BUILD A CULTURE OF POPULATION HEALTH

The following activities and subsequent resources provide a plan of action to consider when embarking on population health initiatives. Pick and choose which will accelerate your path to population health improvement.

LEADERSHIP

Create a vision that includes population health. Include staff and community members in the planning session.

Create a strategic plan for the health department that aligns with your Community Health Improvement Plan (CHIP).

STAFF ENGAGEMENT

Ensure every staff member participate on a workgroup of the health department's strategic plan.

Communicate to all staff about how the health department is working in the community through the Community Health Assessment (CHA) and the CHIP.

Incorporate population health and Social Determinants of Health concepts and learning during every staff engagement opportunity.

FORMALIZE POPULATION HEALTH

Create formal cross-cutting teams to do population health work.

PROMOTE A LEARNING CULTURE

Create a book or documentary club for staff with rotating facilitators.

MIRROR VISION INTERNALLY

Internally embrace the practices that you support externally (e.g., flu vaccinations). Do your mission, vision and values line up with your Human Resource processes, including hiring, performance management, and benefits?

STAFF RECRUITMENT

Use standard interview questions that include population health concepts.

Include Population Health and SDOH concepts or training in onboarding processes.

> **How can you help?**
> Join NACCHO's **Population Health Learning Network** and submit your own tool, talk with peers, and learn about what health departments around the country are doing.

"We're really trying to walk the talk on a lot of things we're doing in our community. I think that's helped create the culture, both internally for where we're going, and I think it also helps our staff out in the community to really be able to say, "We're not asking you to do something we're not willing to do ourselves." So I think it shows us as a leader on a lot of initiatives, too." *– Local Health Officer*

NAME	DESCRIPTION	TYPE	SOURCE
Strategic Planning	A how-to guide for undertaking the strategic planning process aligned with PHAB's strategic planning requirements, this guide offers step-by-step instructions, important considerations, and modifiable tools and templates for use in any type of LHD	Guide and modifiable templates	NACCHO
CHA and CHIP Examples	As part of the MAPP network, health departments share their examples of CHAs and CHIPs.	Templates	NACCHO
BARHII Framework	A conceptual framework that illustrates the connection between social inequalities and health and focuses attention on measures which have not characteristically been within the scope of public health department epidemiology.	Conceptual framework, webinars, reports	Bay Area Regional Health Inequities Initiative
Visioning	Phase II of the MAPP process guides the community through a collaborative, creative process that leads to a shared community vision and common values.	Trainings and tools	NACCHO
PBS documentaries	Topical documentaries on health issues.	Documentaries	Public broadcasting
Unnatural Causes	An acclaimed documentary series broadcast by PBS used by organizations around the country to tackle the root causes of our alarming socio-economic and racial inequities in health.	Video series with discussion guide	NACCHO and California Newsreel

NAME	DESCRIPTION	TYPE	SOURCE
Health Affairs	Current health articles for a journal club.	Health Magazine	Health Affairs
5% and Falling	Podcast from NYU College of Global Public Health.	Podcast	NYU
Free Associations	A journal club podcast from BUSPH. A journal club discussion podcast.	Podcast	Boston University School of Public Health's Population Health Exchange (PHX)