

# Strategic Plan 2019-2023

In 2018 and 2019, the Board of the Timiskaming Health Unit embarked on its 2019-2023 Strategic Plan through consultations with staff and many organizations. This final plan includes THU's vision, mission statement and core values that help guide the organization. This document also presents the four strategic directions that focus THU to help us accomplish our vision and mission throughout the modernization of public health and over the next five years.

## OUR VISION

A vision statement is the *purpose* of THU or the “why” THU exists. A vision is a long-term goal, the “ideal state” that everyone in the organization works towards. Vision statements can be unique to an organization, or can be shared among multiple organizations that have common goals. The vision statement guiding THU is:

Healthy communities where everyone can thrive.

## OUR MISSION STATEMENT

Mission Statements identify the “what and how” of a specific organization. This mission statement will focus THU's efforts over the next five years:

Public Health promotes and protects the health and wellbeing of all people.  
We do this through collaboration, research, services, communication and advocacy.

## OUR VALUES

Values guide the choices and actions of everyone in the organization. These shared values influence everything THU does including governing our relationships with communities, clients and stakeholders.

### Respect

We treat all individuals and communities with respect which requires understanding, listening, and consideration.

### Adaptable

We are open to change to ensure the effectiveness of our programs and services.

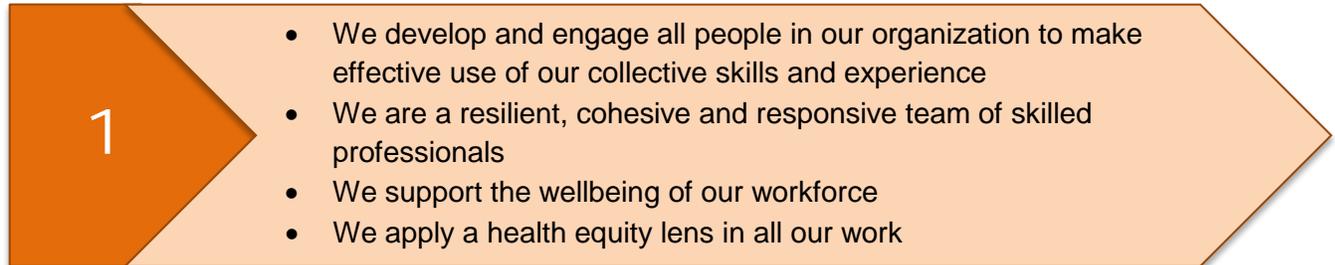
### Evidence-informed

We continually seek out the best available evidence and practices to improve the health outcomes in our region.

# Our Strategic Directions and Expected Outcomes

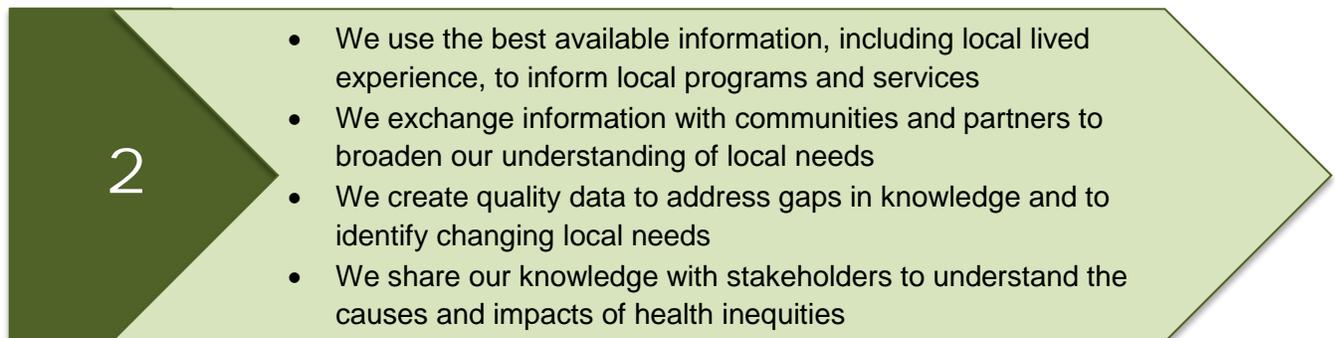
THU's four directions that will focus our operations for the next five years are:

We infuse our work with learning and passion



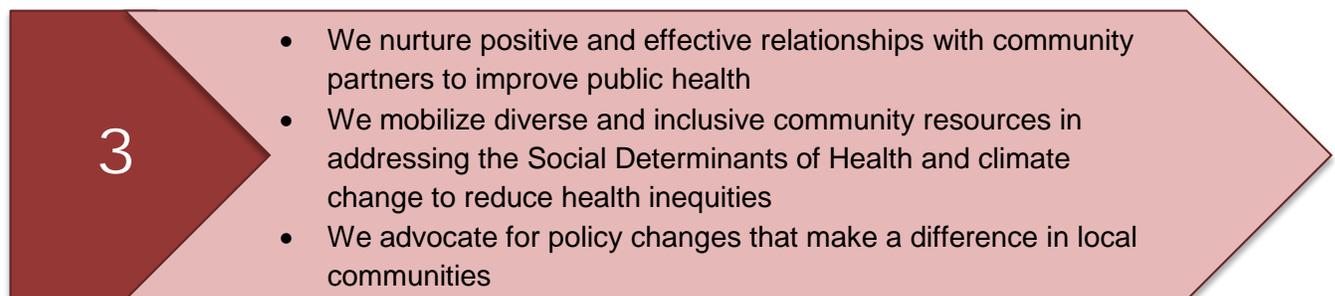
- We develop and engage all people in our organization to make effective use of our collective skills and experience
- We are a resilient, cohesive and responsive team of skilled professionals
- We support the wellbeing of our workforce
- We apply a health equity lens in all our work

We create, share and exchange knowledge



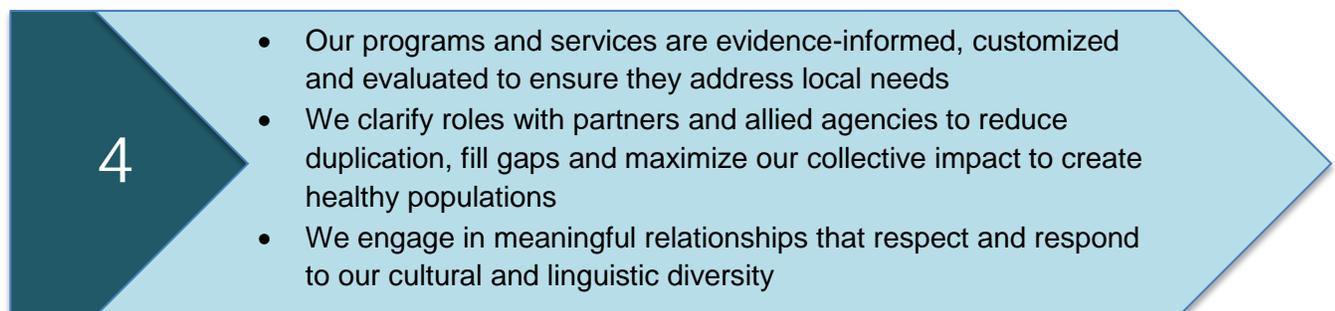
- We use the best available information, including local lived experience, to inform local programs and services
- We exchange information with communities and partners to broaden our understanding of local needs
- We create quality data to address gaps in knowledge and to identify changing local needs
- We share our knowledge with stakeholders to understand the causes and impacts of health inequities

We collaborate with partners to make a difference in our communities



- We nurture positive and effective relationships with community partners to improve public health
- We mobilize diverse and inclusive community resources in addressing the Social Determinants of Health and climate change to reduce health inequities
- We advocate for policy changes that make a difference in local communities

We adapt to address the diverse and changing local needs



- Our programs and services are evidence-informed, customized and evaluated to ensure they address local needs
- We clarify roles with partners and allied agencies to reduce duplication, fill gaps and maximize our collective impact to create healthy populations
- We engage in meaningful relationships that respect and respond to our cultural and linguistic diversity