What is HiAP?
Health in All Policies (HiAP) is an approach to improving the health of all people by incorporating health considerations into decision-making across sectors. HiAP brings together decision-makers from local government and the school system to collaboratively develop policies, programs, and services that promote health for all City residents.

Why is HiAP important?
HiAP creates a framework for the local government and school system to discuss how to create policies and programs that will meet community goals while supporting and protecting public health. HiAP ensures that all factors that contribute to health and well-being are considered in all governmental policy decisions that impact where people live, work, learn, and play.

Why promote HiAP in Richmond?
The idea for all-governmental HiAP grew out of the Mayor’s 2010 Blue Ribbon Health Policy Commission, which recommended the development of “public policy to mitigate social factors that give rise to poor health outcomes” and the “incorporation of population health and health equity as primary considerations in decision-making.”

What are our goals as Richmond’s HiAP NLAPH leadership team?
We set out to:
• Establish a committed leadership team
• Educate City Leadership about HiAP and gain their support and commitment
• Pass a formal HiAP Resolution in Richmond
• Integrate HiAP into city’s Strategic Plan

Project Timeline Over 2014

January-March: Research and Planning Phase
• Attended NLAPH Opening Ceremony— learning team dynamics and developing unified mission
• Gathered research on HiAP implementation in Richmond, CA and Seattle, WA—spoke with key leaders from those initiatives and learned about their experiences
• Identified next goals: HiAP Task Force, local ordinance, integration of HiAP into city strategic plan

April-August: Outreach and Education Phase
• Shared HiAP vision with city officials
• Gave formal presentations to School Board, City Council Subcommittee on Health and Education, City Human Services portfolio
• Reached out to key leaders for formal support including Mayor and Head of the Subcommittee on Health and Education

May-December: Creating HiAP Legislation
• Using model from Seattle, WA, we drafted a Richmond HiAP Ordinance
• Over the next 8 months we worked with the city’s legal team and the DCAO for Human Services to modify Ordinance into a Resolution and presented it to City Council for a vote (pending)

October-December and Beyond: Next Steps
• United with city’s new Office of Community Wealth Building, who acted as a champion within city government of HiAP and of promoting understanding of the social determinants of health
• Began planning training sessions to educate key city/school leaders on HiAP strategies: Summit on the Child (Jan. 2015) and NACCHO 2-day training seminar (Feb. 2015)

Lessons in Leadership
• Required us to work with partners outside of health (policy makers, nonprofit sector, etc.)
• Required us to integrate our leadership skills as a team, and balance our agenda

Project Successes
• Connected to national HiAP leaders through NLAPH Coach Dr. Mark Horton
• Presentations to and buy-in from city council and school board
• Buy-in from other parts of city government (OCWB, Human Services, CAO staff)
• Achieved support for integration of HiAP into city strategic planning process
• Resolution and policy submitted (vote pending)

Main Challenges
• Balancing this work with other professional and personal commitments
• Navigating local politics
• Changes in city leadership
• Deciding when/how to engage other partners
• Staffing commitment to maintain progress

Moving Forward in 2015
• Formal training of city council, school board, administration and departments
• Grow HiAP leadership team by adding representatives from other city departments
• Develop concrete tools to support incorporation of HiAP into decision-making
• Share experiences and lessons learned with other jurisdictions, public health, and other sectors