

Strategic Planning to Achieve Health Equity

A health department strategic plan defines and determines the health department's roles, priorities, and direction over three to five years. A strategic plan sets forth what the department plans to achieve as an organization, how it will achieve it, and how it will know if it has achieved it. The strategic plan provides a guide for making decisions and allocating resources to pursue its strategies and priorities, (PHAB 1.5).

VISION

Our future Tribal community will be actively engaged in **eliminating health inequities** and promoting healthy living through participation in prevention activities, including traditional practices, managing chronic conditions, and expanding services to reach **"at promise" populations**.

VISION Futuristic view regarding the ideal state of conditions that the organization aspires to change or create

Ask Yourself

Does your vision statement contain language that is all-inclusive and/or envisions an equitable future, either stated or implied?

MISSION

Our mission is to be a leader in Tribal Health and Human Services by using traditional, evidence based, and innovative strategies that contribute to building a strong, healthy community **free of health inequities and disparities**.

MISSION The organization's purpose; what the organization does and why

Ask Yourself

Does your mission statement include health equity language?



VALUES Principles, beliefs and underlying assumptions that guide the organization

Ask Yourself

Is "equity" or "health equity" one of your values?

PRIORITIES Reflect the issues that will focus the work of the health department

Ask Yourself

Is there at least one priority that focuses on achieving or improving health equity?

OBJECTIVES Short to intermediate outcome statements that are clear, measurable and specifically tied to the goal

Ask Yourself

Are your objectives **SMARTER**?

STRATEGIES Details of activities that will support progress toward the objective

Ask Yourself



Are the strategies inclusive of the population that is expected to change, per the objective?

PRIORITY

Pursuing more traditional **and upstream** practices with staff and the community **that work towards the elimination of health disparities and promote equity**.

OBJECTIVE

By February 1, 2017, implement a biannual collection of staff and patient surveys relating to knowledge of traditional **and upstream** practices, **and their increased capacity to reduce health disparities**.

STRATEGY

Educate staff about traditional practices **and cultural sensitivity, including but not limited to: ageism, classism, sexism, racism, and ableism** to promote use in health department treatment practices and education programs.

VALUES

Honesty: Always be honest with word and action.
Respect: All of creation should be treated with respect.
Wisdom: Wisdom is given by the Creator to be used for the good of the people.
Truth: Speak the truth; do not deceive yourself or others.
Equity: Value all equally and ensure everyone have what they need to enjoy full, healthy lives.

SMARTER OBJECTIVES

S Specific
M Measureable
A Achievable
R Realistic
T Time-phased
E Equitable

Will reaching your objective improve health equity or is there a possibility that the objective may contribute to health inequity? Will the objectives result in positive change(s) in or for the population that is most in need?