the grant.
- Successfully operationalized our implementation of a business intelligence dashboard. The dashboard helped us analyze key performance indicators and act on the results.

Centers for Disease Control and Prevention (CDC), Atlanta, GA

Office for State, Tribal, Local and Territorial Support (OSTLTS)

Public Health Analyst

July 2011–October 2015

- Led the team's efforts in Section 508 (plain language and accessibility) compliance. Served as the branch subject matter expert for creating externally-published documents that adhered to those standards.
- Produced and maintained accurate information in 52 state and locality profiles used in briefing packets for the CDC Director and other executive leadership. Researched information about each state, their elected officials, public health infrastructure, and other data points.
- Served as the project lead for CDC's education on CoPPH (Communities of Practice for Public Health). Led development of a Spanish language version of the training and materials. Developed the CoPPH Online Training Course for CDC staff, which reduced teaching commitments for subject matter experts.
- Served as lead technical monitor for three complex 5-year cooperative agreements with awards totaling more than \$4.1M. Provided technical assistance and program guidance to two independent non-profit organizations. Established a shared vision, set deliverable expectations, and course-corrected work to fulfill our mission and the intent of the award. Reviewed and advised on partner-developed products such as tools and resources.
- Developed and executed a process improvement cycle at the peak of the CDC 2014 Ebola Response, using simplified quality improvement concepts (such as affinity diagrams, value stream mapping, and Ishikawa/fishbone diagrams) to guide the work. Briefed United States Agency for International Development staff on how they could adapt our principles for future emergency responses.
- Led evaluation efforts for team programs. Created data collection instruments and evaluation reports.

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EDUCATION

Bachelor of Science in Neurobiology

University of Texas at Austin, Austin, TX

Bachelor of Arts in Spanish Literature, Minor in Biology

University of Texas at Austin, Austin, TX

SELECTED TRAININGS AND CERTIFICATIONS

- 2021: ServSafe Manager certified
- 2013, 2014: American Evaluation Association Summer Institute
- 2006: Advanced Toastmaster Bronze (ATM-B); previously earned Competent Toastmaster (CTM)

SELECTED MEMBERSHIPS

- 2019-Present: Coalition Builder (Board Member), Non-Profit Anti-Racism Coalition (NPARC)
- 2014–2015: Editor in Chief, Public Health Associate Program (PHAP) Alumni Association
- 2012–2013: President, PHAP Alumni Association

COMPUTER AND SOFTWARE SKILLS

Microsoft Office suite, SurveyMonkey, SmartSheet, Adobe InDesign and Illustrator, Affinity Publisher.

SELECTED PRESENTATIONS

“Hunger and Homelessness at the University of Washington.” Panelist for a discussion about food insecurity and stigma on college campuses. Shared with students my own lived experience, current perspectives on solutions to hunger and social inequities, and how to contribute to more positive outcomes.
Seattle, WA, November 2019.

“Where We Intersect: Exploring Anti-Racism through a Food Justice Lens.” Led a discussion on food insecurity, remedies, and social justice at Food Lifeline’s Hunger Solution Center. Challenged participants to consider practices at their own organizations that may contribute to a culture of white supremacy.
Seattle, WA, August 2019.

“A Conversation on Anti-Racist Hiring.” Panelist for a discussion about anti-racism and hiring practices in the workplace. Shared with participants my approach to considering racist or non-racist hiring practices, and how to embed anti-racism into the traditional non-profit hiring process. Provided sample questions and actions that employees can take no matter where they are in the institutional hierarchy.
Seattle, WA, February 2019.

“Comunidades de Práctica para la Salud Pública.” Lead presenter (in Spanish and English) for a Communities of Practice for Public Health training and four-day workshop held for twenty-five participants at the Instituto Nacional de Salud in Colombia.
Bogotá, Colombia, October–November 2012.