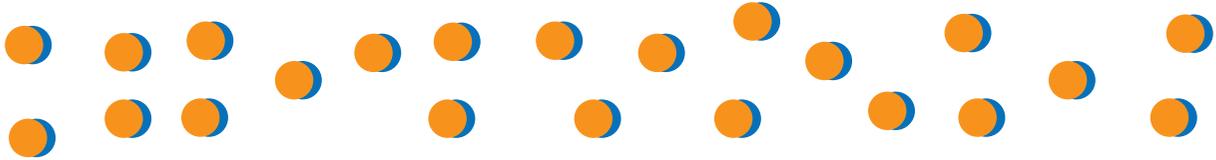


FY 25



**Cambridge
Public Health
Department**

This document accompanies the Cambridge Public Health Department's FY25 Annual Report and provides more detail about the activities of each work unit within the department.

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CPHD By the Numbers

A snapshot of numbers hints at the story of the varied work of the Cambridge Public Health Department this year:

2,428 COVID-19 and flu vaccines provided

>1,900 Healthy Eating Active Living community connections (this many residents impacted by HEAL's staff of 3!)

4,691,453 Square feet of lab area under regulation via **146** biosafety permits

60 Youth workers across Cambridge trained in Youth Mental Health First Aid

>10,700 Books distributed (Thanks, Agenda for Children!)

42,867 School health student visits (including medication administration)

300 Basketball tournament entrants & over **500** community members participated in Hoops N Health

584 Burial & Funeral Director Permits issued thus far in FY25

1,540 Doses of naloxone distributed (averting an unknown number of overdoses)

11,313 Screenings of CPS students: (oral health, vision, hearing, posture, substance use)

1,760 TB visits at CHA Cambridge Hospital

Testimonials

To be clear, these aren't just data. Each number represents a resident with a need for support from CPHD. Responsiveness to the community is paramount to our work and we are gratified when residents take the time to tell us how we're doing. A sampling of feedback from the past year:

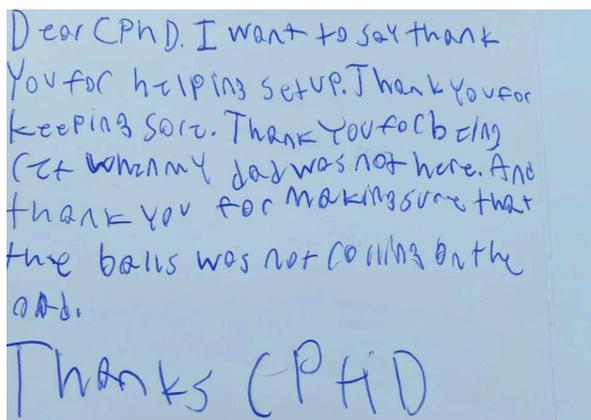
"Thank you, thank you for offering [VaxAbilities] support. This kind of assistance makes a huge difference with my child with special needs. We have struggled to get vaccinated in other settings." - Reservoir Church Vaccine Clinic parent attendee

"Hello, it's public health week! As a Cambridge resident, with public health under assault, I just wanted to reach out and say thank you for all that you do and I appreciate you being there. That's it!" - Cambridge resident (via Zendesk)

"This series is so well put together! I'm so grateful to be able to attend them. I love that they provide childcare because my 2-year old is so excited to get extra play time. I love that the session is small enough for parents to get to know each other...I walk away feeling motivated and supported. This is what community should feel like! Thank you so much for designing these with so much love and care!" (participant, Let's Talk! Early Literacy Series workshops)

"I had the pleasure of working with Paul S. a few weeks ago as he was helping me with a mold inspection in my rental home. I've unfortunately had to experience mold damage multiple times in my life...which has involved working with environmental survey and remediation professionals. Paul is undoubtedly one of the best I've worked with. Paul was knowledgeable, courteous, amenable, and available. I was able to obtain more information on the state of my apartment and next steps than with any other professional I've worked with." - Cambridge tenant

"Very professional. And nice. Almost fun." - Pisani Center Vaccine Clinic attendee



Dear CPHD. I want to say thank
you for helping setup. Thank you for
keeping score. Thank you for being
ref when my dad was not here. And
thank you for making sure that
the balls was not rolling on the
road.
Thanks CPHD

"Dear CPHD. I want to say thank you for helping set up. Thank you for keeping score. Thank you for being ref when my dad was not here. And thank you for making sure that the balls [were] not rolling on the road. Thanks CPHD."

- 11-year-old organizer of a youth basketball tournament at Fresh Pond Apartments

“Thank you so much! I can speak on behalf of everyone here at MFNH when I say we are so grateful for your collaboration and coordination of this drive. As diapers are commonly requested here at the House, we know for a fact that this donation will go a long way in supporting the lives of many here in our community.” – Margaret Fuller House staff member

“It's just nice that there's an organization that both provides information and support to dads, and also highlights the need for dads to be more involved with their kids.” – Cambridge Dads participant

“My mom and I are very pleased to attend the holiday delicious cooking demo In East End House yesterday. We enjoy your dishes and health information as well as the game very much! Attached are some of the photos I took during the class. It does give us [a] very pleasant memory. Thank you very much again!” – East End House participant in HEAL cooking demonstration

“I will schedule dental care. We have insurance, but I have not made an appointment for a while. I will make it a high priority this time to ensure he receives dental care soon; also, thank you for the information. I appreciate the work you're doing through the Cambridge Healthy Smiles Program...” Parent of CPS student following an oral screening at school

The following pages provide a summary of the activities of each of CPHD's divisions and units.

Population Health Initiatives

The Division of Population Health Initiatives (PHI) promotes healthy behaviors in our community. Current program areas include early childhood literacy, healthy eating and active living, and mental and behavioral health promotion.

Agenda for Children

The Agenda for Children Literacy Initiative (AFC) is an early literacy program initiative supporting parents and caregivers of young children, birth to 8 years. AFC carries out its work through three programs: Let's Talk!, Cambridge Dads, and Pathways to Family Success.

Let's Talk! works with moms, dads and caregivers to support the development of young children's language and literacy skills through a broad range of activities including home visits, parent workshops, family events, and book distribution. Cambridge Dads strives to ensure dads are engaged, informed, and feel supported in their role as parents. Pathways to Family Success is a two-year program designed to build community, support school access, and provide resources for low-income Cambridge families with children in Pre-K through 2nd grade. Many of our services are provided by Literacy Ambassadors – multilingual, multicultural, trained parents who serve as links between the programs and families in the community. Many of our activities are done in partnership with other community agencies.

FY25 activities include:

- Over 10,700 books distributed to families
- 773 Born to Read packets sent to newborns in Cambridge
- 25 events held for families in Pathways to Family Success program including parent workshops, field trips, and parent-child activities
- 6 Pathways to Family Success families each received \$500 for enrichment activities for their children from the Curiosity Fund
- 31 Cambridge Dad Events such as Fatherhood Buzz, Dads and Kids in Gym series, and Dads and Kids BBQ
- 33 Parent and Provider Workshops on topics including Screen Use, Play, Math, Managing Parental Stress, Talking about Race with Young Children, and Raising Children with Black Joy
- 43 Early childhood home visits led by team of Literacy Ambassadors
- 20 Book Bike Events: 13 for general public, 7 for families living in housing developments
- 8 StoryWalks in parks during the summer
- Family Literacy Fun Day, a city-wide event celebrating National Family Literacy Month

Healthy Eating Active Living

The Healthy Eating Active Living unit (HEAL) promotes making healthy food choices and staying physically active. Our community events provide education while bringing people together.

For FY25 here some of HEAL's accomplishments:

- **Over 1,900 community interactions** with individuals and 61 events, including:
 - 17 **Nutrition Promotion** Events
 - 5 **Cooking Workshops**
 - 7 **Farmers Market Events**
 - 17 **Physical Activity Promotion** Events
 - 15 **Blood Pressure Screening** Events
- 10 **Mini Grants**, each \$1k, were distributed to local organizations to fund sustainable and innovative community projects (May 2025)
- Oversaw and managed Cambridge's SNAP March Funds: \$35k+ of **SNAP Match funds** distributed through local farmers markets each fiscal year (\$15k HEAL, \$20k City)
- Expanded the reach of **CHA's Signature Hypertension Initiative** through workshops, tabling events, and blood pressure clinics throughout the Cambridge community.
- Piloted **nutrition and cooking-based programs for seniors** at East End House. Workshops are now being offered to a variety of community organizations in multiple languages to support accessible nutrition education.
- Worked closely with the Cambridge Public Schools District (CPSD) in a number of roles:
 - **Analyzed school menu** recipes for carbohydrate quantities to ensure safe consumption for students with blood sugar concerns such as Type 1 Diabetes;
 - Collaborated with the School Nurses to **assess student allergens** and create safe eating environments;
 - Facilitated the **CPSD Wellness Policy Council** addressing topics pertaining to student wellness, including nutrition, physical activity, mental health, and substance use.
- Facilitated the **Cambridge Tap Water Taskforce** and worked with community partners to create a public service campaign promoting the benefits of drinking Cambridge tap water.
- Partnered with the Metropolitan Area Planning Council and various Cambridge community organizations to conduct the **Cambridge Physical Activity Assessment** to inform city infrastructure and programming that improves equitable access to physical activity for all Cambridge residents.

Mental Health and Behavioral Health

The MBHP Unit works to improve the health of everyone in Cambridge by increasing awareness of mental and behavioral health needs and services. Much of the work of the MBHP Unit focuses on substance use among the adult population of Cambridge, particularly tracking opioid overdose data and promoting harm reduction resources. Accomplishments in FY25 include:

- **24 Overdose Prevention Trainings** for 151 attendees
- **3 Narcan Distribution Events**
- 1,878 doses of naloxone distributed
- **2 Medication TakeBack Events** - 97 pounds collected
- The unit was awarded a Municipal Matching grant from Mosaic Opioid Recovery Partnership. The grant will help support a **syringe redemption** pilot program in Cambridge.
- Projects to promote **Community Mental Health Resources** included:
 - **Video** in multiple languages promoting the Community Behavioral Health Center (CBHC) at CHA Cambridge Hospital
 - **Wallet cards** in multiple languages promoting the CBHC distributed to CET, Community Safety Dept. and school health nurses
 - **Bookmarks** with CBHC information distributed to libraries and school health nurses
 - Collaboration with MIT Job Connector program - **Career Exploration** for BIPOC Young Professionals in the Mental Health Workforce
 - May 6th **Mental Health Panel** and Resources Fair
 - **Bus ads** promoting the Safespot overdose hotline

Youth Engagement

The Youth Engagement Unit works to improve youth health and wellbeing through data-driven, community-centered strategies. The unit designs programs, projects, and policies informed by local and national trends, with a strong emphasis on youth voice and cross-sector partnerships. To date, the unit has conducted:

- **4 Youth Mental Health First Aid trainings** (with *Mental Health and Behavioral Health unit*) with 60 youth workers across Cambridge;
- **6 Family Policy Council meetings** centering youth wellness
- **7 Youth Wellness Working Group** meetings to develop program and policy recommendations to the city's Family Policy Council
 - 60 community partners, including youth, on our contact list
 - Development of an action plan, implemented by **3 Subworking groups: Every Youth Connected. Every Adult Equipped. Every Youth Empowered.** When every young person is connected to a caring adult, every adult is prepared to support youth, and every youth is empowered to lead, Cambridge becomes a city where all our young people thrive.
- Implemented the **MassCALL3 grant** from MA DPH
- [Social media campaign](#) with 8 CRLS students to correct youth substance misuse misperceptions
- Developed **Health Education & Leadership Club** with CRLS students

Environmental Health

The Division of Environmental Health oversees key permit programs, investigates environmental hazards, and supports Inspectional Services and Public Works in addressing other health concerns related to the built environment. In FY25 the Division undertook a wide range of projects.

- **Indoor Air Quality (IAQ) investigations & community air quality investigations.** Initiated shared tracking (with ISD Housing inspectors) of each IAQ case under co-enforcement. In FY25 there were 41 IAQ cases investigated with a report generated.
- **Added an additional medical sharps kiosk** in Porter Square (Firehouse on Mass Ave)

Permits for FY25

- Laboratory Biosafety permits issued in FY25: 146
- Tanning: 3
- Tattoo and Body art establishments: 12
- Tattoo and Body art practitioners: 69 License
- Beekeeping; 5 Permits
- Henkeeping: 4 Permits

(Permits submitted but not approved during the fiscal year were not included in these counts.)

- **Public Health Excellence grant - Co-lead Cambridge participation (with ISD)** Statewide initiative to raise performance standards for all local Boards of Health and Inspectional Services departments. Focused on improvement in inspectional documentation and proper equipment and protocols for housing inspections.
- **Rodent control activities:**
 - Hosted monthly Rodent Control Task Force that includes partners and City Departments from Cambridge, Boston, and Somerville.
 - Implementing the Rat Fertility Control Study Cambridge and Somerville to examine how well a non-toxic rodent fertility control product works to reduce the overall rat population over time.
- **Tick and Mosquito-Borne Illnesses.**
 - Staff continue to serve on the East Middlesex/Suffolk County joint Mosquito Control Commission
 - Conducted annual community Tick Hunt to educate residents and C3 volunteers on ticks and tick-borne diseases.

Commissioner of Laboratory Animals

The Commissioner of Laboratory Animals is a licensed veterinarian who reviews the care and use of laboratory animals in academic and industry research labs in Cambridge. This program is unique to Cambridge; local standards exceed federal mandates for the oversight of the treatment of laboratory animals. Several neighboring communities have implemented or are developing or have implemented similar regulations based on the Cambridge model (Lexington, Somerville)

The Commissioner also serves as CPHD's expert on zoonotic diseases and co-chairs the department's Ethics Committee.

In FY25, the Commissioner:

- Reviewed the care and use of lab animals in 29 currently registered labs;
- Evaluated applications for permitting and registration;
- Conducted unannounced laboratory inspections;
- Communicated updated standards of practice/animal welfare advancements to animal facilities at visits and through newsletters;
- Presented on Public Health Ethics and our CPHD's innovative committee at three forums (two local, one national).
- Initiated a project to conduct outreach to area veterinary practices for informal surveillance of certain zoonotic pathogens to 1) foster communication and collaboration with veterinary practices and CPHD and 2) inform messaging strategies to Cambridge residents for prevention and mitigation of certain pathogens. (Erin unsure if should be included, feel free to edit for clarity)
- Worked with the Communications Unit to communicate the risks and prevention tips regarding Highly Pathogenic Avian Influenza (bird flu) with animals such as hens and cats.

Resilience & Emergency Preparedness

This unit focuses on activities that support individuals and the broader community in developing connections and social resilience as part of emergency preparedness. The work takes many forms, including:

Hoops N Health:

- Hoops 2025 Numbers: 124 blood pressure screenings, 239 completed passports collected and 300 Basketball Players

Emergency Preparedness:

- Participated in 4 quarterly drills (through Office of Preparedness and Emergency Management- OPEM)
- Participated in the Hospital Medical Coordinating Coalition (HMCC) and the Metro Regional Preparedness Coalition (MRPC); these coalitions focus on Hospital Preparedness and Surge Planning
- Co-facilitated the Public Health and Public Safety Coalition
- City Wide TTX Exercise: Operation its a WASH. with MIT and Harvard emergency planners (~60 attendees from City Departments, Hospitals, Higher Education and Community Partners)
- Updated January 2025 CPHD's Emergency Operations Plan (EOP), Risk Communication Plan and COOP

Social Capital/ Resilience:

- Block Party Collaboration with CPHD, CDD, and Arts Council: 94 permits in FY25
- Served on the selection committee for the Shade is Social Justice project (with CDD and Arts Council)

Climate resilience:

- Extreme Weather: Updating Extreme Heat Action Plan
- Newly launched Extreme Heat Task Force with CDD and OOS.
- Advisory Committee on Resilient Cambridge Plan (Section 1: Closer Neighborhoods)
- Heat and Health Trainings for Community Partners who serve the public (e.g., The Foundry)

Disability Access(Collaboration Cambridge Commission for Persons with Disabilities and MAPC)

- Inclusive Health Coalition (IHC) comprised of residents with lived experiences with disability and access was developed and continues.
- IHC identified 2 priorities for the work: Anti-Stigma Campaign & Access to Recreational Activities
- 2 full Coalition Meetings with full translation and disability access

Cambridge Community Corps: Five year Anniversary of C3

CPHD's ambassadors to the community

- Employ between 7-20 corps members (numbers fluctuate with the seasons)
- Program support for: Hoops; Heat Prep; Community Meetings; Mental Health Awareness Month; 911 information for seniors in partnership with ECC; notification of community regarding new shelter on Sydney Street and more.
- Participated in Gun Buyback, offered support at all public vaccine clinics hosted by CPHD and conducted flyering of neighborhoods in vicinity of clinic to ensure residents were aware
- Participated in annual Tick Hunt to learn about ticks and their habitats, tick bite prevention.

Clinical Services

Public Health Nursing

The Public Health Nursing Program focuses on communicable disease prevention and control. This team follows up on and monitors treatment for diseases that by law must be reported to local health departments. These include Pertussis (whooping cough), Meningitis, Varicella, and common foodborne illnesses such as Salmonella and Campylobacter (there are approximately 90 reportable diseases in total). CPHD public health nurses are also responsible for tuberculosis prevention and control and conducting citywide flu and COVID-19 vaccination clinics.

In FY25, 214 cases were investigated by the clinical team (PHN and Epi). This included such diseases as norovirus, Salmonellosis, Giardiasis, and Hepatitis C.

Vaccinations

Over the past season, CPHD held 5 large public vaccine clinics and several targeted clinics at senior building, shelters and meals sites.

- CPHD nurses and firefighter colleagues delivered **2,428 vaccinations**
 - 1129 COVID-19, 1,299 Flu
- **1,488 individuals were served**

Tuberculosis

The department's public health nurses staff the TB clinic at CHA Cambridge Hospital and provide home visits for Directly Observed Therapy (DOT) and patient care support. Patient volume has been increasing steadily in recent years.

- 1,772 Visits. Total **visits to the TB clinic increased 62%** (For FY25, 1,010 public health nurses appointments, 762 MD appointments)
- 41 active cases (patients) of TB case management

Miscellaneous

Given their roles, the nursing team also fields inquiries about a wide range of health concerns from residents. Individuals often call the health department when they are not sure where else to call for guidance. Over the past fiscal year, these calls have been for included such topics as:

- Concerns about exposure to rabies from dogs/bats
- Guidance for an employee who may have been exposed to a communicable illness
- Questions about access to vaccines for homebound residents
- How to access primary care
- Guidance on recommended travel immunizations/medications
- Inquiring about locations for low cost vaccines and lab tests

School Health

CPHD School Health staff are deployed across the Cambridge Public Schools at the elementary, middle school and high school levels. The activities below are reported for School Year 2024-2025 (numbers as of 4/28/25).

- Total student enrollment: 7,093
- Medication administrations by school health staff: 14,333
- Visits to school health offices (excluding medication administration): 28,534
- Postural Screenings: 1,825, resulting in 19 referrals
- Vision Screenings: over 4,103, resulting in 200 referrals
- Hearing Screenings: 3,052, resulting in 5 referrals
- SBIRT (Screening, Brief Intervention, and Referral to Treatment) sessions: 748, resulting in 27 brief interventions or referrals
- A **Part-time Nurse Case Manager** was hired this school year. She has managed approximately 50 cases, providing family assistance with such issues as:
 - obtaining health insurance & securing primary care providers
 - facilitating access to vaccinations
 - identifying barriers to absenteeism & finding solutions
 - supporting high risk students requiring special considerations
 - undertaking outreach to parents who require extra support to care for their children
- Sarah Button, School Health RN, received the prestigious **Daisy Award**, an international recognition program that celebrates exceptional dedication and positive impact on patients and families.
- School Health hosted **20 Nursing students** from Boston University, Boston College & Simmons University for clinical rotations.

Oral Health Division

The Oral Health Division provides oral health education, screening and other programming in the Cambridge Public Schools and, increasingly, throughout the community.

Program In the Public Schools

- Operated the **Cambridge Healthy Smiles** Program
 - Oral Health Education in the Cambridge Public Schools*
 - Toothbrush Kits **(1700+)**
 - Fifth Annual Sip Swish Swallow Water Bottles Campaign **(1700+)**
 - Classroom Oral Health Book Distribution **60+**
 - Oral Health Health and Wellness Classroom pilot lessons for grades 5 & 7
 - 11th Grade Pilot Oral Health Lesson on Oral Health Access to Care in Cambridge
 - February Children's Dental Health Month Worksheet Puzzle, contest to earn an oral health brushing demo (Hippodontist for classroom) **(12)**
 - CPS School Bulletins - Oral Health Education Tips for parents
 - Annual School Nurse CEU Presentation - Knowledge of the Current State of Early Childhood Caries
 - Healthy Smiles Instagram - Posts for current oral health updates for Cambridge Residents

Oral Health Screenings in the Cambridge Public Schools:

- **1733 students screened**
- Healthy; no obvious issues - **841 students**
- Triage I: dental cleaning or sealants recommended - **448 students**
- Triage II ; dental exam recommended for possible tooth decay and orthodontic evaluation - **43 students**
- Triage II: dental exam recommended for possible tooth decay - **158 students**
- Triage II: dental exam recommended for an orthodontic evaluation - **167 students**
- Triage III; urgent care referral due to a large area(s) of possible decay, pain, swelling, or infection - **76 students**
- Offered annual **School Nurse CEU Certificate Course** - Knowledge of the Current State of Early Childhood Caries
- Provided **Oral Health Supplies** for school nurses at all CPS schools
- Donated of **Mouth Guard Cases** with Care Cards to CRLS Athletic Department for distribution to athletes (500)
- Provided **CRLS Senior Graduation Transition Supplies** - Toothbrush Kits with Dental Access Resource Sheet given out with cap and gown- 500
- CHA Cambridge **Teen Center Oral Health Screenings**
 - Collaboration with CHA and CHA Windsor Street Dental Clinic to serve students in need of dental care

- **Dental Data Report** from Cambridge Healthy Smiles School Screenings (Shared with MA Department of Public Health)

Oral Health in the Community

- **Community Outreach (250+ Toothbrush kit supplies)**
- **Seniors (65+) Program**
 - Senior Center site visit Presentations
 - CHA Senior Pace Program Presentations
 - Cambridge Library Seniors Presentation
 - Cambridge Police Senior Secret Santa
 - CEOC Senior Events with HEAL
 - The Harvard Square Churches Meal Program-Christ Church Oral Health BP and Oral Health Resource Visits
- **Special Needs Program (IDD)**
 - Russel Youth and Community Center - 60 Adult TB bags and water bottles & Oral Health Adult Presentation
 - CRLS PostGrad Student Presentation
 - CRLS Transition Fair - Oral Health Resources
- **Oral Health Dental Provider Resource List for School and Community Programs**
 - Created and maintained a list of Dental Providers in Cambridge based on insurance, new patient acceptance, hours of operation, languages spoken, etc. for easy access.
- **Dental Data Report** from Cambridge Healthy Smiles School Screenings (Shared with MA Department of Public Health)
- Collaboration with CPHD Epidemiology Department for **2025 CHA Poster Session:** Talking About Teeth: Language-Based Disparities in School Dental Screening Outcomes
- **Cambridge Community Fairs**
 - Oral Health Resources at Danehy Park Family Day, Hoops N Health, FreshPond Day, DHSP Family Day

Epidemiology and Data Services

The Division of Epidemiology and Data Services monitors the health of the city of Cambridge by tracking disease and identifying emerging health issues.

Communicable Disease

Monitoring disease

- **214 (cases) investigatable communicable diseases in FY25** to date (not including non-investigated diseases or COVID-19, which is managed by a different team)
- PHN team starts investigations within two days for 98% of these cases, well above the 7 day requirement from DPH
- Attend biweekly MAVEN & LBOH webinars held by MDPH on current state emerging issues and communicable disease trainings
- Support TB clinic data analysis; project with CHA Business Analytics to create quarterly updating data report

Vaccinations

- Coordination of annual routine respiratory disease vaccination program
 - **2428 vaccinations delivered**
 - 1129 COVID-19
 - 1299 Flu
 - **1488 individuals served**
- Feedback from clinic participants collected to evaluate/improve operations
 - Participants rated their experience at the clinics highly. When asked about a number of aspects related to the clinic experience, over 75% of respondents rated them 4 or higher (scale of 1-5, 5 being most positive).

COVID+ Outreach Team

- **Ongoing PCP sign ups (beginning November 2024) :**
 - Trained with CHA to have EPIC access and direct scheduling ability
 - Shared [Intake form](#) with school and public health nurses in all four cities/towns
 - Pilot: 25+ kids + families registered to be CHA patients/CHA primary care
 - 15 additional need for PCP identified through inbound and case investigation calls
 - Currently expanding to be available for all CPHD program staff to refer people for PCPs
 - 36 people registered in FY25
 - Helped people navigate insurance questions, provide directions, etc
- **Inbound Phone Line resource navigation:**
 - 112 inbound calls recorded in FY25
- **Outreach calls made - FY25**
 - 848 individuals reached out to

Communicable Disease New Reports

- [2023 Vaccination Report](#)
- 2024 Vaccination Report (in progress - eta e/o May)
 - [Preliminary data](#)
- [2024 Communicable Disease Report](#)
 - Coming soon: quarterly communicable disease dashboard for internal analysis and reporting

Teen Health Survey

- [2024 Report](#) produced in FY25
- Presentation of results at school committee meeting in collaboration with CPS
- Epi function: lead the biannual review of survey tool, liaise with contractor, and produce adhoc data analysis
- FY25 Goal to increase youth and community engagement
 - Project with CRLS student
 - Graduate Intern working on DataWalk materials
 - Redevelopment of THS & MGHS Infographic for dissemination at schools and youth programs

Oral Health

- [Oral Health Data Dashboard](#) - internal facing
- Oral Health Poster at CHA, accepted to APHA
- Data management for 1,886 in school screenings
- Creation of new scheduling tool for teen health center screenings
- Support for data analysis for academic manuscript with MCPHS

HEAL

- Mini grants evaluation: evaluating the effectiveness of the program to support and sustain community organization work

Mental and Behavioral Health

- Opioid overdose training evaluation: information about the knowledge and awareness of overdoses and response in program participants
- Weekly opioids overdose report data analysis support

Resilience

- [Legacy trip evaluation](#): Evaluated student self efficacy and belonging
- Hoops n Health eval survey

Equity

- Health equity needs assessment - staff survey tool design and implementation

Internal Unit Admin

- Hiring of Data Analyst (September 2024)
- [Epidemiology Retreat to review FY24 successes and set FY25 goals](#)

- Journal Club - 29 attendees over 6 sessions
- Office Hours - 29 attendees over 9 sessions
- Implementation of project management software (Airtable)
- Unit Rounding Initiative with public-facing units
- Employee survey quantitative results analysis

Committees/Collaborations

- Ethics committee - 2 Epi staff as participants
- Strategic Programming: - Epi staff as co-chair, participant
- Quality Review committee
- Intern committee
- Monthly City Data Analysts meeting with analysts across City of Cambridge departments

Presentations

- Outbreak Public Health (Ethics)
- APHA (Ethics)
- MHOA (Ethics)
- CHA Poster Session
 - Vaccine clinic
 - Oral Health
- Presentations to CPHD Board

Community Health Needs Assessment/Community Health Improvement Plan (CHA/CHIP)

Every five years, the City of Cambridge conducts a comprehensive Community Health Needs Assessment to identify the strengths and areas for improvement related to the health of all who live, learn, work, and spend time in Cambridge. Led by CPHD, this assessment process engages partners in various sectors to understand the social determinants of health through an equity lens. The Community Health Needs Assessment is a requirement for national accreditation and results in a Community Health Improvement Plan. For the process this year, CPHD staff:

- Convened a Community Advisory Committee of members representing city agencies and community nonprofit partners to inform CPHD's programmatic priorities.
- Researched and shared data exploring demographics; health status and health-related behaviors; community assets and resources, utilization, and barriers to care; social determinants of health; and health disparities.
- Facilitated process to identify major challenges to health equity for certain groups in the city including: immigrants, refugees, and people of color; older adults and people with disabilities; low-income families/individuals, persons who are unhoused, and victims of abuse, neglect, and exploitation; and youth, young adults, and the LGBTQIA+ community.

The Committee identified cross-cutting issues that, if addressed in the city's Community Health Improvement Plan (CHIP), could improve health equity for multiple populations in Cambridge.

- The Priority Areas that will guide CPHD's work are:
 - Health & Systems Literacy
 - Isolation & Community Connection
- CPHD is currently synthesizing the literature for evidence based objectives related to CHIP priority areas.

Health Equity

The Health Equity Unit was created with the goal of threading health equity into all of the policies, programs and initiatives within CPHD. Since its inauguration, the unit has begun work to build the health equity infrastructure within CPHD in the following ways:

- Developed an internal policy equity lens review analysis tool, used to review all internal policies.
- Developed a health equity lens toolkit for review of all programs, services, and initiatives within the department. The tool is currently being piloted within the department.
- Undertook antiracism and racial equity work, starting with an internal antiracism and racial equity needs assessment that will guide strategic planning around antiracism and racial equity education/initiatives;
- Supported the Community Health Improvement Plan and other departmental initiatives engaging in outreach within the Cambridge community; and
- Supported the CHA Alliance Health Equity Steering Committee's strategic health equity initiative.

Communications and Marketing

CPHD's Communications and Marketing team collaborates with CPHD staff and city partners to develop timely messages and materials that keep the public up-to-date on our work and the issues impacting the public health of the city. Activities this year have included:

- Served as CPHD's public information office, managing inquiries from the media and the public
- Participated in weekly meetings with communications staff from the City Manager's Office and other city departments to ensure consistency of messaging
- Provided public health warnings, alerts, and education to the the public about certain risks:
 - communicable disease (e.g., COVID-19, Avian Influenza) and issued reminders about taking precautions during respiratory season;
 - cases of EEE/West Nile virus in Massachusetts and issued mosquito bite prevention tips;
 - Issued Public Health Warnings due to Combined Sewer Overflows
 - local food recalls;
 - Issued weather warnings and emergency preparedness posts
- Maintained CPHD's social media accounts (175 posts on Instagram, 235 posts on Facebook, 77 posts on Bluesky, 13 videos on Youtube)
- Maintained CPHD's website, including frequent events posting and updates to division/unit content
- Publicized events CPHD events as well as City events: vaccine clinics, mental health events, Hoops 'N' Health, medication takeback days, monthly narcan trainings, blood pressure screenings and Immigration Rights events
- Provided education on a range of health topics and resources including hypertension, mental health, substance use recovery, heat safety, swim safety, tick bite and mosquito bite prevention, food safety, pet safety, etc.
- Develop and assist in creating CPHD reports.

Administrative & Finance Operations

As part of strengthening our financial and grant management practices, this annual plan outlines key responsibilities and initiatives. A priority this year includes onboarding a new Finance Manager, ensuring he is trained with accuracy and equipped with a thorough understanding of all internal processes. The goal is to improve reporting, compliance, and efficient use of funds through a clear structure and consistent collaboration.

Key Activities:

- For the Mass Call 3 grant, prepared and submitted an amendment for approval to realign and better allocate funding.
- Collaborated with the city on the development of the budget book
- Leveraged the budget tracker to ensure the accuracy of our non-staffing budget allocations
- Applied for a new grant to extend the Oral Health Program to the Teen Center.
- Sent HEAL contact documentation and maintain compliance with grant communication requirements.
- Collaborated with program and finance teams to ensure accurate financial data and allocations across projects.
- Shared monthly invoice reports with Grant Accounting to support internal controls and audit readiness.

Operations Services

- Issued 584 burial permits and 5 funeral directors permits (FY25 as of 4/29/25).
- Provided coverage of CPHD's front desk and phone operations, serving as the department's first point of contact for callers and walk-ins seeking support.
- Monitored and managed zendesk inquiries, responding to resident needs.
- Managed vaccine ordering and coordination for CPHD's public and smaller targeted vaccine clinics.
- Supported TB clinic operations.
- Managed the purchasing function of the department,
- Organized the donation of over 150 gift bags and hygiene kits (diapers, baby wipes, thermometers, toiletries) to Margaret Fuller House, Cambridge/Somerville Healthcare for the Homeless, and the Pentecostal Tabernacle community church.

Administrative Services

- Centralized residents inquiries (chatbot, phone, email and walk ins) in one location in order to make it easier for staff to identify and respond to urgent community health needs more efficiently.
- Helped revamped and did target outreach of CPHD's internship program

Quality & Strategic Development

Accreditation

- Achieved national reaccreditation through the Public Health Accreditation Board

Quality/Process Improvement

- **Conference Request & Attendance Dashboard:** Developed dashboard for the administrative team to improve financial oversight and equity in professional development investments. The system provides CPHD's admin and finance team with insights into conference costs, allowing for proactive budget management and forecasting. It also enables a transparent assessment of training investments by team and individual, ensuring equitable access to professional development opportunities.
- **Intern Request and Experience Dashboard:** Developed dashboard for the department's Intern Committee to help streamline internship management, enhance workforce development, and address capacity challenges. This system provides real-time data on intern requests, placements per semester, distribution across divisions, and feedback on the intern experience. In addition to improving internal efficiency, this tool also helps the department nurture the next generation of public health professionals.

Performance Management

- Launched a new performance management software, ClearPoint, with dashboard functionality for easy snapshots of unit/plan/departmental performance.

CHNA

- In collaboration with the Divisions of Epidemiology & Data Services, Communications, and Population Health Initiatives, published the most recent five-year Community Health Needs Assessment.

CHIP

- Facilitated the development of the next Community Health Improvement Plan's priority areas (Health & Systems Literacy and Isolation & Community Connection), which will be CPHD's top external priorities for the next five years (starting July 1, 2025).

Policy

- Coordinated with the administrative and finance teams to meet the state's first reporting requirements under the SAPHE 2.0 act: The submission of data related to the Foundational Public Health Services. This helps the state understand each local health department's capacity and expertise related to the FPHS.
- Started preliminary conversations with the state on future SAPHE 2.0 reporting requirements, including annual data reporting related to CPHD and the City of Cambridge's compliance with training and credentialing requirements.



Cambridge
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Cambridge Public Health Department is a city department administered by
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