



TO: Chair and Members of the Governance Committee

FROM: Emily Williams, Chief Executive Officer
Dr. Alexander Summers, Medical Officer of Health

DATE: 2023 February 16

2021-22 PROVISIONAL PLAN PROGRESS UPDATE

Recommendation

It is recommended that the Governance Committee recommend to the Board of Health to receive Report No. 05-23, re: 2021-22 Provisional Plan Progress Update for information.

Key Points

- In Q4 2021, the Board of Health approved extending the timelines for phase two and three of the Provisional Plan by a minimum of three months. This elongation of the phases carries the Provisional Plan into Q2 2023.
- Progress has been made on many projects on the Provisional Plan, with seven (7) projects ongoing.

Background

The Health Unit continues to ensure that the priorities and objectives identified on the Provisional Plan are prioritized and balanced with the ongoing demands of the organization. The current Provisional Plan is attached as [Appendix A](#). On November 10, 2022, the Board of Health approved the extension of the 2021-22 Provisional Plan to the end of 2024 following a current state analysis with a plan to develop a 2025-2029 Strategic Plan in 2024.

Provisional Plan Update

The Health Unit has continued to work on the goals identified on the Provisional Plan during Q4 2022 and has executed on key deliverables associated with the seven (7) strategic projects being implemented including:

#	Project Name	Provisional Plan Goal
1	Employment Systems Review	<ul style="list-style-type: none"> • Implement prioritized recommendations from the Diversity and Inclusion Assessment and Anti-Black Racism Report, including piloting the use of a shared workplan to facilitate collective and collaborative organizational work across teams.
2	Implementation of the Anti-Black Racism Plan	
3	Onboarding and Enhancement of the Electronic Client Record (ECR)	<ul style="list-style-type: none"> • Expand the range of technology solutions to meet client, community partner and staff needs for delivering virtual programming and services and enhancing staff safety.
4	Transition to SharePoint	
5	Implementation of the Joy in Work Framework	<ul style="list-style-type: none"> • Assess and refine decision-making practices across the organization to ensure decisions are made at appropriate levels, efficiency is maximized, and processes are clear.
6	Return to Office	

		<ul style="list-style-type: none"> Execute a plan to value and recognize staff contributions in all MLHU programs, including opportunities to enhance staff connectedness and belonging.
7	Sociodemographic and Race-based Data Collection in Electronic Systems	<ul style="list-style-type: none"> Expand the systematic collection and analysis of sociodemographic and race-based data of MLHU clients, and develop a process for its use in planning and evaluation of MLHU programming and service delivery.

A Q4 Provisional Plan summary report has been included as [Appendix B](#).

There is only one (1) deliverable, identified below, that is delayed due to the need to prioritize resources for other projects:

- Implement prioritized recommendations from the Diversity and Inclusion Assessment and Anti-Black Racism Report, including piloting the use of a shared workplan to facilitate collective and collaborative organizational work across teams.

Work will continue on a delayed schedule with specific components being prioritized.

Next Steps

The 2023/2024 Provisional Plan will be presented to the Governance Committee in Q2 2023, along with an updated method for reporting on the status of projects.

This report was prepared by the Manager, Program Planning and Evaluation.



Emily Williams, BScN, RN, MBA, CHE
Chief Executive Officer



Alexander Summers, MD, MPH, CCFP, FRCPC
Medical Officer of Health