

Core Values

MPHI Strategic Plan 2022-2025

Values In Action

MISSION: Working Together to Center Equity, Promote Health, and Advance Well-being

| CORPORATE GOALS | 1) Center anti-oppression and equity in our interactions and operations | 2) Develop a shared and culturally responsive commitment to compliance and quality assurance | 3) Strengthen our culture of prioritizing staff well-being | 4) Establish a funding portfolio that responds to the changing needs of the institute and our partners |
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| STRATEGIES (Approach you take to achieve a goal) | <ul style="list-style-type: none"> Ensure that safe space(s) exist for staff to address instances of oppression Align employee onboarding and training with institute anti-oppression efforts Equip staff to apply anti-oppression and equity concepts to our work process and relationships | <ul style="list-style-type: none"> Create opportunities for education, awareness and staff input on compliance and quality assurance using existing communication platforms Co-create and operationalize culturally responsive and consistent compliance processes | <ul style="list-style-type: none"> Increase administrative budget available to Directors to use each year Co-create a process with staff for identifying and addressing the root causes of chronic workplace stress | <ul style="list-style-type: none"> Develop targeted relationships and opportunities to grow our fixed-fee portfolio Assess the feasibility of expanding the affiliate model to other state and local public health departments Educate staff on funding models and business development skills |
| OUTCOMES (Measurable impact you have when you implement your strategy) | <ul style="list-style-type: none"> Increase the awareness by 25% each year of the available safe spaces, reaching 90% by 2025 90% of staff feel that they have a safe space to address instances of oppression At least 70% of staff who used available spaces have found it helpful in meeting their needs New employees report basic understanding of application of key anti-oppression training concepts in their position after 3 months Ensure all required anti-oppression related trainings are completed within one year of an employee's start date Increase staff confidence in applying anti-oppression and equity concepts by 10% each year | <ul style="list-style-type: none"> Increase staff understanding of key compliance and quality assurance learning objectives by 25% each year 25% increase in staff rating of cultural responsiveness and other key indicators Complete NIST/SOC readiness audit in fall of 2022 Complete the NIST/SOC audit in fall of 2023 | <ul style="list-style-type: none"> Double the business development and administrative funding by end of 2025 Establish root causes of employee chronic stress and share results with staff by 1st quarter of 2023 | <ul style="list-style-type: none"> By end of 2nd qtr. 2022 establish a system to track revenue generating project work July 2023 report on baseline via established system of revenue generating project work July 2023 establish outcomes for revenue generating project work By 2024, understand feasibility and decide on moving forward to expand the affiliate model or keeping the service exclusive to the MDHHS By 2024, all key and interested staff within centers are trained and are participating in business development activities |



Servant Leadership



Health Equity & Social Justice



Authentic Relationships



Quality & Excellence



We are all leaders and attend to the growth and well-being of each other



We seek out what is unjust and remove barriers to achieving health and well-being



We engage with integrity and transparency to build trust



We deliver service that exceeds expectations and promotes positive change

VISION: A Just World Where Tomorrow is Healthier For All