



PILLAR 1:

WORKFORCE DEVELOPMENT

Equitably increase the workforce of primary care, specialty care, and behavioral health professionals.

GOAL 1.1: Recruitment

Attract a diverse, mission-aligned workforce to meet the primary care, specialty care and behavioral health needs of District residents.

GOAL 1.2: Retention

Retain a skilled, stable, and culturally responsive health workforce that can deliver high-quality care across the District.

KEY INITIATIVE 1.1.1

Grow-Your-Own Healthcare Workforce Pipeline

Develop a culturally responsive pipeline that prepares, trains, and places primary care, specialty care and behavioral health professionals in the District.

KEY INITIATIVE 1.1.2

Recruitment Incentive Program

Use targeted incentives and recruitment strategies to attract primary care, specialty care and behavioral health professionals to practice in the District.

KEY INITIATIVE 1.2.1

Workforce Support

Support primary care, specialty care and behavioral health professionals through supervision, peer support, cultural empathy training and professional development opportunities.

KEY INITIATIVE 1.2.2

Retention Incentives & Community Integration

Provide targeted incentives and coordinated supports that encourage primary care, specialty care and behavioral health professionals to remain in the District.



PILLAR 2:

AWARENESS & ACCESS

Equitably increase awareness of health services and access to primary care, specialty care, and behavioral health.

GOAL 2.1: Awareness

Increase community awareness of the health services and resources available across the District.

**KEY INITIATIVE 2.1.1
Connected Care Navigation**

Support a coordinated, culturally responsive approach to health awareness and navigation so residents can more easily understand what services and resources exist and be connected to them across the District.

**KEY INITIATIVE 2.2.1
In-Person Care
Infrastructure Enablement**

Enable access to in-person care by strategically procuring, leasing, or supporting physical spaces that expand healthcare service delivery for District residents.

**KEY INITIATIVE 2.2.2
High-Need Access Expansion**

Support programs and nontraditional delivery models that facilitate and expand access to services and care for District residents.

**KEY INITIATIVE 2.2.3
Digital Access Enablement**

Expand access to virtual care by supporting telehealth service delivery and resident digital navigation that enable effective use of digital health tools.

GOAL 2.2: Access

Reduce barriers that limit District residents' ability to access healthcare.



**PILLAR 3:
ENGAGEMENT**

Engage in strategic partnerships, programs, and funding to equitably address essential social determinants of health.

GOAL 3.1: Neighborhood and Built Environment
Strengthen neighborhood and built-environment conditions.

KEY INITIATIVE 3.1.1
Healthy Housing & Stability
Support programs and align partners around strategies that improve housing stability and integrate health-supportive services in the District.

KEY INITIATIVE 3.1.2
Environmental Health & Climate Resilience
Support programs and align partners to address environmental conditions—such as air quality, water safety, and extreme heat—that impact health outcomes for District residents.

GOAL 3.2: Social and Community Context
Enhance social and community well-being for District residents.

KEY INITIATIVE 3.2.1
Promote Nutrition for Health
Support programs and align partners that promote nutritious food, nutrition education, and reduce food insecurity in the District.

KEY INITIATIVE 3.2.2
Community Safety & Wellbeing
Support community-based initiatives that strengthen social connection, mental wellbeing, and safety—particularly for populations at higher risk of isolation or harm.

KEY INITIATIVE 3.2.3
Policy Alignment & Community Awareness
Support programs and partnerships that elevate awareness of policy impacts on District residents and improve community understanding of public benefits, protections, and resources.

GOAL 3.3: Economic Stability
Strengthen economic stability for District residents.

KEY INITIATIVE 3.3.1
Expand Pathways to Economic Vitality
Convene and align partners that expand access to career pathways and employment opportunities in the District.



PILLAR 4:
DATA DRIVEN

Lead in aggregating, sharing, and utilizing data to drive evidence-based decisions for community collective impact.

GOAL 4.1: Data Maturity (Internal)

Become a data-driven organization that makes informed decisions with a relevant and timely understanding of stakeholder needs and wants.

GOAL 4.2: Data Hub (External)

Enable data-informed decision-making for our partners and community through data aggregation, reporting, and partnerships.

KEY INITIATIVE 4.1.1

Strengthen Internal Data Capability & Governance

Develop the people, governance, tools, and processes needed for DHCD to consistently collect, analyze, and use data to inform strategy, funding decisions, and organizational learning.

KEY INITIATIVE 4.1.2

Advance Outcomes & Impact Measurement

Advance a shared outcomes and impact measurement framework—and embed consistent reporting expectations into funding relationships—to support learning, accountability, and collective impact across DHCD investments.

KEY INITIATIVE 4.2.1

Enable Shared Data Access & Insight

Enable collective access of timely, relevant, and actionable health data through shared platforms, reports, and analytic tools that support collective impact across the District.

KEY INITIATIVE 4.2.2

Convene Regional Learning & Insight

Convene partners around shared data, guidelines, and learning to build buy-in, align practices, and strengthen the use of data as a core enabler of collective impact.