

## Faculty of Health October 2023 Council Meeting

DRAFT Strategic Plan (version: 31 July 2023) and Council Discussion Questions

### Summary of Progress to Date

In late July/early August, students, alumni, staff, and faculty members were invited to provide feedback on the draft Strategic Plan (see below).

Thank you to those who have already provided feedback. We continue to invite feedback via the quick MachForm here: [survey](#). Should you prefer, feedback can also be shared by email to [healthdn@yorku.ca](mailto:healthdn@yorku.ca).

For our October 2023 Faculty Council meeting, the Drafting Team is seeking further feedback on the proposed strategic directions and key objectives in the draft plan (see below). Following a brief update on the overall strategic planning process, Council attendees will be invited to join an in-person or virtual breakout group for small-group discussion on the proposed strategic directions and key objectives in the draft plan. The following questions are intended to prompt conversation:

1. Are these proposed strategic directions and key objectives meaningful/relevant for you? For the Faculty?
2. Is something missing and, if so, what?

The feedback will be used by the Drafting Team to further refine the draft strategic plan in efforts to ensure that it meets our collective sense of purpose (our mission), our guiding principles (our values), our aspirations for what we want to achieve (our vision), as well as how we want to achieve and actualize our mission and vision (our strategies and objectives).



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<b>Vision</b>				
<i>What we want to be</i>				
Leaders and partners for a healthy and just world.				
<b>Mission</b>				
<i>What is our “business” and its purpose</i>				
Work with diverse communities to positively influence health, wellness, and their determinants through leading-edge education, research, and practice.				
<b>We value ...</b>				
<i>What will guide our decisions and actions</i>				
<i>Equity, Inclusion, Truth &amp; Reconciliation</i>	social justice, equity, inclusion, truth & reconciliation through the provision of opportunity, access, and a sense of belonging for all			
<i>Interconnectedness &amp; Collaboration</i>	collaborations and partnerships that advance healthy and balanced relations with each other, the land, and all things requiring Earth for sustenance and existence			
<i>Social Responsibility &amp; Advocacy</i>	our responsibility to serve the common good, and to be advocates for sustainable social changes that will have a positive impact for all			
<i>Excellence &amp; Innovation</i>	education, research, knowledge translation and practice that is high quality, original, and relevant			
<i>Caring, Respect &amp; Integrity</i>	caring for one another and respect for our diverse backgrounds, experiences, ways of knowing and doing			
<b>Strategic Directions</b>				
<i>A cluster of objectives designed to fulfill our vision and mission, and which provide a means to apply our values across the Faculty, and not just in a single unit. Each strategic direction has emerged from the many consultations, recommendations, and ideas raised in the strategic planning process. The purpose of establishing main strategic directions and associated objectives is to provide guidance for future decision-making and specific actions.</i>				
<b>Advancing Social Justice</b>	<b>Enriching the Learner Experience</b>	<b>Amplifying Research Impact</b>	<b>Partnering for Positive Change</b>	<b>Seeing, Hearing, and Supporting Each Other</b>
<i>Goal:</i> Advance accessibility, equity, inclusivity, truth & reconciliation in our	<i>Goal:</i> Enhance our learners’ opportunity and capacity to succeed in their education, with	<i>Goal:</i> Be leading innovators, collaborators, and changemakers in health research,	<i>Goal:</i> Build and strengthen ethical, respectful, collaborative, and reciprocal relations	<i>Goal:</i> Cultivate a healthy place to learn, teach, research and work through positive

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<p>academic and research programs, spaces, operations, and institutional culture.</p>	<p>meaningful community engagement through experiential and work-integrated learning.</p>	<p>education, and practice, locally to globally.</p>	<p>with governments, health organizations, community groups, and alumni.</p>	<p>organizational policies, culture, and supportive practices.</p>
<p><i>Key Objectives:</i></p> <ul style="list-style-type: none"> <li>• Incorporate the Truth and Reconciliation Commission’s Calls to Action.</li> <li>• Develop an Indigenous Health &amp; Wellness Hub for situating Indigenous ways of knowing and doing in health and healing education, research, and practice.</li> <li>• Implement the recommendations prepared by the Faculty of Health’s Working Group on Individual and Systemic Racism.</li> <li>• Pilot a support program for equity-deserving learners who have faced barriers or</li> </ul>	<p><i>Key Objectives:</i></p> <ul style="list-style-type: none"> <li>• Gather data to help us better understand the strengths and needs of our current and future domestic and international learners to further support accessible and inclusive student wellness and success.</li> <li>• Expand in-Faculty resources to meet demands for more experiential learning for all students, with focus on professional and interdisciplinary opportunities.</li> <li>• Increase students' connection to local and international community through research, experiential community-based projects, and work-integrated learning.</li> </ul>	<p><i>Key Objectives:</i></p> <ul style="list-style-type: none"> <li>• Enhance our research infrastructure to reduce barriers to discovery and innovation through needs-driven support and career-specific mentorship, focusing attention on the needs of equity-deserving groups.</li> <li>• Support equity-deserving groups through strategic hires, dedicated funding, and Endowed Chairs.</li> <li>• Facilitate interdisciplinary and multi-country research to address current and emerging health-related challenges.</li> <li>• Invest in collaborative research and activities that develop undergraduate and graduate students'</li> </ul>	<p><i>Key Objectives:</i></p> <ul style="list-style-type: none"> <li>• Nurture relations with the York University Indigenous Council, and Indigenous communities.</li> <li>• Explore possibilities for formal affiliations for healthcare professional training and research with Indigenous partners.</li> <li>• Strengthen partnerships with local and global community groups and partners to co-create opportunities for sustainable and equitable collaborations.</li> <li>• Leverage the Connected Minds project, Vaughan Healthcare Precinct, and Ontario Health Teams to increase education, research, and practice opportunities.</li> </ul>	<p><i>Key Objectives:</i></p> <ul style="list-style-type: none"> <li>• Gather data to help us better understand staff recruitment and retention needs.</li> <li>• Recognize the efforts of staff who contribute to effective and supportive organizational processes and culture.</li> <li>• Invest in more structure and support for onboarding and mentorship, with an emphasis on needs of equity-deserving employees.</li> <li>• Conduct program evaluation regularly, transparently, and act on the results.</li> <li>• Champion the Faculty's presence and impact through effective strategic branding and communication.</li> </ul>

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<p>interruptions in their educational journey.</p> <ul style="list-style-type: none"> <li>Recognize the efforts of our learners, staff, and faculty contributing to accessibility, equity, inclusivity, and belonging in our programs, spaces, operations, and institutional culture.</li> </ul>	<ul style="list-style-type: none"> <li>Leverage digital tools, virtual platforms, micro-credentials, and other means by which to lift barriers to education.</li> <li>Explore possibilities for and build new professional masters programs in such areas as digital health, mental health, population health, rehabilitation sciences, and nursing.</li> <li>Resource the Scholarship of Teaching and Learning to advance our contributions to education knowledge.</li> <li>Introduce interdisciplinary pan-Faculty general education courses that build understanding of health equity and the United Nations' Sustainable Development Goals.</li> </ul>	<p>research knowledge, and that advance such initiatives as the United Nations' Sustainable Development Goals.</p> <ul style="list-style-type: none"> <li>Establish knowledge mobilization, open access, and media relations supports to increase research accessibility and impact.</li> </ul>	<ul style="list-style-type: none"> <li>Contribute to the development of a community-based School of Medicine in partnership with government, community groups, and healthcare organizations.</li> <li>Engage with alumni and donors to increase opportunity, collaboration, inclusion, and the advancement of common goals for positive change.</li> </ul>	
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