

Insert your Health Department's name and logo

insert VISION statement

insert MISSION statement

insert VALUES

Insert Strategic Priority 1

Objective 1.1

*Objectives should be **SMARTER**:
Specific, Measureable, Achievable,
Realistic, Time-Sensitive, and
EQUITABLE*

Objective 1.2

Objective 1.3

Insert strategies to meet objectives

Metrics: *Insert what indicators will be used to measure progress.*

Strategic Priority 2

Objective 2.1

Objective 2.2

Objective 2.3

Insert strategies to meet objectives

Metrics

Strategic Priority 3

Objective 3.1

Objective 3.2

Objective 3.3

Insert strategies to meet objectives

Metrics:

Strategic Priority 4

Objective 4.1

Objective 4.2

Objective 4.3

Insert strategies to meet objectives

Metrics:

CHECKLIST FOR STRATEGIC PLANNING FOR HEALTH EQUITY FRAMEWORK

The purpose of this template is to provide a one-page view of your strategic plan. While the information you input into this framework will come from your strategic planning process and/or strategic plan document, this framework can help you and others conceptualize incorporating health equity concepts into a strategic plan. The checklist below serves as a guide to incorporating health equity concepts into your strategic plan.

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

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

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

- ✓ Does your mission statement include health equity language (e.g.reduce health disparities..., ...achieve health equity...serve those most in need)?

VALUES Principles, beliefs and underlying assumptions that guide the organization

- ✓ Is "equity" or "health equity" one of your value statements?

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

- ✓ Is there at least one priority that focuses on achieving or improving health equity in your population?
- ✓ Or, are the priorities relevant to health equity issues?

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

- ✓ Objectives should be **SMART E**

S Specific – specify what change is to be achieved by whom

M Measureable – specify change by how much; ensure that data will be available to measure progress

A Achievable – objectives that are feasible for this agency within the time frame

R Realistic – objectives should align with strategic priorities, mission, vision and values

T Time-phased – specify a time frame when the objective will be met or measured

E Equitable – Ask if reaching your objective will 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?

STRATEGIES Details of activities that will support progress toward the objective

- ✓ Are the activities inclusive of the population that is expected to change, per the objective?
- ✓ Are more resources being directed to the areas of highest need?