Reviewing organizational mission, vision and values: Exercise

HEALTH EQUITY LEARNING COMMUNITY

Materials
- Each organization’s values on 8”x17” sheet of paper, including MDH
- Sharpies
- Questions for each table
- Tape

Goal
- Each group consider how their organizations values could support their health equity efforts
- Consider how unspoken values/assumptions could get in the way
- Identify additional values that their work is grounded in

Why?
- Be clear about the values that undergird your health equity work
- Prepare for sharing how health equity work aligns with your organizational stated beliefs

Process
1. Each table gets three copies of their organizational values and a sharpie
2. Share the goals for the session
   a. If needed, share a story of how relying organizational values can support work
3. Share questions/small group discussion
   a. Each organization has a set of organizational values—either from your own strategic plan, from the organizational unit you are part, or from your county
   b. You have two or three sheets with these values;* one is for your notes and another is for the version you will post to share with other teams

* Every organization has a set of values, whether or not they are written down. The values guide the perspective of the organization as well as its actions. Writing down a set of commonly-held values can help an organization define its culture and beliefs. Organizational values guide your organization’s thinking and actions.
c. Assign a note taker
d. Consider each of your organizational values*
   i. How could they provide support for health equity action?
   ii. Where might there be a rub between a particular value and health equity?
   iii. Are there other commonly held values? Would they support or create a rub?
e. You will have _____ minutes for this discussion. At the end, we’d like you to post a version that
   so that others can see your thinking. We will do a brief report out. Be prepared to talk about
   one value and one way it could support your work

4. Debrief
   a. Ask each table to share one value and how it could provide support for health equity activities
   b. Post one sheet from each group

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* Print these three questions for each table or post in the meeting room for reference during the exercise.