

Progress will be made towards **OUR VISION** if our north stars goals are met

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

OUR NORTH STAR GOALS will be met if we achieve our desired impact

- ★ There is a critical mass of support across the field of public health for community-driven solutions.
- ★ Communities and organizations who work in direct service to communities have the sustained resources, autonomy, and capacity to lead programs that effectively address community needs.

If we do our work well, **OUR IMPACT** will be to achieve these conditions

Institutional partners **allocate resources more effectively** as they better understand community-driven solutions. This directly reduces operational and funding barriers for community partners.

A stronger public health system **promotes continuous learning and improvement** in how resources and support are provided, thus reinforcing the cycle.



Reduced barriers allow community partners to focus on **collaboration, sharing resources, and mutual support**, instead of struggling with funding and operational issues.

By filling resource and programmatic gaps, community partners ensure that their work is sustaining community need, enhancing the **overall robustness, inclusivity, and adaptability** of the public health system.

Through collaboration, a constellation of partners can **identify and address programmatic gaps**, leveraging shared resources and collective problem-solving.

To fulfill our role, we focus on the following **STRATEGIES & ACTIVITIES**

We make administrative systems accessible and effective for our partners.

- We develop administrative systems that reduce barriers and increase access to time, energy, and funding for our partners.
- We offer direct operational support through financial and grant management, contracting, and human resources to help our partners grow.
- We develop and implement solutions to **complex compliance systems** with our partners.

We build relationships across the field of public health.

- We bridge large institutions such as academia, government, with philanthropy and organizations representing and serving directly impacted communities.
- We convene a constellation of organizations and community voice around public health needs, initiatives, and program implementation.
- We leverage our historical knowledge and trusted relationships to **share practical, equity-focused insights** with our partners.
- We learn and practice with our community-based partners to **create more balanced power** in our relationships with governmental, academic, and philanthropic systems.

We strengthen and protect the public health system.

- We assess, report on, and actively disseminate our learnings and best practices on public health issues from individual, interpersonal, community, organizational and systems-level perspectives for others in the field of public health to build from.
- We offer **leadership, expertise, and strategic support** to our partners to develop community-driven, equity-focused programs and inform public health policy.
- We develop programs for public health issues in Colorado that lack sufficient attention, resources, and coordination, and that we are uniquely suited to address.

OUR ROLE within the public health system is to:

Serve as a strategic partner for building coordinated, community-informed solutions to public health needs through our knowledge and relationships across the public health system.

In order to live out our values, **OUR APPROACH** encompasses the following drivers

Capacity

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.

Justice

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.

Collaboration

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

OUR VALUES lay the foundation for all that we do

Collaboration

We value the practice of listening and evolving together to support each other in achieving shared outcomes that lead to healthier communities. Through partnerships and teamwork, we honor individual strengths and collective wisdom to make meaningful change guided by many voices. We center those who have been historically excluded from partnerships and conversations in public health.

Curiosity

We value the ongoing practice of asking questions and listening with open minds and hearts. We take a genuine interest in the why, in root causes, and in understanding the experiences of others. We maintain a beginner's mind and we commit to lifelong learning and unlearning.

Inclusion

We commit to the intentional act of creating a workplace where people feel welcome to come as they are. We recognize that we are interdependent and all play a role in supporting each other's value, dignity, and uniqueness. We create a thriving workplace made stronger by varying perspectives and thoughtful decision-making.

Innovation

We value fresh ideas that can impact healthy communities. We examine multiple perspectives and test new solutions and recommendations. We are open to new methods, approaches, and initiatives when taking mission-relevant risks. We elevate the optimism of trying new things and thinking creatively.

Reflection

We commit to becoming more self-aware, recognizing our role in the groups, teams, organizations, and systems we participate in. We learn from the past, stay accountable to present impacts, and design and redesign a dynamic future based on both experience and possibility. We ask questions about our perspective, investigate our own assumptions, and continue learning and evolving.