

Executive Summary

This executive summary presents an overview of the strategic direction for the County of Santa Clara Public Health Department. These five pillars support our mission and vision to protect and improve the health and well-being of our community so that all people thrive in healthy and safe communities.

■ Racial and Health Equity

- Ensure our programs address communities impacted by structural racism to eliminate the root causes of inequitable health outcomes.
- Collaborate with partners to strengthen community engagement practices.
- Enhance departmental capacity to advance racial and health equity.

■ Policy

- Develop, monitor and promote public policy that promotes racial and health equity, safeguards the environment, and protects public health.
- Provide opportunities for staff to engage with public health policy.

■ Partnerships

- Build cross-sector partnerships that improve health outcomes.
- Improve collaboration between public health and health care delivery systems to advance racial and health equity.

■ Technology and Data

- Invest in technology and improve access to quality data to better assess public health status, especially in the area of racial and health equity.
- Increase the use of public health data by staff, county partners, policy makers, and other agencies to inform public health actions.

■ Workforce Development and Staff Engagement

- Recruit and retain well-qualified candidates who reflect the diverse communities that the County serves.
- Develop a culture of recognition, learning, and engagement.
- Create multiple pathways to leadership positions.



About Us

The County of Santa Clara Public Health Department's mission is to protect and improve the health and well-being of our community. We work to prevent disease and injury, promote healthy lifestyles, create healthy environments, use data to inform decision-making, and advocate for policy and systems changes that advance racial and health equity. We care deeply about our mission and work daily across the Department and with our partners to achieve our vision for all people to thrive in healthy and safe communities.

Our vision rests largely on social determinants of health, like access to high-quality education, income, wealth, and social structures, because these in turn determine access to safe and healthy housing, neighborhoods, green spaces,

transportation, nutritious foods, affordable healthcare, and social and emotional support and inclusion.

Historical legacies, structures, and systems continue to drive inequity and exclude many groups, especially people of color, from full and equitable access to these fundamental building blocks for health. Meaningful progress will require a shift towards addressing the inequitable allocation of resources and opportunities within and across our communities. Our 2023-2026 strategic plan supports this shift by prompting us to work in new ways and with new and existing partners, while strengthening our foundational capabilities.

Vision: All people thrive in healthy and safe communities

Mission: To protect and improve the health and well-being of our community

Core Values:

Equity	Diversity and Collaboration	Accountability	Integrity	Impact
We integrate strategies into our work that address injustices and structural inequities to eliminate health disparities and increase protective factors	We commit to diversity, inclusion, belonging, and community partnership in all that we do	We value bidirectional partnerships to hold us accountable for effective, evidence-based, and community-responsive work	We build trust through open, honest, and transparent communication and by staying true to our commitments	We use scientific evidence and best practices to ensure positive impact for our communities

