

## HSD Theory of Change

|  | Theory of Change Term   | Definition & Action   |
|--|---|---|
| Population<br>Accountability               | Population<br>HSD Population<br>Priority Population                             | Who we want to impact<br><b>Action:</b> Select the HSD Population<br><b>Action:</b> Describe the priority population within the HSD population  |
|  | Desired Result  | What we want to achieve in the community<br><b>Action:</b> Select one of HSD's six impact areas   |
|  | Indicator(s)<br>HSD Indicator(s)--REQUIRED<br>Additional Indicator(s)--OPTIONAL | How we know if the desired result was achieved; it describes the wellbeing of the population<br><b>Action:</b> Select one or more of the HSD indicators that best measures population impact<br><b>Action:</b> Select one or more additional data points that more closely reflects the RFP/Q population impact; these must be an ongoing dataset or report |
| Racial Equity<br>Population Accountability | Racial Disparity Indicator Data   | Data depicting socioeconomic disparities and disproportionality between racial/ethnic populations<br><b>Action:</b> Describe the race/ethnic disparities based on data from the desired result, community engagement findings, or other data sources  |
|  | Focus Population  | Which race/ethnic groups within the priority population show the highest disparities<br><b>Action:</b> Report data that shows the highest disparities in the investment area  |
|  | Population-Level Racial Equity Goal(s)  | What we want to achieve in the focus population<br><b>Action:</b> What is the stretch goal for reducing and/or impacting the racial disparity data  |
| Program<br>Accountability                  | Strategies  | What works to improve the wellbeing of the population<br><b>Action:</b> Describe the approach that aligns to the desired result and indicators and are informed by best or promising practices, cultural competency, and community engagement. (Are there specific strategies that need to be added for the focus population?)                              |
|  | Activities if RFQ   | What works to improve the wellbeing of the population<br><b>Action:</b> Describe the specific actions that align to the strategies and will be implemented by providers   |
|  | Performance Measure   | How we know how well a program, agency, or service is doing<br><b>Action:</b> Describe what gets counted and how it will be measured: Quantity – how much; Quality – how well, Impact – who is better off<br><b>Action:</b> If applicable, indicate the contract type (pay-for-performance, etc.)   |
|  | Racial Equity Performance Measures  | How we know how well a program, agency, or service is doing to address racial disparities<br><b>Action:</b> Summarize how racial equity performance will be measured within performance measures  |