

Trailhead Institute 2020-2023 Strategic Plan

Throughout 2019, Trailhead staff and board recognized the need to more explicitly explore race equity and the personal and professional growth needed to effectively engage and act against oppressive systems. This exploration led to a race equity training with the board by the [Center for Health Progress](#) and with the staff by [The Gemini Group](#). These trainings established a baseline understanding of the historical roots of racism and how to actively work to challenge the levels of inequity that persist in the field of public health. Trailhead staff also completed its first annual Organizational Health Index (OHI), designed and led by [nRhythm](#), to measure the equity and health of the organization's operating design, ecosystem, and receptivity to change. Since the completion of the assessment, a collaborative team of Trailhead board and staff dove into the next strategic plan, considering the structures and systems needed to ensure that Trailhead becomes a regenerative organization according to nRhythm which "actively reverses historic societal inequities and regenerates people and communities."

Strategic Goal 1

Create a common value for preventing what makes people sick and promoting what makes people well.

Define, engage and communicate the value of prevention.

Bring together diverse perspectives to define shared value. Synthesize existing research. Engage talking circles around the state. Highlight the inextricable link between public and environmental health.

Strategic Goal 2

Build long-term investment solutions and strategies for public health.

Secure more sustainable and diversified funding for public health.

Create a strong and compelling case for public health funding.

Coordinate the collective resources of various investors – foundations, individuals, communities, etc. – to support sustainable public health.

Strategic Goal 3

Engage and activate diverse partners in public health solutions.

Convene diverse partners to define, understand and address complex problems in public health.

Work with diverse partners on public health priorities; provide collective leverage to inform, redefine priorities as needed.

What is reinforced with this strategic plan?

When starting our strategic planning process we determined there would be a few key aspects of the organization that would remain stable, including the mission, vision and drivers as well as our commitment to reverse historic racism and societal inequities through being a Regenerative Organization

Our Drivers

Capacity: We believe community leaders are best suited to identify and address their needs. We manage, build and grow resources needed to achieve community based goals because we believe that it is essential to offer a space for community members to address community challenges, and improve the places where they live, work and play.

Collaboration: We believe that collaboration is the only way to address the public health problems we face because no one partner or industry can solve them alone.

Justice: We believe that for communities to thrive, there must be a recognition of the inequities that they face, and an awareness of our role in contributing to these racist and systemic barriers. With this awareness, we believe that we must support equitable practices to ensure communities are at the forefront of decision-making and resource distribution.

Our commitment to reverse historic racism and societal inequities through being a Regenerative Organization

A Regenerative Organization is a thriving, resilient, holistic ecosystem where abundance, equity and transformational systems change are recurring outcomes of an organization's underlying health. Through the [nRhythm Regenerative Framework](#) Trailhead is developing a process that is a flexible and allows team members and partners the opportunity to co-design operational structures, strategies, and work plans that are relevant to the shared purpose and outcomes. The framework becomes a guide for holistic decision-making, enabling organizational health without compromising the health of individuals.

Our Mission

Trailhead Institute advances innovation and collaboration in public and environmental health

Our Vision

Everyone has the opportunity to be healthy and live in a healthy environment

