



BPHE Health Equity Plan Year 2 Progress Report

Broomfield Public Health
and Environment
11.6.2025

Strategy 1: Professional Development

2025 Highlights:

- Continuation of IDEAS discussion group
- Continued staff participation in DDEI learning opportunities
- Created a health equity playlist in Cornerstone learning system for staff onboarding and ongoing learning
- Incorporated bite size equity components into staff meetings on a quarterly basis, at minimum
- Routinely included program staff in health ambassadors meetings to inform program direction and communication approaches

2026 Plans:

- Continuation of IDEAS discussion group, staff participation in DDEI learning opportunities and bite size equity components
- Routinely include program staff in health ambassadors meetings to inform program direction and communication approaches
- Re-assess staff needs and interests in additional development opportunities

Strategy 2: Community Engagement

2025 Highlights:

- Divisions continue to utilize community engagement practices to make programming decisions and guide communication and outreach efforts
- Clinics and outreach utilizing language line and handout resources in multiple languages
- Entered into funded contracts with the second cohort of 12 health ambassadors. Together the ambassadors routinely connect with over 17,000 individuals each quarter
- Conducted social network analysis amongst BPHE and health ambassadors to assess the value of the connections being made (findings available Q1 2026)

2026 Plans:

- Fund another cohort of health ambassadors aimed at connecting individuals with health information and services. Engage health ambassadors in co-leading efforts to improve access to preventive care
- Use findings from social network analysis to inform our work going forward
- Assess the extent to which community engagement principles and practices are embedded in our work in a sustainable way

Strategy 3: Communications

2025 Highlights:

- Draft of CCOB-wide Language Access Plan is complete; in progress of finalization and adoption
- Digital Accessibility Project Plan complete and in maintenance phase
- Will discuss communications channels and content with Health Ambassadors
- Activity 3 complete

2026 Plans:

- Anticipate adoption of Language Access Plan
- Best practices for equity in communications document, if decided needed, will be complete
- Will start plan for annual validation process

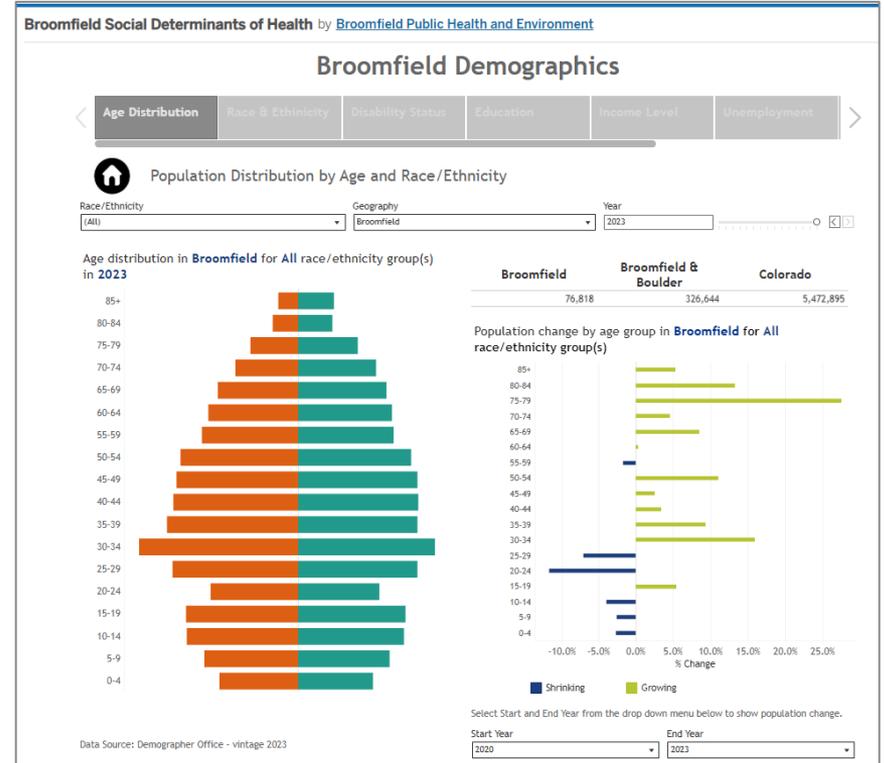
Strategy 4: Data

2025 Highlights:

- Published Demographics of Broomfield
- Continued to use data to identify populations most affected
- Refined Division Priorities

2026 Plans:

- Update data as available
- Social Connectedness analysis with focus on LGBTQ+ population
- Continue to advocate for demographic data collection at highest granularity



Strategy 5: Internal Policy

2025 Highlights:

- Drafted a BPHE Community Compensation Policy
- Developed a more comprehensive patient privacy policy
- Secured additional resources for community engagement work including Office of Minority Health funded contract with Illuminate to work with Health Ambassadors to improve nurse home visitation outreach efforts with underserved communities
- Participated in the CCOB Departmental Equity Workgroup (DEW) Policy Workgroup

2026 Plans:

- DEW Policy Workgroup to work with the Enterprise Resource Planning (ERP) Project Team on financial policies and practices
- Finalize the BPHE Community Compensation Policy
- Explore workforce development strategies including efforts to build interest and skills amongst individuals with lived experience, diversifying internship candidates and offering paid opportunities (CHIP Crossover - Access to Care)
- Continue embedding health equity work into contracts and grants

Strategy 6: External Policy

2025 Highlights

- Participated in a City Council Study Session on Becoming a Welcoming City
- Participated on the CALPHO Policy Board which supported 3 bills focused on health equity
 - HB 1109: Gender Identity Certificate of Death Sponsorship
 - HB 1288: Support for Federally Qualified Health Centers Sponsorship
 - SB 290: Stabilization Payments for Safety Net Providers Sponsorship: Bipartisan FY2026 General Fund Impact: None (trust fund) Position: Support Result: Signed by Governor
- Broomfield Housing Solutions Forum: BPHE is a supporter of [strategies](#)

2026 Plans:

- Continue to support CCOB leadership with health equity policy issues
- Continue to advance statewide health equity policies through CALPHO
- Continue to partner with local organizations to advance policies that address our CHIP priorities

Next Steps

Share this update with the community

- This presentation will be publicly available on our website and promoted through our typical communication channels.

This plan is a living document

- As new or modified strategies and activities are identified, BPHE will continue to use **annual progress reports** as the method of documenting what work was completed each year and what is being prioritized for the following year.



Appendix: Strategy Activity Progress Charts

Strategy 1: Professional Development

BPHE will ensure that 100% of staff have received training and support for awareness of inequities within the organization and the community, and how they can help to address them.

Activity	Status
1) 100% of BPHE staff have completed the required training within 12 months of employment.	Completed
2) By December 2023, BPHE will assess each division's capacity to address health and racial inequities.	Completed
3) By December 31, 2023, BPHE will adopt a language guide for a common understanding of equity related terms.	Completed/ Ongoing
4) By February 2024, in partnership with the DDEI department, BPHE will identify tools, trainings, technical assistance and mentorships for staff that help facilitate conversations about race, racism, dominant culture, and gaps identified in the BPHE assessments.	Completed/ Ongoing
5) By May 2024, in partnership with DDEI, BPHE will assess resources needed to support staff in being culturally and linguistically appropriate.	Completed/ Ongoing

Strategy 2: Community Engagement

By December 30, 2025, develop and implement a Community Engagement Framework with specific communities and timelines identified.

Activity	Status
1) By May 31, 2023, assess the status of relationships with the community. Initial assessment completed in 2023. Updated to add social network analysis.	In Progress
2) By February 28, 2024, BPHE will identify priority community members/organizations to reach out to, along with BPHE leads, in order to create intentional mutually beneficial relationships with the community.	Completed/ Ongoing
3) By October 31, 2024, each Division/program incorporates the use of the community engagement tool to assess where they are relative to the community engagement spectrum. Updated to add internal/external assessment of the level of integration of community engagement.	In Progress
4) By December 31, 2024, each Division, or Divisions together, sets goals to increase power sharing with at least one priority community.	Completed

Strategy 3: Communications

By June 30, 2026, BPHE staff will establish a health equity communication framework that involves the community and assures a culturally and linguistically appropriate approach.

Activity	Status
1) By December 31, 2024, BPHE will assess internal communication and outreach modalities to identify best practice opportunities to implement strategies that are responsive to community needs and are culturally and linguistically appropriate. Action steps all complete except for a best practices document - exploring if needed.	In Progress
2) By June 30, 2025, BPHE will gather feedback from community partners/members to assure design of communication messages and platforms are inclusive of multiple perspectives, and are designed to improve access to, and relevance of, communications intended for the targeted audiences and historically marginalized groups. In progress. Working with broader CCOB equity group on alignment	In Progress
3) By October 30, 2025, incorporate context into communication materials and presentations that enhances awareness of systems that have created inequities. Use the BPHE Health Equity Framework in relevant presentations and discussions. When relevant, utilize social media and newsletters to highlight systemic inequalities.	Complete/ Ongoing
4) By June 30, 2026, communication is conducted on a variety of platforms, in multiple languages and accessible (i.e., ADA complaint) to a wide range of audiences. All action steps complete except for formalization of Language Access Plan (with broader CCOB departments in review) and developing a process for annual validation.	In Progress

Strategy 4: Data

By December 31, 2025, establish a data collection and analysis system that allows BPHE to collect, analyze and report on data that will help ensure we are meeting our overall health equity plan goal.

Activity	Status
1) By February 28, 2024, BPHE will establish baseline methods/standards for data that will be collected on an annual basis at the program and population level.	Completed
2) By March 31, 2024, BPHE in partnership with DDEI, CCOB departments, and the community, identify the gaps in the data collected at the population level and the program activities that will help address gaps.	Completed
3) By April 2024, BPHE in partnership with the community using qualitative and quantitative data will conduct a Community Health Assessment to determine the priority needs of a variety of populations, based on conversations with the community.	Completed
4) Starting in December 2024, and by December 31st each year thereafter, report on the strategies, actions and outcomes of the Health Equity Plan with the Board of Health and Community to assure accountability to the public.	Completed/ Ongoing
5) By December 31, 2025, develop a framework for reporting on community health status that is available to the public.	Completed

Strategy 5: Internal Policy

By December 31, 2026, BPHE will have adopted policies and procedures that reflect health equity and will help to achieve BPHE's overall health equity goal.

Activity	Status
1) By December 31, 2025, collaborate with DDEI and CCOB departments to identify policy and program levers, and other strategies to address the determinants of health.	Completed
2) By December 31, 2025, and in collaboration with the CCOB HR and DDEI Departments, assess internal public health equity policies and procedures and identify opportunities to remove barriers and promote equity.	Completed/ Ongoing
3) By June 2026, in collaboration with CCOB HR and DDEI, BPHE proposes at least three policies that promote a diverse workforce and demonstrate a commitment to Health Equity.	In Progress
4) By October 2026, work with CCOB to streamline the process to contract with community members so they can be compensated as partners that help us advance shared equity priorities.	Completed
5) By December 2026, embed health equity principles and priorities into funding opportunities and proposals that BPHE is initiating, participating in or influencing.	Completed/ Ongoing
6) By December 2026, in partnership with CCOB Finance, develop a mechanism to incorporate an equity lens in contracting, purchasing and budgeting procedures.	In Progress

Strategy 6: External Policy

By December 31, 2027, and in collaboration with our partners and the community, provide education and support regarding at least two community policies that will help improve health equity within the Broomfield community.

Activity	Status
1) By December 2026, in partnership with the community, DDEI and CCOB departments, identify at least two community policy measures that will help improve racial and social injustices in Broomfield's community.	In Progress
2) Policies are implemented by December 31, 2027.	In Progress