

FPHR Community of Practice

MEETING DATE: DECEMBER 11, 2024

MINUTES PREPARED BY: LINDA KOPECKY

Meeting structure

1. The facilitator shares essential information about the responsibility to be discussed
2. The group unpacks the responsibility, typically in small groups
3. Discussions are summarized, themes, connections, remaining questions identified
4. The group identifies key points from the discussion to document in meeting notes, chooses the topic for the next CoP meeting, and lists relevant action items

Discussion: Organizational Competencies

Our takeaways:

Leadership

- We need transcendent (or adaptive) leadership, with a focus on leadership within individuals' expertise
- Policy related leadership may be at the local, but more likely the state level (or at least the technical assistance for policy development and support)
- Leadership requires facilitation skills, particularly for navigating conflict and differing priorities, as well as driving to consensus

Technology

- Need clarity around which data is public and which is confidential
- Challenges and confusion around AI policies and how to bring external partners into shared workspaces

Workforce Development

- Striving to make sure the workforce is representative of the communities being service, but still a challenge to attract people with diverse backgrounds (what about working with workforce services?)
- Funding streams and grant management can present challenges to consistently recruit and retain staff
- Thinking about training opportunities/employment pathways for mid-career professionals
- Need an overall plan and strategy for workforce development

Financial Management/Facilities

- Braiding funding for sustainability and resiliency
- Need increased funding that is consistent, sustainable, and directed at primary prevention

Legal Services

- Opportunity and challenge to work with local governments or county attorneys – they don't always understand public health perspective and PH business needs

Next meeting: Maternal, Child, and Family Health

Date: January 8, 2025

Time: 1-2 p.m.

Location: Teams

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