

Goals:

- 1. PHMDC will be a highly effective organization that operates with health and racial equity as a guiding principle.**
- 2. Health outcomes in Dane County will not be determined by race, class, gender, income or other group status.**

Strategy: Build health and racial equity into agency operations.

Objectives

Create measurable health and racial equity goals and outcomes that align with the strategic plan

Assess, evaluate, and continually report on organizational progress toward equity goals

Develop internal competency in health and racial equity knowledge and skills

Develop a systematic process for recruitment, hiring, promotion, and retention through an equity framework

Build and sustain relationships that advance racial equity initiatives

Tactics:

- Create PHMDC Health & Racial Equity (HRE) Team
- Work with programs to set goals

Tactics:

- Conduct baseline assessment of core areas including: workforce development, community partnerships, skills and competencies
- Establish plan for ongoing assessment
- Align with Strategic Plan, QI and other processes

Tactics:

- Develop health & racial equity professional development series
- Establish content from baseline assessment

Tactics:

- TBD

Tactics:

- Support County's and City's RESJ initiatives in coordination with County and City leadership.
- Create systematic process to ensure that PHMDC decision making incorporates meaningful input from impacted

Measure/Outcome: Fully representative team; Goals established in each program

Measure/Outcome: Baseline assessment completed and communicated throughout PHMDC

Measure/Outcome: 6-month curriculum; HRE Team trained; Increased and wider attendance; 2-year PD plan developed

Measure/Outcome: TBD

Measure/Outcome: Create White Paper with PPE to inform community engagement practices