

HSD Theory of Change

	Theory of Change Term	Definition & Action
Population Accountability	Population HSD Population Priority Population	Who we want to impact Action: Select the HSD Population Action: Describe the priority population within the HSD population
	Desired Result	What we want to achieve in the community Action: Select one of HSD's six impact areas
	Indicator(s) HSD Indicator(s)--REQUIRED Additional Indicator(s)--OPTIONAL	How we know if the desired result was achieved; it describes the wellbeing of the population Action: Select one or more of the HSD indicators that best measures population impact Action: 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 Population Accountability	Racial Disparity Indicator Data	Data depicting socioeconomic disparities and disproportionality between racial/ethnic populations Action: 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 Action: 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 Action: What is the stretch goal for reducing and/or impacting the racial disparity data
Program Accountability	Strategies	What works to improve the wellbeing of the population Action: 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 Action: 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 Action: Describe what gets counted and how it will be measured: Quantity – how much; Quality – how well, Impact – who is better off Action: 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 Action: Summarize how racial equity performance will be measured within performance measures