

Assess Organizational Capacity



Below is a checklist for assessing organizational capacity for climate and health work. Understanding current organizational capacity can help us decide what kinds of actions to undertake. Local health jurisdictions have varying levels of capacity determined by a number of factors including:

- Interest among staff
- Knowledge among staff (or ability to gain expertise through training, etc.)
- Leadership support
- Organizational culture of collaboration and creative problem-solving
- Other agencies are planning and/or taking action
- Broader jurisdictional support (commissioners, other agency directors, etc.)
- Our dept. understands what other agencies have authority to do
- Staff time can be allotted to the work
- Applicable funding
- Health dept. staff are interested and ready to engage
- Health dept. staff are well-connected and already coordinating related efforts
- Existing community partnerships
- Community partners are interested and ready to engage
- General public readiness (*see: Assessing community readiness tool*)

Weighing these types of factors, what is our current organizational capacity?

Low Capacity – There is currently very little interest, support, or resources. The majority of our strategies should focus on training our public health officials and building awareness among our stakeholders.

Some Capacity – There is some interest and support within our organization and broader community. There may not be funding, but there are other forms of capital that could be used (such as existing partnerships, initiatives, collaborations, etc.). Our strategies may include a mix of targeted educational outreach with one or two priority public health interventions.

Medium-to-High Capacity - There is strong support within our organization and broader community to work on climate change. We are able to devote some staff time to this work and partners are ready to collaborate with us on these efforts. We have the interest and capacity to work on strategies that involve changes in our planning, policies, and systems.