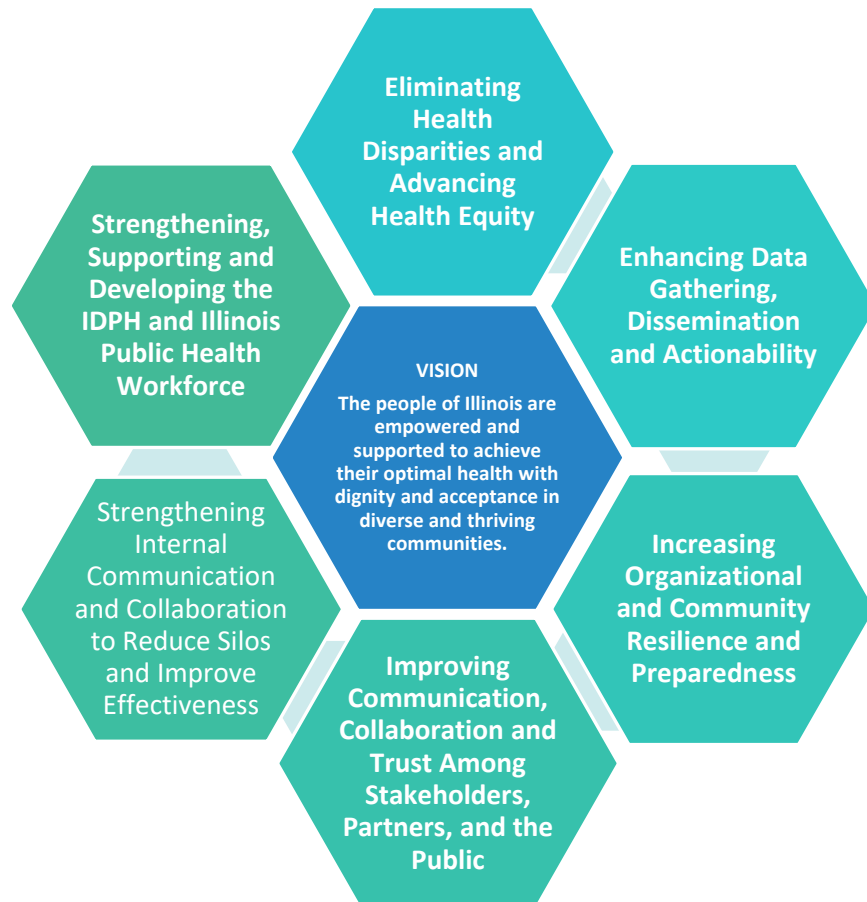


**IDPH Strategic Planning Meeting 5
October 29, 2020
10:30 AM – 12:00 PM**

Strategic Issues Report

On October 29th, the IDPH Strategic Planning Committee proposed the following 6 strategic priorities for the Department strategic plan based on an analysis of IDPH strengths, weaknesses, opportunities and threats (SWOT). The SWOT was informed by data gathered from IDPH including various performance reports, financial data, staff/BOH survey, local health department survey and partner focus groups.

The updated and approved mission for IDPH is: *The Illinois Department of Public Health is an advocate for and partner with the people of Illinois to renew and strengthen health policy and promote health equity, prevent and protect against disease and injury, and prepare for health emergencies.*



Activity 1: Revise or wordsmith the question and strategic priority name.

The SPC worked on defining the IDPH strategic issues including developing a the issue into the format of a question to help drive the work of developing goals and objectives for each issue.

- *Eliminating Health Disparities and Advancing Health Equity*
 - How can IDPH dismantle systemic inequalities and advance health equity?
- *Enhancing Data Gathering, Dissemination and Actionability*
 - How can IDPH generate, and broadly and proactively share, high-quality data that is understood by users, easily accessible, meaningful, actionable, and supports efforts to advance health equity in all communities?
- *Strengthening Internal Communication and Collaboration to Reduce Silos and Improve Effectiveness*
 - How can IDPH improve internal communication and collaboration in order to be a more cohesive, efficient, and effective organization?
- *Increasing Organizational and Community Resilience and Preparedness*
 - How can we ensure we are well prepared for future public health emergencies and continue to mitigate the current threat(s)?
- *Improving Communication, Collaboration and Trust Among Stakeholders, Partners, and the Public*
 - In a timely and effective manner, how do we ensure the public health information is shared with the public through trusted sources and partners?
- *Strengthening, Supporting and Developing the IDPH and Illinois Public Health Workforce*
 - How can IDPH support the future and current public health workforce in Illinois?

Activity 2-3: Develop Goals and Objectives

The SPC worked in breakout sessions to begin drafting goals and objectives for each strategic issue and will refine these at the November 5th meeting.

Eliminating Health Disparities and Advancing Health Equity

Goal 1: IDPH’s culture will be one that celebrates diversity, reflects our health equity mission, and ensures that all staff are welcomed, respected and valued for their contributions and ideas.		Goal 2: All IDPH programs will be delivered with health equity priority and lens (add something about dismantling)	
Objective 1: <i>By June 30 2022, all staff will be held accountable to strengthen their capacity for understanding and acting on diversity, inclusion, racism and implicit bias through a minimum of three professional</i>	Objective 2: <i>By June 30, 2023 IDPH will implement systematic initiatives to build its culture of diversity, equity and inclusion</i>	Objective 1: <i>By December, 2021, 100% of IDPH Offices will have reviewed their programs and identified opportunities to strengthen health equity components and requirements.</i>	Objective 2: <i>By December, 2022, 75% of all grants, vendor contracts and program partnerships will incorporate a health equity requirements or component.</i>

<i>development activities each year.</i>			
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Enhancing Data Gathering, Dissemination and Actionability

Goal 1: Data is to be used to evaluate program impact, determine appropriate public health interventions, monitor progress, determine populations to target for an intervention, determine barriers to health, influence public policy, and comply with federal data requirements.	Goal 2: Data is provided to multilevel stakeholders that is relevant and addresses their needs.	
<i>Objective 1: Data from grantees. How our funding is making an impact. Data collected and reported by race, ethnicity, SDOH of individuals impacted by IDPH funding.</i>	<i>Objective 1: Data hub (online) - health indicators and SDOH data. Race, ethnicity, county level. Build it out with input from different outside stakeholders</i>	<i>Objective 2: Central data requests</i>

Strengthening Internal Communication and Collaboration to Reduce Silos and Improve Effectiveness

Goal 1: All IDPH staff members understand the work of each department and how they interconnect.			Goal 2: IDPH leadership ensures that all levels of the agency are informed of department key initiatives and directives.
<i>Objective 1: New IDPH staff members must complete agency orientation training that includes information about the organization structure within a month of onboarding.</i>	<i>Objective 2: Current IDPH staff members must complete refresher course on organization structure once a year in conjunction with their annual evaluation/review.</i>	<i>Objective 3: IDPH HR Department will semi-annually update and provide organization trainings to new and current IDPH staff members and develop and implement a process for ensuring the completion of these trainings.</i>	<i>Objective 1: Develop new corridors that support bi-directional communication. (need measure)</i>

Increasing Organizational and Community Resilience and Preparedness

<p>Goal 1: Increase IDPH’s internal capacity to respond and lead emergency preparedness and response immediately and effectively while maintaining continuity of operations.</p>		<p>Goal 2: Increasing effective cross-sector collaboration to respond and lead emergency preparedness and response immediately and effectively while maintaining continuity of operations.</p>	
<p>Objective 1: <i>Develop the Emergency Preparedness and Response Structure necessary to achieve the goal.</i></p> <ul style="list-style-type: none"> a. <i>Evaluate IDPH’s response to the current pandemic and develop an improvement plan.</i> b. <i>Compile best practices for structure.</i> c. <i>Develop an IDPH playbook and contingency plans.</i> d. <i>Define and prioritize likely public health emergencies and threats.</i> e. <i>Define resources, materials, partners, funds, govt resources etc.</i> 	<p>Objective 2: <i>Develop internal cross-office rapid response teams leveraging IDPH’s 1000+ ppl with clear roles and responsibilities related to preparedness and response and continuity of ops.</i></p> <ul style="list-style-type: none"> a. <i>Integrate into existing position descriptions.</i> 	<p>Objective 1: <i>Develop a robust cross-sectoral preparedness and response team with other external partners (DOC, police, Dept of Veteran Affairs, etc.)</i></p>	<p>Objective 2: <i>Assess capacity and Identify funding and a mechanism for standing up the response effort and training teams.</i></p>

Improving Communication, Collaboration and Trust Among Stakeholders, Partners, and the Public

<p>Goal 1: Offer effective communications through increased social media to explain to people information that is helpful for them (offered for diverse audiences).</p>
<p>Objective 1: <i>Invite communications and community engagement staff into cultural and racial equity workgroups in order to glean insight into the development of communication for all people.</i></p>

Strengthening, Supporting and Developing the IDPH and Illinois Public Health Workforce

Goal 1: Provide opportunities for students to work alongside public health and be supported as they study public health.			Goal 2: A culture of public health workforce preparation, continuous learning, and advancement.			
Objective 1: <i>Formalize agreements with universities in Illinois for public health internships or fellowships.</i>	Objective 2: <i>Identify funding opportunities to provide stipends for interns.</i>	Objective 3: <i>Schedule roundtables or tours.</i>	Objective 1: <i>Require training for supervisors in management and coaching.</i>	Objective 2: <i>Pilot an IDPH mentorship program – both internal and external.</i>	Objective 3: <i>Pilot a continuous training program through individual learning plans.</i>	Objective 4: <i>Create a transition planning template or process to be standardized by Office.</i> <i>a. Develop SOPs</i> <i>b. Time hiring for retirements</i>