
Hampton and Peninsula Health Districts Collective Impact Statement

We, the staff of the Hampton & Peninsula Health Districts (HPHD), are committed to fulfilling the mission of the Virginia Department of Health to protect the health and promote the well-being for all people in Virginia and those in the Greater Peninsula Region including the cities of Newport News, Hampton, Poquoson, Williamsburg, and the counties of James City, and York. By implementing four key pillars that aid in the fulfillment of our mission, the HPHD will guarantee that our organization is thriving in all facets.

Pillar 1: Workforce Development and Training

The HPHD strives to exhibit a culture that emphasizes accountability, mutual respect, collaboration, civility, continuing education, and training. Our intended organizational infrastructure will be achieved by the sustained and persistent development of our staff through purposeful investment in the knowledge, skills, and abilities required to achieve our desired workplace culture. We will prioritize comprehensive training and development that begins with the onboarding of new employees and extends to continuous education and training. We intend to create physical, virtual, theoretical space and an environment where all individuals are empowered to contribute their unique perspectives, experiences, and talents within our day-to-day operations

Pillar 2: Culture and Climate

The HPHD intend to ensure that the culture and climate of our organization reflects the varying identities of our staff and communities. In today's interconnected world, fostering an environment of diversity, equity, and inclusion (DEI) isn't just a moral imperative; it is critical to our success as an organization. We will emphasize the use of inclusive language, equitable hiring practices, and continued recognition for all staff members. Our goal is to achieve an organization that allows staff to know they are valued, and that they add value to our organization.

Pillar 3: Community Engagement and Partnerships

The HPHD recognize the importance of connecting with our community. The HPHD will proactively engage the community to develop and maintain trust and ensure equitable health and wellness through collaborations with the people and businesses we serve. We will strive to develop and refine our cultural competency by providing training and education to both our staff and the communities we serve. This will allow the HPHD to better serve those who have varying beliefs, experiences, and social norms other than the predominant culture. By fostering a culture of respect and inclusivity and respect, we aim to create a healthier and more vibrant community for all.

Pillar 4: Communication and Openness

The HPHD intend to provide a clear vision and goals for all staff. In our organization, fostering inclusive communication and maintaining transparency with staff is paramount for cultivating trust and unity. Transparent communication builds a culture of openness, where employees feel empowered with information, fostering a sense of ownership and commitment to shared goals. By ensuring that all voices are heard and valued, regardless of background or position, we will harness the full spectrum of ideas, perspectives, and talents. We will strive to diversify all communication platforms, such as the intranet, email, and social media to ensure that all staff members are reached equitably.

By implementing these 4 pillars we, the staff of the Hampton and Peninsula Health Districts, strive to create a sustainable and engaged workforce. We are fully committed to the systemic sustainment of these practices, to achieve our mission of becoming the healthiest districts in the state and better serve our communities.