



# Zayd Kirk

## Health Program Manager II, Equity and Cultural Care Officer

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### STRENGTHS

- 🏆 **Equity Strategy**  
Turned equity goals into budget, contract, policy, and performance decisions. A difficult allocation review became a clearer path for accountability.
- 👥 **Community Partnership**  
Invited impacted populations into program design and service review. Their feedback often surfaced issues routine reports missed.
- 💬 **Executive Advising**  
Prepared direct briefings on civil rights, risk, and disparity findings. Leaders gained a clearer basis for timely decisions.
- ♥️ **Performance Insight**  
Joined quantitative measures with surveys and lived experience information. That combination made course correction more grounded and useful.
- 👥 **Staff Leadership**  
Led analysts, staff, and consultants through demanding program work. Colleagues became go to resources for tough reporting questions.
- ♥️ **Cultural Care**  
Connected cultural competency, belonging, disability inclusion, and retention work. Small listening sessions opened practical changes in daily service.

### SKILLS

Health program management

Homelessness services

Equity strategy   Anti racism

Diversity and inclusion

Community engagement

Governance

### SUMMARY

Health program and equity leader with 9 years of progressive experience across **public health**, homelessness response, community engagement, governance, and performance improvement. Directs medium sized programs that connect equity strategy with budgeting, **performance based contracting**, policy, workforce engagement, and measurable service outcomes. Advises executives and governing bodies on civil rights compliance, disparate impact, institutional risk, resource allocation, and equity gaps. Builds performance frameworks that combine operational metrics, lived experience information, surveys, targeted data collection, and community feedback. Leads analysts, program staff, and consultants while strengthening cultural competency, belonging, disability inclusion, staff retention, and accountability. Recent **field based homelessness services** experience includes public reporting, policy development, regulatory compliance, fiscal tracking, and community partnerships. Holds graduate public health training and a valid **California Class C Driver License**.

### EXPERIENCE

#### Senior Health Program Manager, Equity and Community Systems

CivicBridge Homelessness Response Collaborative

📅 March 2023 - Present 📍 Sacramento, CA

Directs a medium sized homelessness and health access program spanning outreach, equity strategy, budgeting, contracting, governance, staff direction, performance review, and community engagement. Advises senior leaders and community partners on resource decisions, policy risks, and service gaps.

- Connected **homelessness** outreach, budgeting, and contracting decisions through documented **equity** controls and governance reviews.
- Built disparity dashboards from surveys and lived experience feedback, guiding course corrections across service pathways.
- Advised executives on **civil rights compliance**, disparate impact, **institutional risk**, and resource allocation priorities.
- Led staff and consultants through **cultural competency**, **anti racism**, belonging, and disability inclusion initiatives.
- Prepared public reports and executive briefings that turned performance findings into practical program decisions.

#### Health Program Manager

Westhaven Public Health Partnership 📅 June 2020 - February 2023 📍 Oakland, CA

Managed a vulnerable population public health program covering policy, analytics, contracts, workforce engagement, disparity review, performance reporting, and partner coordination. Translated community input and operational evidence into program improvements, oversight materials, and accountable resource decisions.

- Directed policy and **analytics** reviews that identified service disparities across vulnerable population programs and partner networks.
- Linked performance based contracts with outcome measures, **fiscal tracking**, and documented corrective action plans.
- Coordinated **workforce engagement** sessions that connected cultural competency learning with **retention** and service quality goals.
- Prepared governance briefings on compliance findings, operational risks, policy impacts, and recommended mitigation actions.
- Partnered with **public agencies** and **community organizations** to refine program design through direct participant feedback.

Performance measurement

Civil rights compliance

Disparate impact

Risk management   Budgeting

Performance based contracting

Staff supervision

Strategic planning

## LANGUAGES

English                      Native

Spanish                      Intermediate

## MY CAREER



● Senior Health Program Manager, Equity and Community Systems at CivicBridge Homelessness Response Collaborative (3.5 Years)

● Health Program Manager at Westhaven Public Health Partnership (2.7 Years)

● Senior Health Program Analyst at North Valley Health Access Network (1.8 Years)

● Health Program Analyst at Redwood County Wellness Alliance (9 Months)

## Senior Health Program Analyst

North Valley Health Access Network 📅 July 2018 - May 2020 📍 San Jose, CA

Oversaw a system wide community health portfolio with **analyst supervision**, outcomes monitoring, fiscal review, provider reporting, policy analysis, and **consultative services** for management. Strengthened reporting discipline and converted scattered information into clear oversight decisions.

- Supervised analysts producing outcome reports, provider reviews, fiscal **monitoring**, and policy impact assessments.
- Created reporting routines that combined service **data**, partner input, and exception tracking for leadership review.
- Reviewed provider **performance** against contracts, identifying resource gaps and practical **mitigation** steps.
- Briefed management on emerging disparities, compliance concerns, operational trends, and recommended follow up.
- Coordinated cross functional analysts and providers during time sensitive reporting and performance improvement work.

## Health Program Analyst

Redwood County Wellness Alliance 📅 September 2017 - June 2018 📍 Fresno, CA

Analyzed a large **public health** program segment using outreach, referral, service completion, compliance, and partner data. Supported program managers with performance summaries, issue resolution, stakeholder coordination, and evidence based process improvements.

- Analyzed outreach and referral data to locate service completion gaps across community partner workflows.
- Tracked **compliance** exceptions and recurring needs, helping managers prioritize focused follow up with providers.
- Prepared concise performance reports that connected partner activity with access outcomes and program priorities.
- Coordinated data requests among outreach teams, **public agencies**, and **community organizations** during review cycles.
- Updated procedures after examining outcome trends, participant feedback, and unresolved operational issues.

## PROJECTS

### Homelessness Equity Performance Framework 📅 2024

A recurring reporting problem became a useful opening. Built a practical framework joining disparity measures, lived experience information, surveys, partner data, and public reporting for clearer course correction.

### Community Health Resource Allocation Review 📅 2022

Resource decisions carried different effects across communities. Reviewed budgeting, contracting, performance measures, and policy impacts to support fairer allocation discussions with program leaders.

### Workforce Belonging and Cultural Care Initiative 📅 2021

Staff feedback pointed to gaps that routine metrics missed. Coordinated learning, recognition, cultural competency, disability inclusion, and retention actions across public health teams.

## LEADERSHIP & AWARDS

- Recognized by program leadership for clear executive reporting on equity gaps, compliance risks, and service outcomes.
- Selected to guide cross agency discussions connecting community feedback with public health program decisions.
- Received team recognition for translating complex performance findings into practical corrective actions.

## EDUCATION

Master of Public Health

California State University, Sacramento 🎓 GPA: 4.0 📅 2017 📍 Sacramento, CA

**Coursework:** Health Policy, Epidemiology, Program Evaluation, Community Health

### Bachelor of Science in Public Health

California State University, Fresno 🎓 GPA: 4.0 📅 2015 📍 Fresno, CA

**Coursework:** Public Health Administration, Biostatistics, Health Promotion, Environmental Health

## CERTIFICATIONS

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- Certified in Public Health 📅 2018
- California Class C Driver License 📅 2026

## TECHNICAL SKILLS

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- **Program Management:** Health program management, homelessness services, public health operations
- **Equity and Inclusion:** Equity strategy, anti racism, diversity and inclusion
- **Community Engagement:** Community engagement, lived experience, public communication
- **Governance:** Strategic planning, executive advising, governing bodies
- **Performance Measurement:** Performance measurement, dashboards, public reporting
- **Data and Evaluation:** Disparity assessment, surveys, targeted data collection
- **Compliance:** Civil rights compliance, regulatory compliance, policy review
- **Risk Oversight:** Risk management, institutional risk, mitigation planning
- **Financial Management:** Budgeting, fiscal tracking, funding allocation
- **Contract Management:** Performance based contracting, provider reporting, contract oversight
- **Workforce Programs:** Staff supervision, cultural competency, disability inclusion
- **Public Health Practice:** Health program analysis, community health, homelessness response

## PROFESSIONAL AFFILIATIONS

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- Member, public health professional networks focused on health equity, community partnership, and program evaluation.
- Community partner participant, Sacramento homelessness response and public health coordination forums.

## ADDITIONAL INFORMATION

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**Work Status** : Authorized to work in United States. No sponsorship required.

## REFERENCES

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AVAILABLE ON REQUEST