



*“Promoting the equal enjoyment of the highest attainable standard of health” is part of the Connecticut Department of Public Health’s mission. Health equity – the attainment of the highest level of health for all people – is now a top priority of DPH.*

The DPH Office of Health Equity Strategic Plan is a three-year blueprint for integrating the principles of health equity into the everyday practices, policies, and services of the agency. Our health equity planning efforts first began in 2012 as one part of the DPH Strategic Plan. “Championing a Culture of Health Equity” is one of six DPH strategic priorities for 2013 – 2018.

“Healthy Connecticut 2020,” our State Health Improvement Plan (SHIP), also includes health equity as an overarching theme of the entire plan. A total of 39 SHIP objectives address health equity issues. We work with diverse partners throughout Connecticut to achieve the SHIP’s goals and objectives. These strong community partnerships are essential to our successful statewide efforts.

## STRATEGIC GOALS AND OBJECTIVES

**Goal 1: Develop a common language that all DPH employees and partners can use to communicate about health equity and apply an equity lens in their daily work.**

Objective 1.1 Develop an institutional DPH-wide glossary.

Objective 1.2 Develop a strategy to communicate the culture of health equity at DPH.

**Goal 2: Use data effectively to plan, monitor, and measure the equity impact of DPH policies and programs, with a specific focus on the social determinants of health.**

Objective 2.1 Develop best practices in measuring the equity impact of DPH policies and programs.

Objective 2.2 Institute an agency-wide guidance document on measuring the equity impact of DPH policies and programs.

Objective 2.3 Update and implement training on DPH’s data collection policy.

**Goal 3: Continue implementing the National Standards for Culturally and Linguistically Appropriate Services in Health and Health Care (CLAS Standards) to increase awareness and support for health equity.**

Objective 3.1    Develop a strategy with talking points about the connection between the CLAS Standards and health equity.

Objective 3.2    Develop a language access policy.

Objective 3.3    Develop a language access plan.

**Goal 4: Engage in ongoing health equity training and education to build knowledge and skills among DPH staff and local partners.**

Objective 4.1    Work with the DPH Workforce Development Committee and Human Resources to develop an orientation module for new staff.

Objective 4.2    Train all DPH staff on the Health Equity Toolkit and develop a plan for continuous learning.

Objective 4.3    Tailor and promote the CLAS Standards and Health Equity Toolkits among relevant partners.

**Goal 5: Goal 5: Develop and maintain internal and external partnerships to build individual and organizational capacity to engage in equity-focused work.**

Objective 5.1    Create internal DPH recognition awards for staff members who exemplify and champion the culture of health equity.

Objective 5.2    Create DPH awards/designations related to health equity for external partners (e.g., Connecticut Health Equity Champion designation).