

# 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

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\* 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.

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- 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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*To obtain this information in a different format, call: 651-201-3880. Printed on recycled paper.*

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