

**Faculty of Health Strategic Plan: October 30 2023 (Full Version)**

<b>Vision</b>				
Leaders and partners for a healthy and just 21 <sup>st</sup> Century world.				
<b>Mission</b>				
Positively influence health, wellness, and their determinants through leading-edge education, research, and practice.				
<b>Values that guide our actions</b>				
<i>Equity, Inclusion, Truth &amp; Reconciliation</i>		Enhancing social justice, equity, inclusion, and truth & reconciliation through the provision of opportunity, access, and a sense of belonging for all.		
<i>Interconnectedness &amp; Collaboration</i>		Creating collaborations and partnerships that advance healthy and balanced relations with each other, the land, and the world around us.		
<i>Social Responsibility &amp; Advocacy</i>		Engaging 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>		Driving education, research, knowledge translation and practice that is high quality, original, and relevant.		
<i>Caring, Respect &amp; Integrity</i>		Caring for one another and respecting our diverse backgrounds, experiences, ways of knowing and doing.		
<b>Strategic Directions</b>				
<b>Advancing Social Justice</b>	<b>Creating Opportunity for Student Engagement and Impact</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 academic and research programs, spaces, operations, and institutional culture.	<i>Goal:</i> Enhance our learners' opportunity and capacity to succeed in their education through greater access, meaningful community engagement, and experiential and work-integrated learning.	<i>Goal:</i> Be leading innovators, collaborators, and changemakers in health research, education, and practice, locally to globally.	<i>Goal:</i> Strengthen ethical, respectful, collaborative, and reciprocal relations with governments, health organizations, community groups, and alumni.	<i>Goal:</i> Cultivate a healthy place to learn, teach, research and work through positive organizational policies, culture, and supportive practices.
<i>Key Objectives:</i> <ul style="list-style-type: none"> <li>Incorporate the Truth and Reconciliation</li> </ul>	<i>Key Objectives:</i> <ul style="list-style-type: none"> <li>Advance state-of-the-art teaching and learning through faculty</li> </ul>	<i>Key Objectives:</i> <ul style="list-style-type: none"> <li>Enhance our infrastructure to lower barriers to research and</li> </ul>	<i>Key Objectives:</i> <ul style="list-style-type: none"> <li>Nurture relations with the York University Indigenous Council, and</li> </ul>	<i>Key Objectives:</i> <ul style="list-style-type: none"> <li>Gather data to help us better understand staff</li> </ul>

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<p>Commission’s Calls to Action in our education, research, and practice.</p> <ul style="list-style-type: none"> <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 interruptions in their educational journey.</li> <li>• Recognize the efforts of our learners, staff, and faculty contributing</li> </ul>	<p>development and support.</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, mental health, and success throughout their learning experiences.</li> <li>• Strengthen resources within the Faculty to meet demands for experiential learning for all students, with focus on professional and interdisciplinary opportunities.</li> <li>• Advance academic, mental health, and social supports for all students, with a focus on equity-deserving learners who have faced barriers in their educational journeys.</li> </ul>	<p>innovation through needs-driven support and career-specific mentorship for all faculty, including focused attention on the needs of equity-deserving groups.</p> <ul style="list-style-type: none"> <li>• Support equity-deserving groups through strategic hires, dedicated funding, and Endowed Chairs.</li> <li>• Facilitate 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' research knowledge and skills, and that contribute to improving health and its connections to social, economic, and environmental sustainability – a commitment to the</li> </ul>	<p>Indigenous communities for collaborative programming in education, research, and practice.</p> <ul style="list-style-type: none"> <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 in education, research, and practice.</li> <li>• Leverage the Connected Minds project, Vaughan Healthcare Precinct, and Ontario Health Teams to increase education, research, and practice opportunities.</li> <li>• Contribute to the development of a community-based</li> </ul>	<p>recruitment and retention needs.</p> <ul style="list-style-type: none"> <li>• Recognize the efforts of staff who contribute to the Faculty’s effectiveness and supportive organizational processes and culture, both internally and with our broader communities.</li> <li>• Invest in more structure and support for onboarding and mentorship, with an emphasis on the 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 communication and strategic branding.</li> </ul>
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<p>to accessibility, equity, inclusivity, and belonging in our programs, spaces, operations, and institutional culture.</p>	<ul style="list-style-type: none"> <li>• Increase students' connection to local and international community through research, experiential community-based projects, and work-integrated learning.</li> <li>• Leverage digital tools, virtual platforms, and micro-credentials to broaden students' breadth and depth of skill acquisition.</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>• Expand the resources in the Scholarship of Teaching and Learning to advance our contributions to education knowledge.</li> <li>• Introduce interdisciplinary pan-Faculty general</li> </ul>	<p>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>	<p>School of Medicine in partnership with government, community groups, and healthcare organizations.</p> <ul style="list-style-type: none"> <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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	education courses that build an understanding of health equity and actions to contribute to achieving social, economic, and environmental sustainability – a commitment to the United Nations’ Sustainable Development Goals.			
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