



# Strategic Plan

## Health Disparities Institute

2024-2029

*Champion Justice > Dismantle Racism > Advance Health Equity*

## About this Report

This report outlines the Health Disparities Institute's (HDI) Strategic Plan for 2024-2029. Contents of this report include HDI's newly established vision, mission, and values, and goals and objectives for HDI's work with the community.

## About the Health Disparities Institute

The Health Disparities Institute at UConn Health was established in 2011 as a result of a state-wide legislative mandate to advance health care, education, and economic development in the state, and to enhance research and the delivery of care to minority and medically underserved populations across Connecticut.

HDI's office is located in downtown Hartford, directly within the community we serve. HDI is dedicated to furthering systems-level changes to eliminate racial inequity in health across Connecticut.

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# OUR VISION

Equitable health, education, and economic opportunity for all in Connecticut.

# OUR MISSION

To advance systemic change by tackling the root causes of health inequities and implementing sustainable solutions through **interdisciplinary community-based participatory research** partnerships, data-driven **community action**, and **workforce development** efforts with communities disproportionately impacted by inequities.

# OUR VALUES



## Reciprocity

We acknowledge that power is always present in relationships and can be imbalanced when societal norms favor particular groups and undervalue others. We commit to **addressing and contesting power imbalances** in community partnerships by **implementing and assessing mechanisms for joint decision-making, co-learning, and equitable resource sharing** to foster justice and effective collaborations.



## Intentionality & Authenticity

Acknowledging the complexities of power dynamics in community-academic relationships, **we pledge to approach each partnership with thoughtful and clear intentions, as well as critical self-reflection.** While we anticipate learning curves, we will recognize our mistakes, learn from them, and continuously strive to do better.



## Integrity & Honesty

Being transparent and honest about our goals, intentions, and limitations; **we do what we say we are going to do.** We uphold the principles of community-based participatory research in all our partnerships.



## Inclusion & Collaboration

Establishing **diverse partnerships** that allow us to learn from one another's experiences and to **develop a sense of belonging through collaborative efforts to advance equity.**

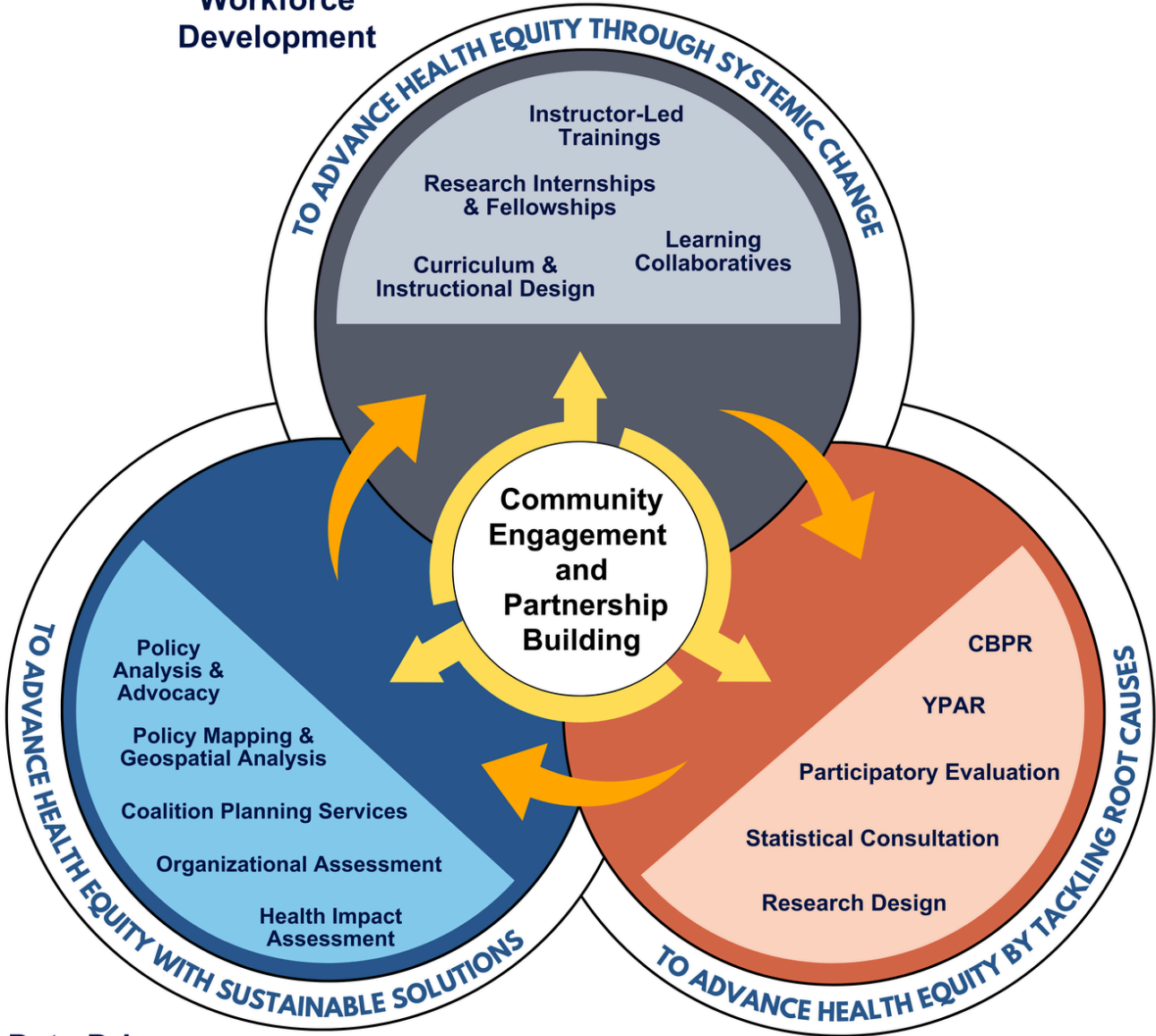


## Sustainability & Scalability

Generating **lasting solutions** and finding ways to **translate what we learn across multiple practices sectors** to benefit the greatest number of communities, organizations, families, and individuals.

# WHAT WE DO

**Training and Workforce Development**



**Data-Driven Program Planning and Policy Advocacy**

**Participatory Research and Evaluation**

# OUR GOALS & OBJECTIVES

1

## **Establish HDI as the primary hub for initiating and supporting community-driven health equity research and action in Connecticut.**

- ➔ Strengthen existing and establish new partnerships with government agencies, community-based organizations, researchers, and other health equity champions across the state.
- ➔ Co-design a collaborative research agenda reflective of the priorities of communities impacted by inequities.
- ➔ Launch an HDI affiliate program to establish a network of participatory researchers across CT focused on advancing health equity.
- ➔ Establish a marketing and dissemination strategy to promote the work of HDI locally and nationally.

2

## **Catalyze systemic change at the organizational, municipal, and state levels to confront and dismantle racism.**

- ➔ Conduct participatory action research to inform state and municipal policy.
- ➔ Establish a partnership with Population Health to analyze data that informs organizational policy and practice at UConn Health.
- ➔ Partner with advocacy organizations, foundations, and organizers to support the development and implementation of a racial equity policy agenda.
- ➔ Produce public scholarship examining how policies and practices perpetuate inequities that inform public policy.

3

## **Deliver applied educational experiences that advance health equity and enhance critical consciousness among learners at all levels.**

- ➔ Partner with schools and out-of-school time programs to implement a sustainable YPAR curriculum focused on engaging K12 youth in health equity research and action.
- ➔ Establish an interdisciplinary HDI fellowship program to engage graduate and undergraduate students from UConn Health and from across UConn campuses in health equity research and action.
- ➔ Collaborate with graduate medical education (GME) to implement residency education and research opportunities to meet required objectives\*.
- ➔ Launch a health equity and participatory research CME program that leverages the expertise of researchers from across the UConn Health and UConn communities.

