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# Weaving Health Equity into Local and Tribal Health Departments (LTHDs) Strategic Planning:

## A Resource Guide

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### About this

Strategic planning in local and tribal health departments (LTHDs) requires a thorough evaluation of the organization's performance and provides insight into current and projected operations. According to the Human Impact Partners (HIP) Project, we must systematically address power imbalances, racism, and other forms of oppression to advance health equity in LTHDs. In addition, the HIP Project suggests that we transform how LTHDs work internally, with communities, and alongside other government agencies by applying the strategic practices to their work. See the section below for a list of resources to get you started.

<https://healthequityguide.org/strategic-practices/>



### Tools and resources

▶ The HIP Project emphasizes that there are no step-by-step instructions to advance health equity. However, LTHDs can strategically combine these practices through an intentional and adaptive process to achieve their goals.

<https://healthequityguide.org/strategic-practices/>

▶ The National Association of County and City Health Officials (NACCHO) produced a resource for strategic planning that focuses on continuous and ongoing efforts to achieve measurable improvements in the efficiency, effectiveness, performance, accountability, outcomes, and other indicators of quality in services or processes, which helps to achieve equity and improve the health of the community.

<https://www.naccho.org/uploads/downloadable-resources/Programs/Public-Health-Infrastructure/StrategicPlanningGuideFinal.pdf>

▶ The Institute for Healthcare Improvements (IHI) offers three strategies for making health equity a strategic priority. IHI requires users to create a free account to access this resource.

<https://www.ihl.org/resources/Pages/Publications/Making-Health-Equity-a-Strategic-Priority.aspx>

### Best practice: Align with the SHIP!

The Wisconsin Department of Health Services, Division of Public Health produces a State Health Improvement Plan (SHIP) for the people of Wisconsin at least every ten years. The vision is for all people and communities in Wisconsin to have the opportunities and supports they need to reach their full potential. The plan launched in 2022 outlines priority areas for achieving health equity, including social and community conditions; physical, mental, and systemic safety; person-and community-centered health care; and social connectedness and belonging. Aligning strategic planning with the SHIP framework will assist LTHDs in moving towards health equity.

<https://www.dhs.wisconsin.gov/statehealthplan/index.htm>

**Scan for more trainings and resources on health equity!**

