

2024
— to —
2027

MINNESOTA DEPARTMENT OF HEALTH

STRATEGIC PLAN



MISSION

Protecting, maintaining, and improving the health of all Minnesotans.

VISION

Health equity in Minnesota, where all communities are thriving and all people have what they need to be healthy.

Strategic priorities

Common threads

Equity in Everything

21st Century Governmental Public Health System

Advancing the One Minnesota Vision



GREAT WORKPLACE

Goals:

- Retain and advance a diverse and highly skilled workforce
- Promote a workplace that prioritizes employee wellbeing
- Build a strong organization performance management system



21ST CENTURY TOOLS

Goals:

- Advance health equity through community-centered and equity-driven data policies and practices
- Accelerate our ability to use social determinants of health to move from individual-level to community-level analysis
- Increase readiness to appropriately apply emerging data science and technologies within public health



SYSTEM-LEVEL IMPACT

Goals:

- Engage communities authentically to advance health and racial equity
- Increase equity in procurement and grantmaking
- Advance a more seamless, responsive, and publicly supported governmental public health system
- Increase access to and empower community-driven use of public health data
- Support achievement of One Minnesota

INTEGRITY

COLLABORATION

RESPECT

SCIENCE

ACCOUNTABILITY

Objectives and strategies

GREAT WORKPLACE

Goal: Retain and advance a diverse and highly skilled workforce

Objectives

- Increase staff retention
- Address factors that limit diversity
- Complete individual development plans

Strategies

- Continue diversity recruitment efforts
- Improve the new employee experience
- Advance internal diversity, equity, inclusion, and belonging efforts
- Build a supportive learning culture
- Increase access to development opportunities

Goal: Promote a workplace that prioritizes employee wellbeing

Objectives

- Increase staff workload manageability
- Increase staff satisfaction with MDH as a workplace

Strategies

- Cultivate a trauma-responsive workforce
- Increase the use of conflict resolution resources
- Develop strong leaders who manage people effectively

Goal: Build a strong organization performance management system

Objectives

- Establish a performance management system
- All divisions report regularly on contributions to agency performance

Strategies

- Establish a foundation
- Select performance measures
- Implement a robust monitoring process
- Continue to strengthen core operations

21ST CENTURY TOOLS

Goal: Advance health equity through community-centered and equity-driven data policies and practices

Objectives

- Increase community voices in data policy decision-making
- Build capacity to consider health equity in all data projects
- Utilize new disaggregation standards

Strategies

- Establish a new data policy advisory committee
- Adopt a data equity framework
- Implement new data collection and analysis standards

Goal: Accelerate our ability to use social determinants of health to move from individual-level to community-level analysis

Objectives

- Establish shared measures of health equity
- Tie more public health data to location
- Increase funding to place-based solutions

Strategies

- Build capacity to empower effective data use
- Implement tools for place-based analysis
- Complete an informatics capacity evaluation

Goal: Increase our readiness to appropriately apply emerging data science and technologies within public health

Objectives

- Develop a strategy
- Establish shared understanding across staff
- Build capacity to put new methods into use

Strategies

- Build a strategy to ensure MDH is a valued partner
- Engage staff and build shared understanding
- Establish and strengthen partnerships
- Advance thoughtful application

SYSTEM-LEVEL IMPACT

Goal: Engage communities authentically to advance health and racial equity

Objectives

- Increase staff commitment and capacity for authentic engagement
- Co-create more programs and resources with communities
- Align goals and strategies around authentic community engagement

Strategies

- Increase staff capacity to meaningfully engage communities
- Increase our accountability to communities
- Amplify health equity efforts and community issues

Goal: Increase access to and empower community-driven use of public health data

Objectives

- Increase publicly available data
- Increase the use of public health data

Strategies

- Create a centralized online data portal
- Increase capacity to engage communities in data projects
- Remove barriers to communities and partners using public health data

Goal: Increase equity in procurement and grantmaking

Objectives

- Increase spending with historically under-utilized businesses
- Increase grant funding to communities impacted by health disparities
- Increase collaboration and breakdown silos

Strategies

- Strengthen capacity of community-based organizations
- Make grantmaking processes more equitable
- Utilize more diverse vendors

Goal: Advance a more seamless, responsive, and publicly supported governmental public health system

Objectives

- Increase connectivity and clarify roles
- Increase capacity to implement foundational responsibilities
- Increase trust and collaboration

Strategies

- Partner across the public health system
- Honor and support Tribal public health
- Assess and address system performance
- Advance more equitable service delivery models

Goal: Support achievement of One Minnesota

Objectives

- Modernize regulatory services
- Reduce greenhouse gas emissions
- Support achievement of One Minnesota

Strategies

- Implement E-Licensing system
- Continue to advance sustainability efforts
- Collaborate with other agencies to improve Minnesotans' health