



2023 Community Action Plan

Grand Itasca Clinic & Hospital

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Action Plan Framework

In our 2022-2024 CHNA Implementation strategies, we set forth a 10-year vision to increase community health equity. We will advance this work through a series of CHNA implementation strategies and action plans that will build over the decade toward achieving that vision. This 2023 action plan supports our vision of community health equity by driving the work of our system CHNA implementation strategies and addressing priority needs. To read more on our 2022-2024 CHNA Implementation strategies, please find the reports here:

<https://stcr-prd-cd.fairview.org/about/Our-Community-Commitment/Local-Health-Needs>

2023 System Action Plan Framework

The Action Plan framework organizes the System Action Plan work around four categories of work to support M Health Fairview's goal to drive more equitable outcomes and inclusive environments and experiences for our patients, employees, and communities. These strategies are:

- Policy, System, and Environmental Change Initiatives
- Programs, Collaboratives, and Local Partnerships
- Education, Outreach, and Training Events
- Community Engagement

Community Health Equity Health Approach

Grand Itasca programs, collaboratives, and partnerships are developed and implemented in alignment with an overarching approach and set of values centered on health equity. The system-wide suite of programs (which can be found in our program list) has been developed over the years through close partnerships with community members and community partner organizations to center communities that face barriers to accessing opportunities for health and healthcare.

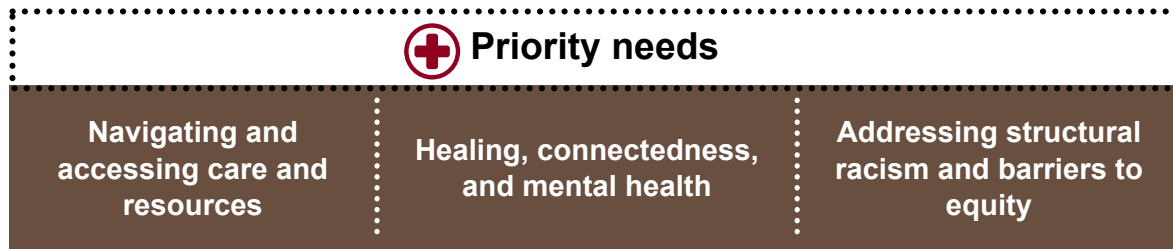
Additionally, Grand Itasca identified two specific populations, racial and ethnic minorities experiencing health disparities and people experiencing poverty, that we prioritize as we are developing new community-informed approaches, making program improvements, and marketing and recruiting for current programming. We continue to build resources and programming that are available in multiple languages, remove administrative and identification barriers, support minority and locally owned businesses and partners that serve those experiencing health disparities, and bring resources and clinical services to trusted community locations to serve our communities best.

All the following programs are offered at low or no cost and are available to people that identify as having a need that a specific program may help mitigate.

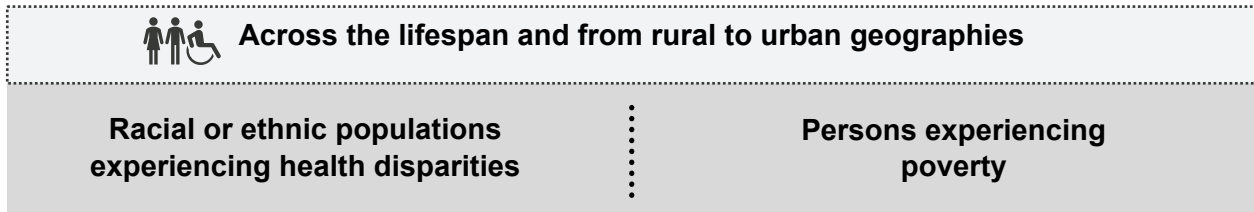
Priority Needs and Priority Populations

Fairview Health Services is guided by a deep and abiding commitment to our patients, our employees, and the communities we serve. Our ongoing efforts to embed the values of diversity, equity, and inclusion throughout our organization are a crucial part of the way we demonstrate that commitment. Over the course of 2021, Fairview's hospitals and medical centers conducted our Community Health Needs Assessment (CHNA) process to determine local priority community needs and our response. As part of this process, we listened and

learned much about our community's most pressing needs. Through those conversations, and supported by community data and perspectives, we prioritized the following needs:



We also identified two priority populations particularly affected by historical and ongoing systemic inequities:




We also included Grand Itasca Community Benefit programs that respond to local needs.




Community benefits are programs or activities that provide treatment or promote health and healing in response to identified community health needs and meet at least one of the following community benefit objectives: improve access to healthcare services; enhance health of the community; advance medical care or healthcare knowledge; or relieve/reduce the burden of government/other community efforts to improve health.





Policy, system, and environmental change initiatives (PSE)





Grand Itasca’s mission and vision extend beyond traditional healthcare settings, driving a healthier future for the communities we serve. The PSE initiatives are implemented across the system (hospitals, clinics, etc.) to create sustainable and lasting change to advance health equity and community well-being.



 = Priority need being addressed

 = Community Benefit program

 = Both priority populations are being served


Initiative	Objectives	Progress
<p>Welcoming Communities of Itasca County</p> <p> <i>Addressing structural racism and barriers to equity</i></p> <p></p> <p>A multi-year transformation change effort to make Itasca County a more welcoming community. This cohort consists of a group of dedicated community members, including staff members from Grand Itasca. The work of the Welcoming Communities of Itasca County is to drive more equitable outcomes, inclusive environments and experiences for our community members.</p>	<ul style="list-style-type: none"> Grand Itasca is dedicated to creating an inclusive environment within its walls, but also in its community. Through the Welcoming Communities initiative, we will learn to communicate better and find ways to promote inclusivity and diversity. 	<p>Welcoming Communities of Itasca County began meeting in summer 2022. A consulting firm was hired to help gather data from community members on their lived experiences as a BIPOC person in Itasca County. Data is being collected through a community survey, as well as through several town hall forums.</p>
<p>Second Harvest North Central Food Bank</p> <p> <i>Addressing structural racism and barriers to equity</i></p> <p></p> <p>Grand Itasca partners with Second Harvest North Central Food Bank. Second Harvest covers seven counties, from International Falls down to Princeton.</p>	<ul style="list-style-type: none"> Grand Itasca supports food insecurity programs that address hunger, which is a social determinant of health. 	<p>Second Harvest provides Grand Itasca with Emergency Food Bags. These are given to patients seen in the clinic that indicate they have little or no food at home. From Sept. to Dec. 2022, 40 bags of food were handed out.</p> <p>Grand Itasca is moving forward with an onsite food pantry with plans to be accessible to the public in summer 2023.</p>


Initiative	Objectives	Progress
<p>Workforce Development</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p></p> <p>Grand Itasca continues to look at ways to develop our local workforce by partnering with area schools.</p>	<ul style="list-style-type: none"> • Review job descriptions, qualifications, and postings for bias and inclusivity • Complete pay audits and address any needed changes • Continue to set goals and strategies to close gaps in areas of underrepresentation • Continue to work with local schools to develop career pathways in healthcare 	<p>Grand Itasca participated in job fairs at Lake Superior College and Bemidji State University. (MN North-Itasca didn't host a job fair in 2022)</p> <p>Grand Itasca's manager of Patient Access did mock interviews with Greenway students to offer guidance on interviewing skills.</p> <p>A new "exernship" program was created in partnership with GRHS in summer 2022. A GRHS teacher shadowed several of our staff so that she could better understand healthcare careers, therefore giving her students better direction in choosing a career.</p> <p>We continued our paid summer internship program for students, giving them the opportunity to shadow many different roles in the healthcare setting. Historically we've offered 4 internships, but due to cutbacks in the MHA scholarship program, we were only able to offer one.</p> <p>Grand Itasca participated in Career Pathways again, with the Emergency Department manager speaking to approximately 40 GRHS students about healthcare as a career.</p>
<p>Counseling/Assistance</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p></p> <p>Grand Itasca's financial advocates provide information and referrals to community services and 1:1 assistance in enrollment of public programs. In addition, patients indicating food insecurity are offered step-by-step instructions on how to apply for local public assistance benefits.</p>	<ul style="list-style-type: none"> • Provide community members the tools to access local public assistance benefits. 	<p>In 2022, Grand Itasca financial advocates assisted 84 people with access to healthcare insurance.</p>

Initiative	Objectives	Progress
<p>Colored Lines: Diversity in Itasca</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p></p> <p>Colored Lines is a documentary that looks at racism in Itasca County. Grand Itasca’s leadership team viewed the film and participated in a facilitated discussion about its content.</p>	<ul style="list-style-type: none"> • Provide access to this documentary to expand understanding of experiences of BIPOC in Itasca County’s community 	<ul style="list-style-type: none"> • 2023 Goals: to expand access of the documentary to employees • 2022 Outcomes: 40 employees in leadership roles viewed the film and participated in facilitated discussion







Programs, Collaboratives and Local Partnerships










Programs: Grand Itasca implements programming, activities and initiatives, applying an equity-centered, culturally responsive approach, as we identify challenges and opportunities, create or expand programs and partnerships, and then scale or deepen learning and successes across our system and the communities we serve.




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Program	Goals and Outcomes	Partners
<p>Memorial Blood Center</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>Grand Itasca supports blood donation from our employees through a partnership with Memorial Blood Center.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue to encourage employee blood donation during their work hours. <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 51 employees donated blood 	<p>Memorial Blood Center</p>
<p>Free student sports physicals</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>Grand Itasca designates a week in August to provide free sports physicals to high school and college age students. Appointments are required, as there are a set number of appointments available.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Provide free sports physicals during a week in August <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 67 students participated 	<p>Promoted through many different channels –</p> <ul style="list-style-type: none"> Kootasca Community Action MN North-Itasca Second Harvest GRHS

Program	Goals and Outcomes	Partners
<p>Cardiac patient education/food shopping trip</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>Cardiac patients are given the opportunity to meet with our registered dietician, to educate them on heart healthy eating. In addition, Grand Itasca has a pilot program going that allows them a 1:1 shopping trip to the grocery store with our dietician to help them choose foods that are heart healthy. They are given a \$50 gift card for groceries for their participation.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue offering the shopping trip until the grant for gift cards is used <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 2 patients participated 	<p>Grand Itasca Foundation</p>
<p>VeggieRx</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>In fall 2022, we did a pilot program that provided \$20 vouchers to select patients to purchase fresh produce. Through this program, we identified potential patients that are interested in participating in an 8-week class to learn about healthy eating.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Develop a plan for an 8-week healthy eating class to be held Aug-Sept, coinciding with the most plentiful time of the growing season for the Farmer's Market <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 7 patients identified that will be encouraged to invite a friend/family member to participate in the class with them 	<p>Grand Rapids Farmer's Market Grand Itasca Foundation</p>
<p>MatterBoxes</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p> </p> <p>MatterBoxes contain staple items for families to make about three meals for a family of four and include recipes and nutrition information. These are available as emergency food for patients indicating food insecurity in Grand Itasca's Emergency Department.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Assess the need and explore other ways to use MatterBoxes in the clinic <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Implemented in Dec 2022. On Jan. 16, 2022 we had handed out 3 	<p>MATTER M Health Fairview</p>

Program	Goals and Outcomes	Partners
<p>Code Lavender</p> <p> <i>Healing, connectedness, and mental health</i></p> <p> </p> <p>Code Lavender is a self-care tool that uses Oshibori, essential oils, M Tech hand massage, etc. that Grand Itasca implemented for its employees. Our employees are part of our community and Code Lavender teaches them tools that help with life/work balance.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> • Complete one more Code Lavender for the clinic. After that it will be utilized when a department experiences a traumatic event or needs a reminder of the importance of self-care. <p>2022 Outcomes:</p> <ul style="list-style-type: none"> • Conducted 6 Code Lavenders, plus 1 more in February 2023 • 143 employees participated (almost 15%) 	<p>M Health Fairview Grand Itasca Foundation</p>








Collaboratives








To partner with the community in each aspect of the decision, including the development of alternatives and the identification and delivery of the preferred solution. When describing working with the community in this way, it is sometimes called co-design, co-build, or co-implement.




Collaboratives	Objectives	Partners
<p>Project Care Free Clinic</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>Grand Itasca provides free lab and radiology services for patients that are seen at Project Care.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue to provide lab and radiology services <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Grand Itasca provided radiology for 6 patients and lab services for 27 patients 	<p>Project Care Free Clinic</p>
<p>Itasca County Public Health (SHIP)</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>Through SHIP grants, Grand Itasca has been able to expand their food insecurity programming. As a result of this partnership, all patients are now screened for food insecurity and a process to share local resources is now in place.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> In the process of implementing an onsite food pantry at the clinic <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Through a SHIP grant, patients screening positive for food insecurity were referred to Hunger Solutions, who connected them with food resources. 	<p>Itasca County Public Health SHIP (Statewide Health Improvement Partnership)</p>

Local Partnerships

Grand Itasca partners with community members to support activities related to community health and wellbeing. We invest and engage in mutual projects and initiatives by sharing resources and actively exchanging information.


Local partnerships activities	Goals and Outcomes	Partners
<p>Eldercircle</p> <p> <i>Navigating and accessing care and resources</i></p> <p></p> <p>Contribute our time, talent, and expertise to support initiatives related to healthy aging. Grand Itasca’s Volunteer Coordinator shares her skills as a member of Eldercircle’s Board of Directors.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to promote use of the All About Aging website Collaborate on projects such as the YMCA Health Fair <p>2022 Outcomes:</p> <ul style="list-style-type: none"> All About Aging resource website is active YMCA’s Health Fair was held in person in November 	<p>There are approximately 45 community organizations involved with the All About Aging website</p>
<p>Itasca County Family YMCA</p> <p> <i>Healing, connectedness, and mental health</i></p> <p></p> <p>Contribute our time, talent, and expertise to support initiatives related to active living. Grand Itasca’s Marketing Director shares her skills as a member of the YMCA’s Board of Directors.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to collaborate on projects such as the Bike Rodeo, the Health Fair, the annual fundraiser <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Bike Rodeo Health Fair Harvest Festival 	<p>Itasca County YMCA</p> <p>Multiple community partners for the Bike Rodeo, the health fair, the Harvest Festival</p>
<p>Second Harvest North Central Food Bank</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p> </p> <p>Contribute our time, talent, and expertise to support initiatives related to food insecurity and hunger. Grand Itasca’s Foundation Director shares her skills as a member of the Second Harvest Board of Directors.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to send a team each month that helps with packaging food <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 104 volunteer hours from Grand Itasca staff was donated 	<p>Second Harvest North Central Food Bank</p>

Local partnerships activities	Goals and Outcomes	Partners
<p>Kiesler Wellness Center</p> <p> Healing, connectedness, and mental health</p> <p> </p> <p>Kiesler Wellness Center is a peer-driven community support program for adults impacted by mental illness. Grand Itasca’s Community Health Coordinator attends two meetings each month to look for ways to support the work that Kiesler does.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to show support <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Grand Itasca provided speakers for an event this fall to address questions about mental health processes in our Emergency Dept. Approx. 40 people attended. 	<p>Kiesler Wellness Center</p>
<p>Boys & Girls Clubs of Grand Rapids and Greenway</p> <p> Healing, connectedness, and mental health</p> <p></p> <p>Contribute our time, talent, and expertise to support initiatives related to youth development. Grand Itasca’s Physician Recruiter shares her skills as a member of the Boys & Girls Clubs Board of Directors.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to show support <p>2022 Outcomes:</p> <ul style="list-style-type: none"> Grand Itasca supported the Boys & Girls Clubs through sponsorships 	<p>Boys & Girls Clubs of Grand Rapids and Greenway</p>
<p>NAMI (National Alliance on Mental Illness)</p> <p> Healing, connectedness, and mental health</p> <p></p> <p>NAMI strives to provide education, support and advocacy for children and adults with mental illness and their families. Grand Itasca’s Community Health Coordinator attends their monthly education meetings to look for ways to support NAMI’s work.</p>	<p>2023 Goal:</p> <ul style="list-style-type: none"> Continue to show support Working in partnership with MacRostie Art Center to bring an exhibit focused on the lack of inpatient beds available for those in a mental health crisis <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 8 community education presentations covering many topics such as mental illness, psychiatric health care directives, resiliency for first responders and law enforcements, etc. 	<p>NAMI Itasca County Public Health Itasca County Services CRT North Homes</p>

Local partnerships activities	Goals and Outcomes	Partners
<p>Habitat for Humanity</p> <p> <i>Accessing structural racism and barriers to equity</i></p> <p> </p> <p>Grand Itasca supports health and affordable housing for all as a foundation for healthy, vibrant communities and inclusive growth.</p>	<ul style="list-style-type: none"> • Collaborate with Habitat for Humanity through their build program and by providing meals • Grand Itasca joined Habitat for Humanity by providing meals to their build crew for a week during the fall of 2022. • This partnership will expand in March 2023 when we are scheduled to send a build crew made up of Grand Itasca employees 	<p>Habitat for Humanity</p>







Education, Training, and Outreach Events





Grand Itasca is committed to providing education to improve the health and well-being of our patients and community members.










 = Priority need being addressed





 = Community Benefit program

 = Both priority populations are being served

Event	Goals and Outcomes	Partners
<p>Living Well with Chronic Pain</p> <p> <i>Navigating and accessing care and resources</i></p> <p></p> <p>In partnership with Juniper, this evidence-based 6-part series supports those with chronic pain. Two peer leaders take the participants through a prescribed curriculum.</p>	<p>2023 Goals</p> <ul style="list-style-type: none"> • 1 series <p>2022 Outcomes</p> <ul style="list-style-type: none"> • 1 series with 4 completers 	<p>Juniper Eldercircle</p>
<p>Living Well with Diabetes</p> <p> <i>Navigating and accessing care and resources</i></p> <p></p> <p>In partnership with Juniper, this evidence-based 6-part series supports those with Diabetes. Two peer leaders take the participants through a prescribed curriculum.</p>	<p>2023 Goals</p> <ul style="list-style-type: none"> • 1 series <p>2022 Outcomes</p> <ul style="list-style-type: none"> • 1 series with 5 completers 	<p>Juniper Eldercircle</p>
<p>Walk With Ease</p> <p> <i>Navigating and accessing care and resources</i></p> <p></p>	<p>2023 Goals</p> <ul style="list-style-type: none"> • 1 series <p>2022 Outcomes</p> <ul style="list-style-type: none"> • 1 series with 9 completers 	<p>Juniper Eldercircle</p>



<p>In partnership with Juniper, this evidence-based 6-week series supports those with arthritis. Two peer leaders take the participants through a prescribed curriculum.</p>		
<p>Psychological First Aid</p> <p> Healing, Connectedness and Mental Health</p> <p></p> <p>Psychological First Aid (PFA) is an evidence-informed training for all community members and professionals. Trainees will learn how to support healthy recovery in individuals following a traumatic event, public health emergency, natural disaster, or personal crisis. The curriculum integrates public health, community health and individual psychology by drawing upon skills the trainees probably already have. PFA is a two-hour training. Grand Itasca’s Community Health Coordinator is a trained instructor for the M Health Fairview system.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> • 2 local classes 40 participants <p>2022 Outcomes:</p> <ul style="list-style-type: none"> • 2 local classes 36 participants 	<p>Shared through many avenues, including ISD 318 Community Ed</p>
<p>Growing Up Education/Discussions</p> <p> Navigating and accessing care and resources</p> <p></p> <p>Grand Itasca partners with ISD 318 and provides education to its 5th graders about changes happening as they are going through puberty. A male provider speaks to the boys and a female provider speaks to the girls, offering them opportunity to ask questions.</p>	<p>2023 Goals</p> <ul style="list-style-type: none"> • Provide education to all 5th graders at ISD 318 <p>2022 Outcomes</p> <ul style="list-style-type: none"> • 251 students received Growing Up education 	<p>ISD 318 (Grand Rapids)</p>

<p>YMCA Health Fair with UMD Pharmacy students</p> <p> <i>Navigating and accessing care and resources</i></p> <p> </p> <p>The YMCA Health Fair resumed in 2022 after being on hold, due to the pandemic. UMD Pharmacy students provide screenings for cholesterol, glucose, and blood pressure. Other services offered are balance and grip strength assessment and memory tests.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue with a spring and fall health fair <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 31 community members participated in the free health screenings offered 	<p>YMCA Eldercircle Itasca County Public Health Go Marti! Transportation Grand Itasca Home Care Grand Itasca Chiropractic UMD Pharmacy students</p>
<p>Safe Routes to School</p> <p> <i>Healing, connectedness, and mental health</i></p> <p></p> <p>Safe Routes to School is an initiative that encourages physical activity for school-aged children. Grand Itasca partners with them twice a year by sending a team that walks kids to a designated pickup spot after school. Bikes have also been an option at some of the events.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue with this event in May and October <p>2022 Outcomes:</p> <ul style="list-style-type: none"> 13 kids participated 	<p>ISD 318, East Elementary and West Elementary</p>
<p>Diabetes Support Group</p> <p> <i>Healing, connectedness, and mental health</i></p> <p></p> <p>Grand Itasca’s Diabetes educator facilitates a support group for those in our community with Diabetes, along with their families.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> Continue this monthly outreach <p>2022 Outcomes:</p> <ul style="list-style-type: none"> On average, 5 people participate monthly 	<p>YMCA</p>
<p>Cancer Support Group</p> <p> <i>Healing, connectedness, and mental health</i></p> <p></p> <p>Grand Itasca offers a support group for those touched by cancer, along with their families.</p>	<p>2023 Goals:</p> <ul style="list-style-type: none"> In the process of reevaluating the support group due to low attendance. Joining with the YMCA’s Livestrong Program and Itasca County’s Breast Cancer Support Group to develop a collaborative program that can benefit our community. 	<p>YMCA Itasca County Breast Cancer Support Group</p>

	<p>2022 Outcomes:</p> <ul style="list-style-type: none"> • Very low attendance 	
<p>YMCA Together We Ride Bike Rodeo</p> <p> Healing, connectedness, and mental health</p> <p></p> <p>Grand Itasca participated in the bike rodeo, which provided a free dinner for participants, plus bike inspections, an obstacle course and bike safety. Grand Itasca gave away free sunglasses and had a drawing for two bicycles.</p>	<ul style="list-style-type: none"> • This event promotes bike safety and encourages family time • Plan to participate again in the bike rode in August 	<p>YMCA</p>
<p>Children's First! Fair</p> <p> Healing, connectedness, and mental health</p> <p></p> <p>Community organizations and businesses come together to provide a free fun-filled day of educational information and awareness of available services in our area. Fun activities such as a Ninja obstacle course, BIG vehicles, music, and much more. It's open to children of all ages, along with their families.</p>	<ul style="list-style-type: none"> • Grand Itasca promoted bike safety • Gave away 100 youth bike helmets • Held a drawing for 4 bicycles 	<p>ISD 318 Community Education Multiple other partners</p>

Community Engagement

Community engagement: It is a continuous process of developing relationships with community members and partners to identify action steps to improve health equity and promote well-being. This intentional practice includes diverse community perspectives, addresses power dynamics, fosters long-term trusting relationships, and leads to action. Our community engagement approaches span across all our service areas and focus on all three priority areas and the two priority populations and are also responsive to emerging needs.

Approach	Activities	Objectives
Community Listening and Learning 	<ul style="list-style-type: none"> Grand Itasca is part of the Welcoming Communities cohort. This group is in the process of conducting town hall forums and a survey to better understand community experiences around diversity and inclusion. 	Through the Welcoming Communities initiative, we will learn to communicate better and find ways to promote inclusivity and diversity.
Sponsorships 	<ul style="list-style-type: none"> Develop a process for signature partner agreements to ensure prioritization of resources. Support local community organizations in needs that they have identified. Grand Itasca supports many local non-profit organizations through sponsorships, supplies, and staff time. 	All sponsorships to be in alignment with Grand Itasca's commitment to advancing racial equity and its focus on diversity, equity, and inclusion, as well as addressing poverty in our community.
Employee Volunteerism Program	Coordinate three volunteerism opportunities: <ul style="list-style-type: none"> Habitat for Humanity Build Second Harvest Memorial Blood Center 	We aim to deliver high-quality opportunities for employee volunteerism and engagement within a healthy and positive work environment that includes high morale, equitable policies and processes, and the promotion of wellness. <ul style="list-style-type: none"> Focus on the development of strengths and assets that are inherent in our employees. Being culturally responsive and relevant, with services, programs and opportunities recognizing and valuing cultural identity. Emphasize inter-agency collaboration, and as a core principle, we focus on coordinated, integrated efforts than span service areas.

2023 Grand Itasca Action Plan

Approach	Activities	Objectives
		<ul style="list-style-type: none">• Work to continuously improve our work. Using measurement, data, outcomes, and reflection to inform and continuously improve our impact both within the system and in the communities we serve.