



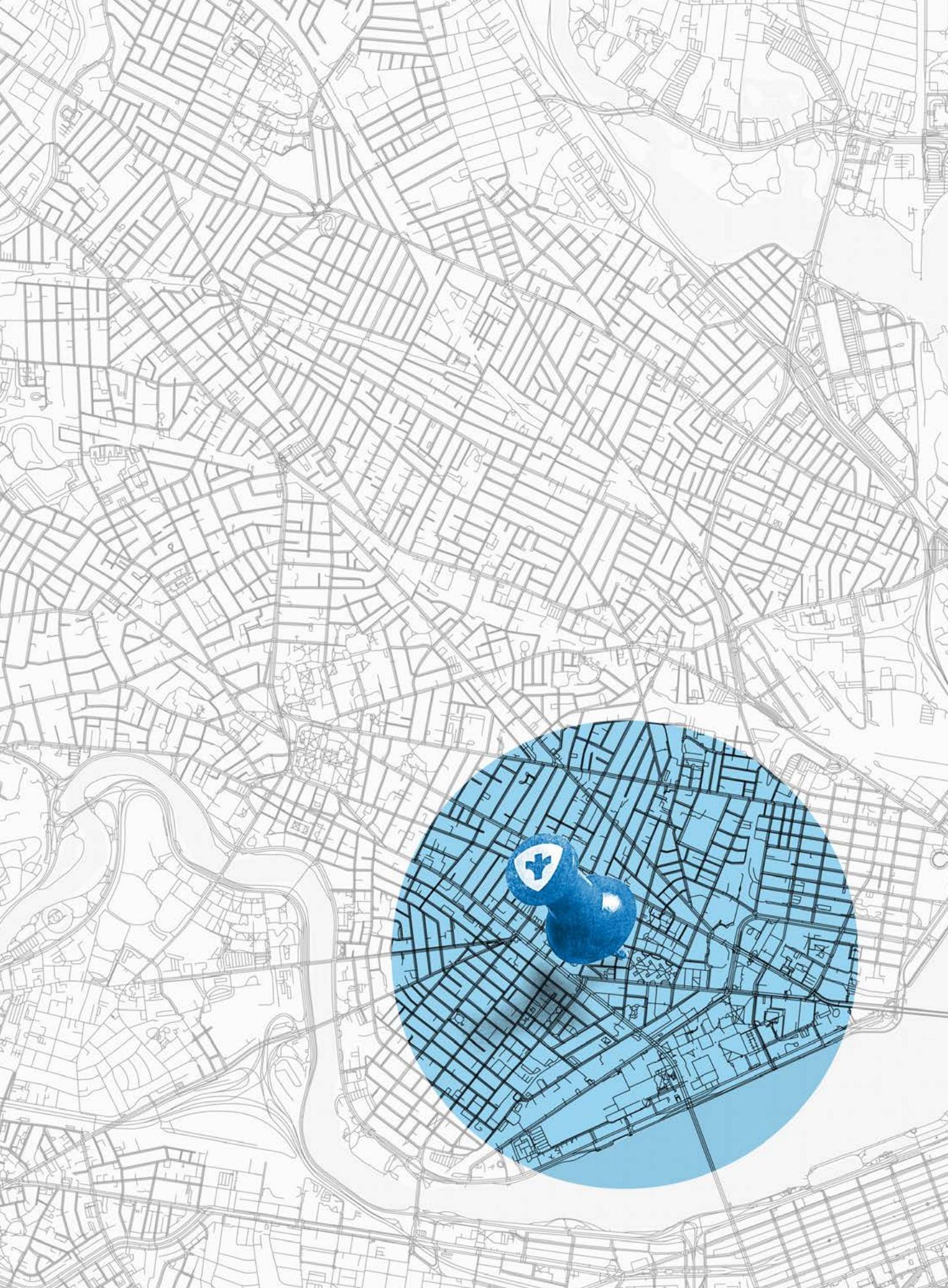
FISCAL YEAR 2025
**ANNUAL
REPORT**



2025



Cambridge
Public Health
Department



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CPHD staff participated in City Hall Selfie Day, an annual celebration of public service.

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A brief overview of the Cambridge Public Health Department (CPHD) divisions and units

This section describes the range of programs and services that comprise the health department. Learn more about our FY25 accomplishments at [cambridgepublichealth.org/resources](https://www.cambridgepublichealth.org/resources).

Derrick Neal

CHIEF PUBLIC HEALTH OFFICER

Hello, Cambridge community.

I've been known to say that public health work is akin to organized chaos. We at the Cambridge Public Health Department are working every day on an enormous range of issues—anticipating, preparing for, and responding to public health challenges and opportunities of all kinds.

The multifaceted nature of public health makes it hard to divide up into discreet “buckets”. What’s the best way to share our work with you? Present it by divisions/units? Collaborations and cross-cutting efforts? Community expansions? Our commitment to excellence? We could take many approaches. This report is an attempt to share some of the highlights of the past fiscal year, an overview of the work of the department, but certainly not a full inventory of the many initiatives that staff undertook on behalf of the community. For a more detailed account of the activities each unit overtook, visit cambridgepublichealth.org/resources.

One of our proudest accomplishments in FY25 was achieving re-accreditation from PHAB, the Public Health Accreditation Board (PHAB). This national designation recognizes CPHD’s competencies across a wide range of measures and acknowledges our accomplishments in the areas that truly matter to promoting and improving public health. PHAB called out especially our strengths in Enabling Equitable Access and Communicating Effectively to Inform and Educate. They also noted CPHD’s foundational capabilities of Accountability & Performance Measurement and Equity. It was gratifying that PHAB understood what we prioritize most: bringing an equity lens to ALL of our work, ensuring that the entire community can understand and access the services we offer, and providing the highest quality programming possible.

I hope that you’ll take some time to learn more about the Cambridge Public Health Department. Visit our website, follow us on social media, or connect with us in the community. We’re always looking for new partners!

Sincerely,



Derrick Neal



Assaad J. Sayah, MD

**CAMBRIDGE COMMISSIONER OF HEALTH
CHIEF EXECUTIVE OFFICER, CAMBRIDGE HEALTH ALLIANCE**

Greetings,

I'm pleased to report that Cambridge Health Alliance (CHA) had a busy, productive and exciting FY25. CHA worked to implement our strategic plan to best serve our patients and communities and to build a sustainable path forward. We achieved all 10 of our FY25 deliverables, which support our strategic goals of Patients First, One CHA, Health Equity, Access & Growth, and Financial Sustainability. Among our accomplishments were enhancements in strategic partnerships and improvements in our patient safety scores, staff productivity, and several other areas. FY26 promises to be equally dynamic as we add two new areas of focus: increasing our commitment to improving patient engagement and experience and launching an older adult growth strategy to better serve some of the most vulnerable patients in our communities.

The Cambridge Public Health Department (CPHD), a valued member of the CHA family AND the health department for the City of Cambridge, also had many proud moments. Perhaps most important was achieving re-accreditation status with the Public Health Accreditation Board (PHAB), the sole national accrediting body for public health in the U.S. that supports health departments to improve quality, accountability, and performance. It was gratifying to see CPHD recognized for its competencies and high-quality programs, one of only three local health departments in Massachusetts to attain accreditation status.

CHA and CPHD enjoy a collaborative and productive relationship. This fiscal year, that took the form of raising up CHA's hypertension signature initiative and its aim to reduce health disparities by improving awareness and control among the patients and communities we serve. CPHD's public health nurses and Healthy Eating Active Living (HEAL) team provided blood pressure screening, hypertension education, and nutrition and cooking sessions for vulnerable groups in Cambridge; that work continues.

Although this is a difficult time for healthcare and public health systems, we remain committed to serving the residents of Cambridge and our broader service area by providing the best possible care, programs, and education possible. As always, we appreciate your trust in us and look forward to our ongoing work in the community.

Sincerely,



Assaad J. Sayah, MD



FY25 snapshot

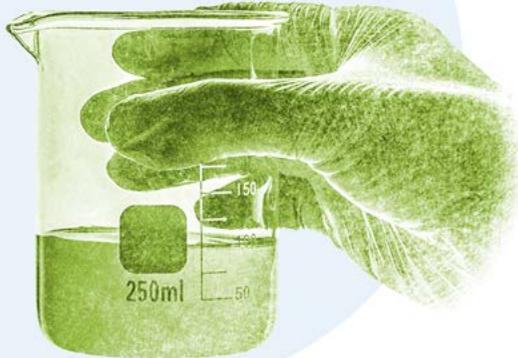
Work as varied and broad as public health is not easy to showcase. This sampling of our activities is just the tip of the iceberg! For more details about FY25 activities, visit cambridgepublichealth.org/resources.

2,428
COVID AND FLU
VACCINES PROVIDED

4,691,453 ft²

OF LAB AREA
UNDER REGULATION

via **146** biosafety permits



45
CAMBRIDGE
YOUTH WORKERS
trained in Youth Mental
Health First Aid

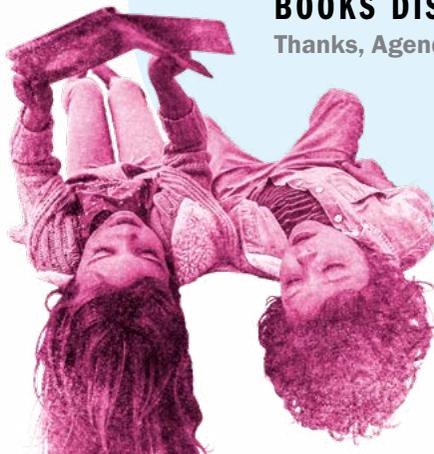
300

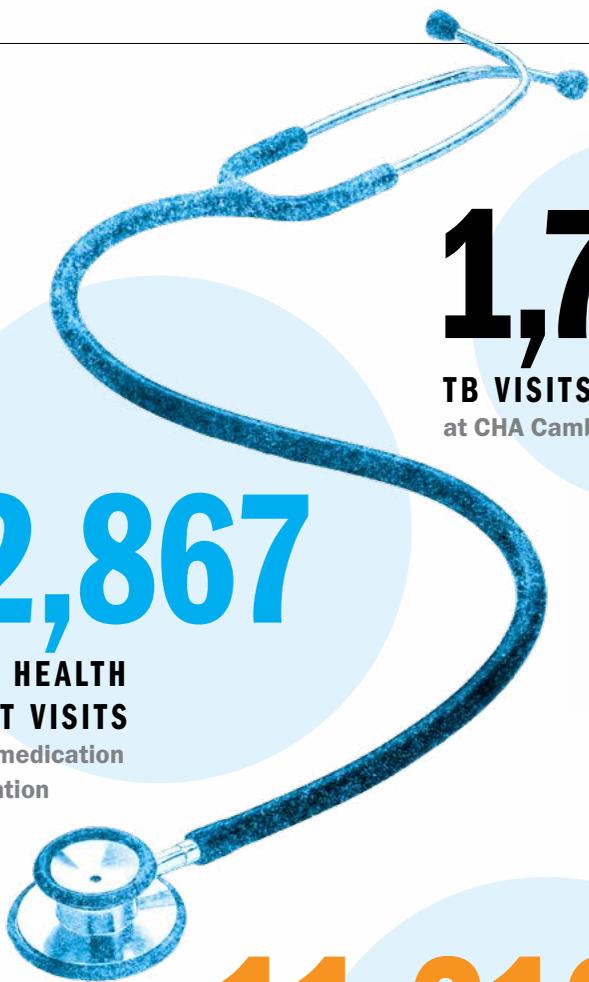
BASKETBALL
TOURNAMENT ENTRIES

and **+500** community
members participated
in Hoops 'N' Health



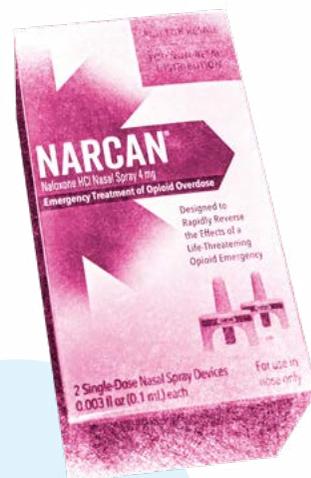
+10,700
BOOKS DISTRIBUTED
Thanks, Agenda for Children!





1,760

TB VISITS
at CHA Cambridge Hospital



1,540

DOSES OF NALOXONE DISTRIBUTED
averting an unknown number of overdoses

42,867

SCHOOL HEALTH STUDENT VISITS
including medication administration

11,313

CPS STUDENT SCREENINGS
for oral health, vision, hearing, posture, and substance use



+1,900

HEALTHY EATING ACTIVE LIVING COMMUNITY CONNECTIONS
made by HEAL'S small staff



496

BURIAL AND FUNERAL DIRECTOR PERMITS

Continued on page 25.

VISION

The Cambridge Public Health Department is a leading, innovative, and model agency that facilitates optimal health and well-being for all who live, learn, work, and play in Cambridge.

Who

we are

CPHD clinicians vaccinated nearly 1,500 community members.



VALUES

Collaboration

Innovation

Professionalism and Excellence

Social Justice and Equity



Teen athletes at the annual Hoops 'N' Health event.





MISSION

The Cambridge Public Health Department improves the quality of life for all who live, learn, work, and play in the city by preventing illness and injury; encouraging healthy behaviors; and ensuring safe and healthy environments.

CPHD achieves re-accreditation

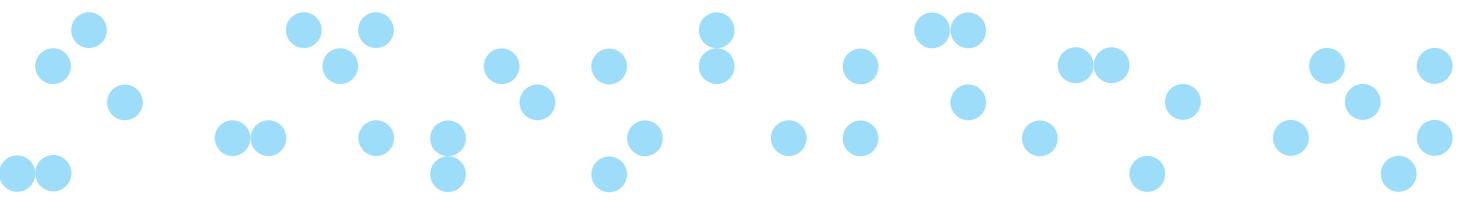
The Public Health Accreditation Board (PHAB) is a nonprofit established to advance and transform public health practice by championing performance improvement, strong infrastructure, and innovation. PHAB's Accreditation Standards are the measures that indicate a health department is performing at the highest possible level of quality. CPHD achieved re-accreditation status in February, 2025.

PHAB graded us against the ten essential public health services. And CPHD passed the test! PHAB reviewers found that the health department demonstrated all ten essential services and the accompanying foundational capabilities. They conveyed that CPHD is particularly strong in **Communicating Effectively to Inform and Educate** and **Enabling Equitable Access**.



TEN ESSENTIAL PUBLIC HEALTH SERVICES

- 1** *Assess and monitor population health*
- 2** *Investigate, diagnose, and address health hazards and root causes*
- 3** *Communicate effectively to inform and educate*
- 4** *Strengthen, support and mobilize communities and partnerships*
- 5** *Create, champion, and implement policies, plans and laws*
- 6** *Utilize legal and regulatory actions*
- 7** *Enable equitable access*
- 8** *Build a diverse and skilled workforce*
- 9** *Improve and innovate through evaluation, research and quality improvement*
- 10** *Build and maintain a strong organizational infrastructure for public health*



Hypertension initiative

As part of CHA's commitment to promote education about hypertension in the community, CPHD held many events that featured heart-healthy education as well as blood pressure screenings throughout Cambridge.



Thanks for the recognition

Prevention is at the heart of public health work; when we perform at our best, it often happens under the radar. This year we were proud that our work as a department as well as individual staff members garnered some well-earned attention!

**CPHD Public Health
Community Award**
Sarah Lincoln
Youth Engagement

**CPHD Public Health
Leadership Award**
Kristin Ward
Quality & Strategic Development

Outstanding City Employee Award
Public Health Nurse Shamsher Bam
recognized for his contributions



Daisy Award

School Nurse Sarah Button honored with a prestigious Daisy Award



CPHD Public Health Emerging Leader Award

Iris Lewis Agenda for Children



CPHD Public Health Community Award

Brigitte DeVeau, Norah Ismail, and Kasey Owen Healthy Eating Active Living (HEAL) Team



Oral Health Community Programming takes the work beyond the school setting to serve older adults, people with special needs, and more.

Focus on Hypertension is a CHA/CPHD collaboration.

A Health Equity Specialist applies a health equity lens across all CPHD policies, programs, and services.



What's new in FY25?

CPHD is always looking for new and better ways to support the health of our community. Among this year's initiatives:

A Public Health Excellence Grant allows CPHD to work collaboratively with Somerville to enhance inspectional services protocols and rodent control measures.

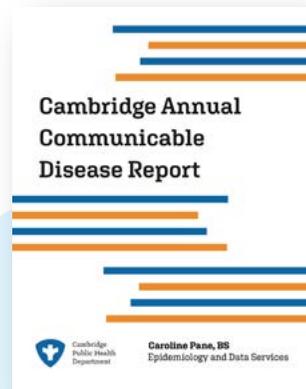
Staff from across the department support CHA's hypertension signature initiative, providing blood pressure screening and education in community settings.

A School Nurse Case Manager supports families with more complicated needs.



The **data** informing our work

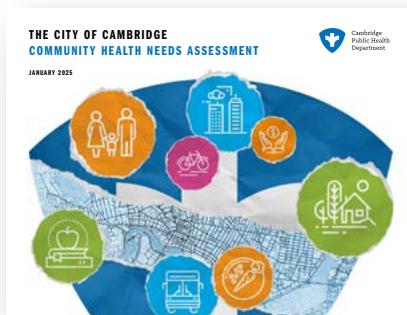
CPHD collects, analyzes and shares data that informs decisions across the city. Visit the CPHD resources page on our website to learn more about health issues in our community and the resources available.



A Communicable Disease Report tells us what we need to monitor in the community.



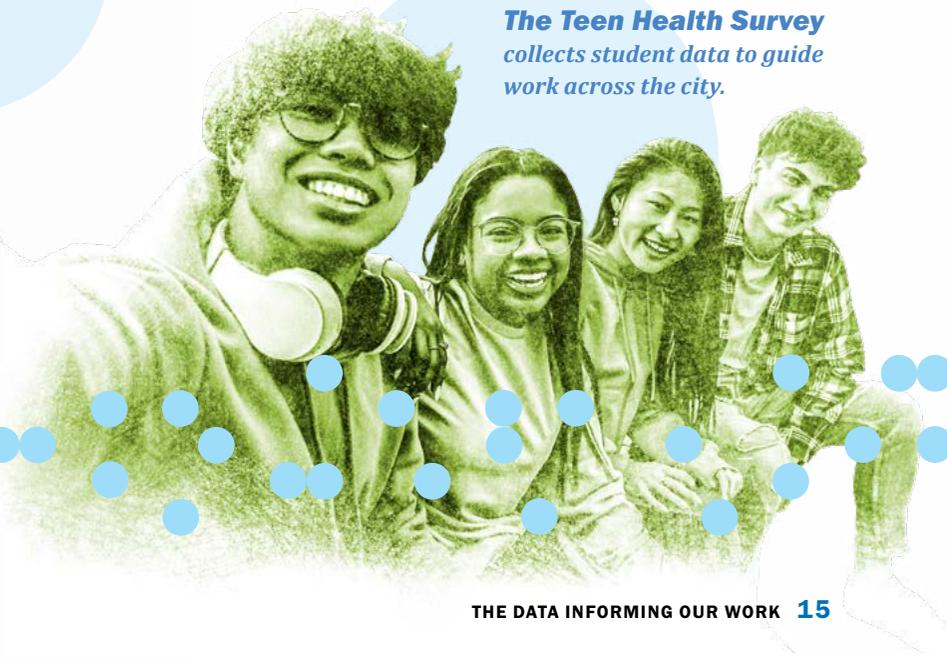
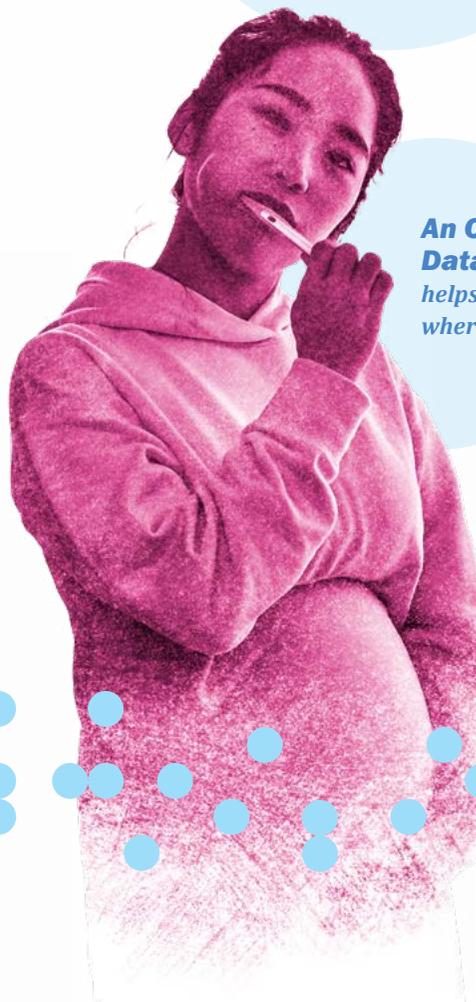
The Cambridge Opioid Overdose Data Report outlines trends, challenges and successes.



Community Health Needs Assessment Every five years, CPHD leads 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. Visit our website to see what we found in 2025 and how we'll use the data to support better health.

An Oral Health Data Dashboard helps focus our work where it's needed most.

The Teen Health Survey collects student data to guide work across the city.



A **brief overview** of Cambridge Public Health Department (CPHD) divisions and **units**



The work of CPHD spans multiple disciplines and is carried out by staff specializing in such varied areas as nutrition, substance use prevention, nursing, environmental health, literacy, oral health, epidemiology, emergency preparedness, and even veterinary medicine. This report provides a brief overview of the department and some of our accomplishments from fiscal year 2025. We invite you to visit our website [cambridgepublichealth.org](https://www.cambridgepublichealth.org) to learn more about our work and the resources available to residents.

CLINICAL SERVICES DIVISION

The Clinical Services Division encompasses public health nursing in the community and school health services in the Cambridge Public Schools.



School nurses administered vaccines at a King Open School clinic.

There were over **28,000** student visits to school nurse offices this academic year!



Public Health Nursing Program

The Public Health Nursing Program focuses on communicable disease prevention and control. This includes disease tracking and follow up in community settings and providing TB care for patients at CHA's TB clinic and in the community.

School Health Program

The School Health Program is dedicated to helping students in grades K-12 stay healthy and in school so they can reach their academic potential. CPHD school health nurses are posted in each Cambridge public school building in the district to provide services to students and support families.

ORAL HEALTH DIVISION

The Oral Health team administers the Cambridge Healthy Smiles programs in the Cambridge Public Schools and educates the community about oral health and its importance to overall health. They deliver programs and participate in community events to promote oral health and provide students and residents with support and guidance to meet their dental needs.

The Oral Health team provided supplies for the Cambridge Police Department's Secret Santa for Seniors program.



DIVISION OF ENVIRONMENTAL HEALTH

The Division of Environmental Health aims to protect residents, workers, and students from environmental threats that can lead to poor health. The Division oversees key permit programs, investigates hazards (including mold, chemical odors, and asbestos), and supports the city's inspectional services and public works departments in addressing other health concerns related to the built environment.

A new sharps disposal box near the Porter Square Fire House helps meet a growing community need.



Staff and residents learned more about tick-borne diseases at this year's Tick Hunt.



DIVISION OF POPULATION HEALTH INITIATIVES (PHI)

The PHI Division promotes healthy behaviors in the Cambridge community. The division works with partners to identify and understand the health needs of diverse populations and develop programs and policies that address those needs. The PHI uses a health equity and racial justice lens for all their work.

Agenda for Children Literacy Initiative (AFC)

AFC is an early literacy program initiative supporting moms, dads and caregivers of young children, birth to eight years. AFC carries out its work through three programs: Cambridge Dads, Let's Talk! and Pathways to Family Success. Working with different groups of parents and caregivers, these programs provide multifaceted supports to families by offering events, workshops, home visits, books, and other enrichment opportunities to members of the community.

Healthy Eating Active Living unit (HEAL)

HEAL strives to create an environment that encourages all in Cambridge to eat healthy and be physically active in their everyday lives. HEAL collaborates with residents, community-based organizations, and city departments toward a shared goal of influencing change to public health policies and systems. HEAL also facilitates the Food and Fitness Policy Council.

Mental and Behavioral Health unit

The Mental and Behavioral Health unit works to promote mental and behavioral health, including substance use prevention. The unit's goals are to increase awareness, reduce stigma, and provide resources surrounding behavioral and mental wellness to the Cambridge community. They do this through such activities as overdose prevention education, promoting safe disposal of needles and syringes, and creating resources and publications.

Youth Engagement unit

The Youth Engagement unit develops and implements data-informed programs, policies, and practices that address young people's mental health challenges from a holistic, cross-sector perspective. From asset mapping to teen surveys, staff seek first to understand the root cause, and then convene like-minded collaborators to share findings and develop strategies that address them.

Narcan distribution events were one component of a broader overdose prevention effort.



DIVISION OF EPIDEMIOLOGY AND DATA SERVICES (EPI)

The Division of Epidemiology and Data Services monitors the health of the city by tracking disease and identifying emerging health issues. The team provides support to all CPHD divisions and to outside groups. Its main areas of focus are surveillance and reporting of communicable and chronic diseases; investigation of communicable disease outbreaks; data analysis and visualization; program evaluation; and survey design and implementation. The Epi Division also manages the COVID+ outreach team that assists residents with access to resources, including primary care.

DIVISION OF QUALITY AND STRATEGIC DEVELOPMENT

The Division of Quality and Strategic Development is responsible for developing and implementing the Cambridge Public Health Department's Strategic Plan, implementing and maintaining the department's performance management system, identifying opportunities for improving the performance of departmental programs and services, educating staff on quality improvement tools and methodologies, and completing all tasks and duties related to maintaining accreditation with the Public Health Accreditation Board (PHAB).

DIVISION OF FINANCIAL AND CONTRACTUAL OPERATIONS

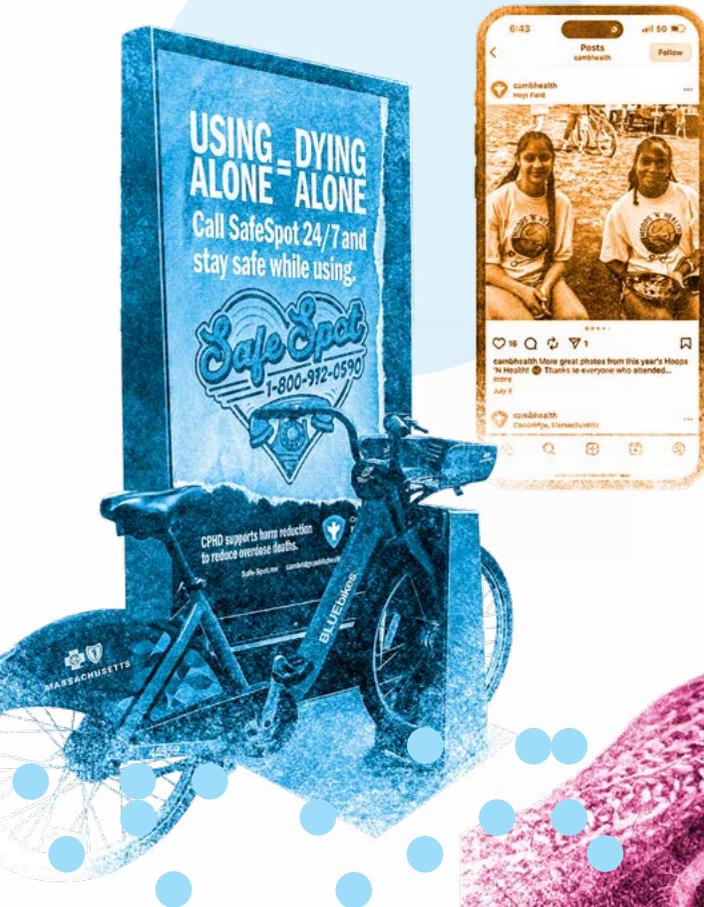
The Division of Financial and Contractual Operations is responsible for the health department's budget and contractual planning, preparation, and monitoring. This division ensures compliance with federal, state, and Cambridge Health Alliance policies and regulations governing sponsored awards.



COMMUNICATIONS AND MARKETING

The Communications and Marketing division collaborates with CPHD staff and city partners to develop timely messages and materials that keep the public up to date on our work and issues impacting the public health of the city. The communications team responds to media inquiries; interacts and creates content for the health department’s social media accounts (follow us on [Bluesky](#), [Instagram](#), and [Facebook](#)); and produces educational materials and informational pieces that make public health data, programs, and services accessible to those in Cambridge.

Communications work online and in the community.



COMMISSIONER OF LABORATORY ANIMALS

The Commissioner of Laboratory Animals, a licensed veterinarian, reviews the care and use of laboratory animals in Cambridge. The city is unique compared to most cities in that there is considerable biomedical research being conducted here and the city’s ordinance provides oversight of research activities involving animals beyond the standard federal regulations. The Commissioner has the authority to review the animal care and use programs of biomedical research facilities via evaluation of standard housing and handling, experimental protocols, and mechanisms to ensure proper veterinary care and humane use throughout an animal’s time in a facility.

DIVISION OF 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. The unit has begun work to build the health equity infrastructure through policy review and development, needs assessment, and strategy development.

A new survey for veterinary offices helps track diseases found in local pets.



DIVISION OF RESILIENCE AND EMERGENCY PREPAREDNESS

The Division of Resilience and Emergency Preparedness focuses on activities that support individuals and the broader community in developing connections and social resilience as part of emergency preparedness. This work takes many forms, from climate resilience planning to supporting disability access. The division also manages the Cambridge Community Corps members, who serve as community ambassadors, promoting and providing support to the city and CPHD's many events.

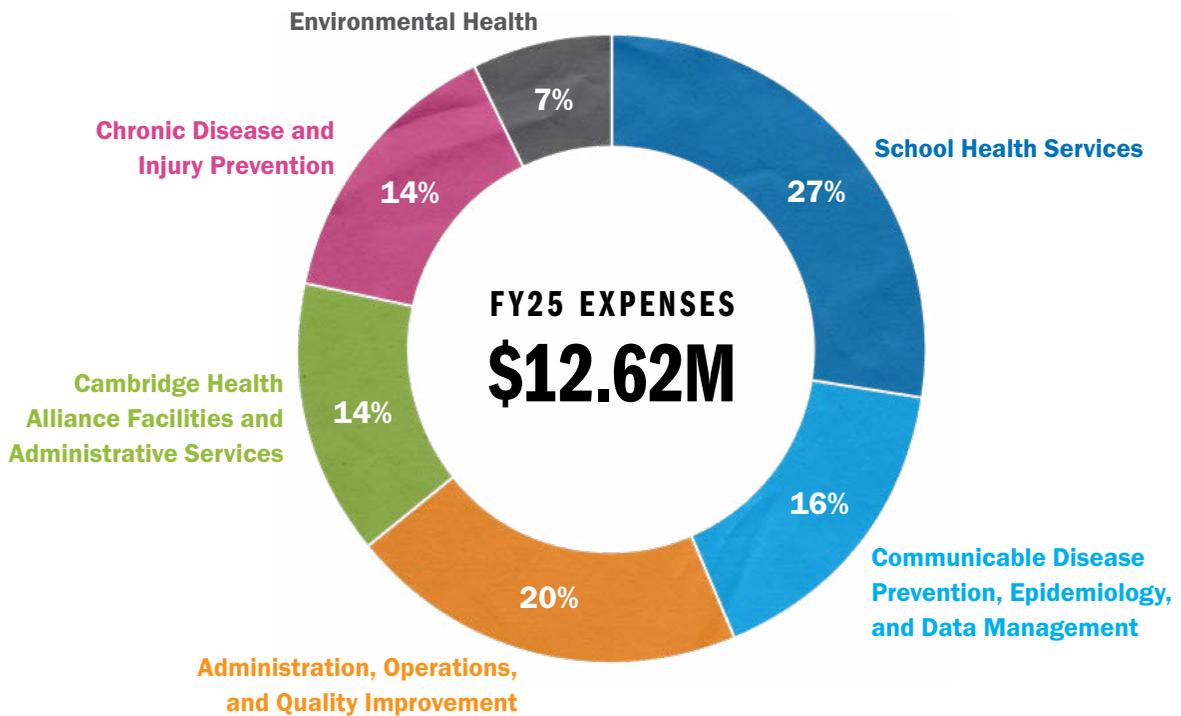
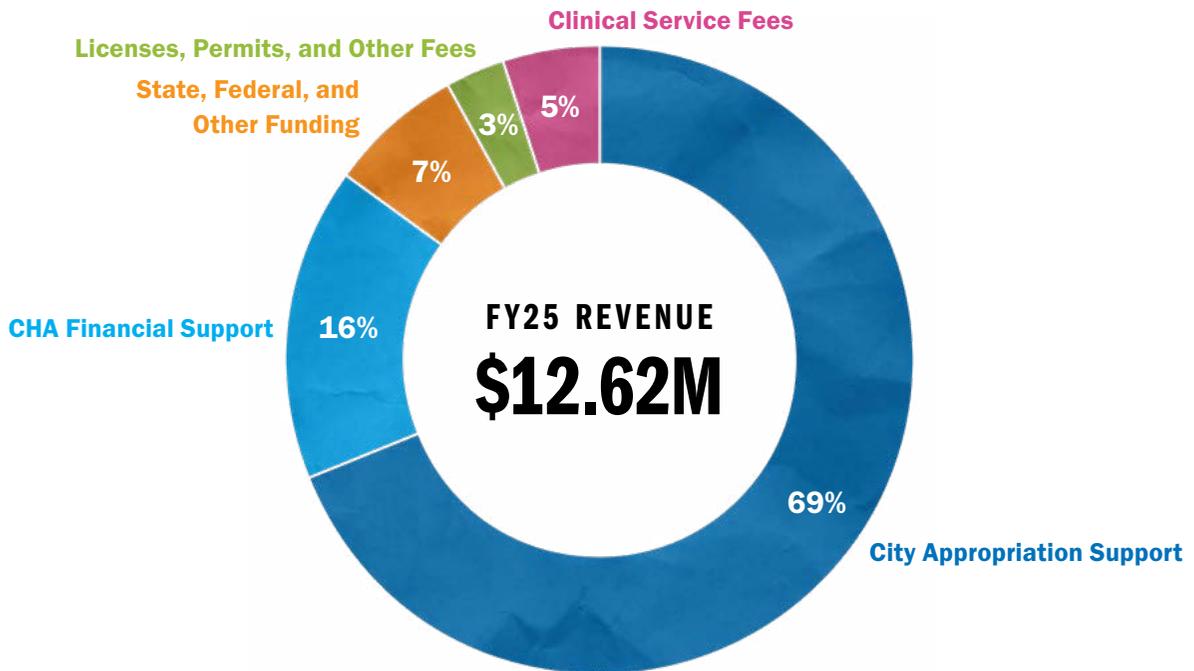
DIVISION OF FINANCE OPERATIONS AND ADMINISTRATIVE SERVICES

The Division of Finance Operations and Administrative Services is responsible for day-to-day operations and management of a wide range of complex functions that support CPHD's work. The Division ensures a sound CPHD infrastructure to improve efficiency, respond effectively to requests made to the department, and support the administrative needs of various functions including CHA's tuberculosis clinic, vaccine services, and the processing of the city's burial and funeral directors permits.

The Cambridge Community Corps staffed Hoops 'N' Health.



Financial summary



Note: Percentages may not add up to 100% due to rounding.

FY25 snapshot (cont'd)

INVESTIGATED
214

cases of communicable disease and foodborne illness



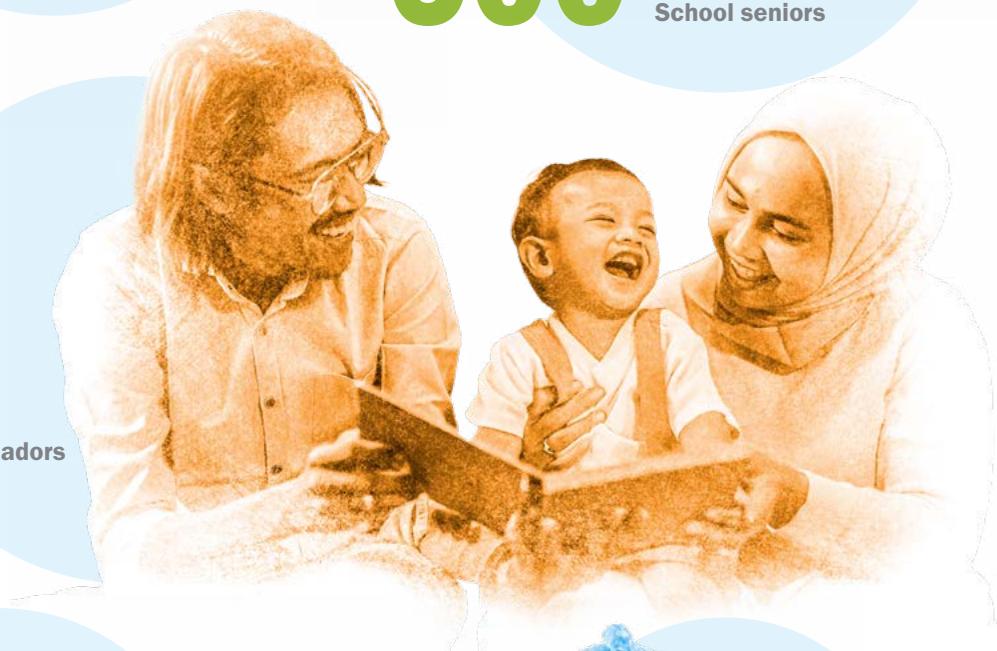
PROVIDED
500

toothbrush kits to graduating Cambridge Rindge and Latin School seniors



43

early childhood home visits by Literacy Ambassadors



STARTED

98%

of investigated disease cases within two days, well above the state's seven day requirement



REVIEWED
the care and use of lab animals in

29 labs

Thank you to our partners

We are grateful for the many exceptional partners who worked with us. We appreciate their ongoing commitment to the health of Cambridge residents.

CITY OF CAMBRIDGE

Cambridge Public Schools
City Manager's Office
Commission on Immigrant Rights and Citizenship
Commission for Persons with Disabilities
Community Development Department
Conservation Commission
Council on Aging
Department of Human Service Programs
Department of Public Works
Family Policy Council
Fire Department
Food and Fitness Policy Council
Find It Cambridge
Human Rights Commission
Inspectional Services Department
Law Department
License Commission
LGBTQ+ Commission
Multi-Service Center
Office of Early Childhood
Participatory Budgeting
Peace Commission
Police Department
Public Library
Substance Use Advisory Council
Traffic, Parking, and Transportation Department
Water Department
Women's Commission

CAMBRIDGE HEALTH ALLIANCE

COMMUNITY PARTNERS

Access: Drug User Health Program
(AIDS Action Committee/Fenway Health)
Academic Public Health Volunteer Corps
Agassiz Baldwin Community
CASPAR/Bay Cove Human Services
Cambridge Black Pastors Alliance
Cambridge Community Center
Cambridge Community Foundation
Cambridge Housing Authority
Cambridge Volunteer Clearinghouse
Cambridge Economic Opportunity Committee
Cambridge & Somerville Healthcare
for the Homeless
Cambridge YMCA
Central Square Business Improvement District
Community Tracing Collaborative
East End House
First Church Cambridge
First Korean Church In Cambridge
Food For Free
Green Cambridge
Islamic Society of Boston
Just-A-Start Material Aid and Advocacy Program
Mass Farmers Markets
Massachusetts Department of Public Health
Margaret Fuller Neighborhood House
Mount Auburn Hospital
Pro EMS
Reservoir Church
Spaulding Hospital
Cambridge Salvation Army
YWCA Cambridge
Y2Y

UNIVERSITIES/AFFILIATES

Harvard University
Massachusetts Institute of Technology
Lesley University



Acknowledgments

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City of Cambridge

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Cambridge Health Alliance
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City of Cambridge

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For more details about FY25 activities, visit cambridgepublichealth.org/resources



Cambridge
Public Health
Department



Cambridge Public Health Department is a city department administered by Cambridge Health Alliance, a regional health care delivery system.

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