

Strategic Plan



VISION

People thrive as a result of living free of racism and poverty and experiencing equitable economic opportunities and conditions that enable them to lead healthier lives.

MISSION

Achieve health equity by addressing social determinants of health for people in neighborhoods surrounding Saint Luke's and throughout Cuyahoga County.

GUIDING PRINCIPLES

- Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity
- Health disparities are differences in health among groups of people
- Health inequities are differences in health that are unfair, unjust and avoidable
- Overt and implicit racism must be confronted to reduce health and socio-economic disparities

VALUES

The Saint Luke's Foundation has an enduring commitment to equity, diversity and inclusion. **At SLF, we...**

- Demonstrate and advance **fair, just and inclusive policies and practices**
- Act with **integrity and transparency**
- **Respect**, have **compassion** for and **engage** our **diverse constituencies**
- Build **trusting partnerships** to **leverage resources** and achieve **better outcomes**
- Take **informed risks** to discover and deploy **innovative, sustainable solutions**
- Hold ourselves and our grantees **accountable** for **evaluating** and continuously **learning from our shared efforts and results**

GOALS

Close the health equity gap

- Increase educational attainment
- Increase household financial stability
- Increase housing stability
- Strengthen social connections
- Expand opportunities for healthy eating and active living
- Improve the environment around Saint Luke's to be a neighborhood of choice

Advocate for more equitable and responsive policies and practices that reduce the unfair treatment and disparate impact of structures, institutions and systems

- Support advocacy and policies that achieve health equity by addressing social determinants of health
- Support advocacy and policies that increase access to affordable, comprehensive physical and behavioral health care for all
- Increase the foundation's leadership in local, state, and national policy initiatives that help close the health equity gap

Be a High Performing Foundation

- Ensure SLF's staff structures, practices and operations realize our vision, achieve our mission and live our values
- Ensure SLF's board structures, practices and operations best support the foundation's abilities to realize our vision, achieve our mission and live our values
- Ensure the foundation's grantmaking takes an integrated, outcomes-oriented approach to achieve our goals and objectives
- Develop a protocol regarding site visits—criteria for/against a site visit, standard questions to be asked
- Strengthen strategic relationships and connections with and among organizations and community leaders to realize more effective and efficient results
- Utilize quantitative and qualitative metrics to evaluate achievement of our desired results
- Conduct business in accordance with our values and with integrity and excellence in all matters of operation

Saint Luke's Foundation's Framework For Health Equity

According to the Health Equity Institute for Research, Practice & Policy at San Francisco State University, Health Equity is defined as "efforts to ensure that all people have full and equal access to opportunities that enable them to lead healthy lives."

Drawn from: (1) The Bridgespan Group's use of the Institute for Clinical Systems Improvement, *Going Beyond Clinical Walls: Solving Complex Problems by addressing Social Determinants of Health* (October 2014) and (2) Boston Public Health Commission on 'What is Health Equity?'

These percentages present what research has shown about what actually "influences the health and quality of life in communities".

