

# 2023 Strategic Framework

**Mission:** Improve and sustain the health of the communities we serve



FLEXIBILITY



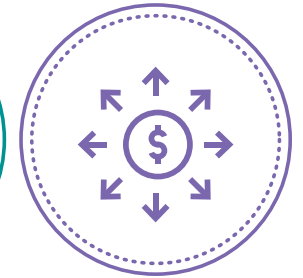
COLLABORATION



EQUITY



INTEGRITY



VALUE FOR MONEY

## Strategic Priority: Embrace, Live and Lead Change

### People & Culture

WDGPH has an organizational culture of engagement, inclusion and agility.

**Actions:**

- Maximize relationships through meaningful in-person interaction
- Further integrate equity, diversity and inclusion objectives throughout the organization
- Equip ourselves for change

### Partner Relations

WDGPH strategically collaborates with partners to address priority health issues in the community.

**Actions:**

- Re-engage with community partners
- Work with a range of partners to achieve positive health outcomes

### Health System Change

WDGPH is positioned to be an agent of change within the broader health sector.

**Actions:**

- Advance the work of Ontario Health Teams
- Lead change in public health

# 2023 Strategic Framework

## Why create a one-year framework?

The COVID-19 global pandemic required incredible dedication, agility, and resilience from public health organizations. As Wellington-Dufferin-Guelph Public Health resumes programs and services after years of emergency response, we are taking time to evaluate and update our strategic directions. To allow this process, we have created an interim one-year strategic framework which will inform decisions and activities throughout 2023.

By creating a short-term strategic framework, we are giving our organization time to pause, reassess and prepare for the future. The 2023 Strategic Framework aims to build on the strengths we have in order to prepare us for upcoming health system changes. During the coming year, the province will provide new guidance on the roles and responsibilities of local public health agencies in the context of health system transformation. Additionally, several activities outlined in the 2023 Strategic Framework involve taking stock of the organizational, partner and community needs affecting WDGP. By the end of 2023, we will have the information necessary to inform a longer-term strategic plan.

## What will our agency look like if we are successful?

### **Have an organizational culture of engagement, inclusion and agility**

- Collegial relationships supporting positive organizational culture
- WDGP is more inclusive and diverse
- Staff have the skills, knowledge and organizational supports they need to navigate change

### **Lead community partners to collaboratively address priority health issues, in a coordinated way with clear roles and intended outcomes.**

- An engagement strategy that is informed by the needs of the community and partners
- WDGP is connected with relevant partners, who are together positioned to act on health issues

### **Be positioned to be an agent of change within the broader health sector**

- WDGP and local partners are appropriately positioned/aligned in a modernized local health system
- WDGP is an innovative leader within the public health system