



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 11-22GC

TO: Chair and Members of the Governance Committee

FROM: Emily Williams, CEO  
Alexander Summers, Medical Officer of Health

DATE: 2022 June 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. 11-22GC, re: “2021-22 Provisional Plan Progress Update” for information.*

**Key Points**

- In Q4 2022, the Board of Health approved extending the timelines for phase two and three of the Provisional Plan by a minimum of three months.
- There has been an increase in organizational capacity during Q2 2022 to re-engage project teams to work on the Provisional Plan goals.
- Seven (7) projects were initiated and/or resumed during Q2 2022.
- There are two (2) goals associated with projects where problems have surfaced due to resource allocation and funding.

**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 COVID-19 response. The 2021-22 Provisional Plan is attached as [Appendix A](#). On October 21, 2021 the Board of Health approved extending the timelines for phase two and three of the Provisional Plan by a minimum of three (3) months. This elongation of the phases carries the Provisional Plan into Q2 2023.

**Provisional Plan Update**

The Health Unit experienced an increase in organizational capacity during Q2 2022 resulting in an opportunity to re-engage project teams to work on the Provisional Plan goals. Seven (7) projects were initiated and/or resumed during Q2 2022 including:

#	Project Name	Provisional Plan Goal
1	Employment Systems Review	<ul style="list-style-type: none"> <li>• Implement prioritized recommendations from the Diversity and Inclusion Assessment and Anti-Black Racism Report, including piloting the use</li> </ul>
2	Implementation of the Anti-Black Racism Plan	

		of a shared workplan to facilitate collective & collaborative organizational work across teams.
3	Onboarding and Enhancement of the Electronic Client Record (ECR)	<ul style="list-style-type: none"> <li>Expand the range of technology solutions to meet client, community partner &amp; staff needs for delivering virtual programming and services and enhancing staff safety.</li> </ul>
4	Transition to SharePoint	
5	Implementation of the Joy in Work Framework	<ul style="list-style-type: none"> <li>Assess &amp; refine decision-making practices across the organization to ensure decisions are made at appropriate levels, efficiency is maximized, &amp; processes are clear.</li> <li>Execute a plan to value &amp; recognize staff contributions in all MLHU programs, including opportunities to enhance staff connectedness &amp; belonging.</li> </ul>
6	Return to Office	
7	Sociodemographic and Race-based Data Collection in Electronic Systems	<ul style="list-style-type: none"> <li>Expand the systematic collection &amp; analysis of sociodemographic &amp; race-based data of MLHU clients, &amp; develop a process for its use in planning &amp; evaluation of MLHU programming &amp; service delivery</li> </ul>

A Q2 Provisional Plan summary report has been included as [Appendix B](#) and six (6) detailed progress reports on each of the projects is included as [Appendix C](#) to this report. Refer to [June 16, 2022 BOH Agenda](#) for update on the Implementation of the Joy in Work Framework.

There are two (2) goals associated with projects where problems have surfaced due to resource allocation and funding:

- Expand the range of technology solutions to meet client, community partner and staff needs for delivering virtual programming and services enhancing staff safety.
- 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.

It has been determined that both are considered manageable through appropriate mitigation strategies.

### Next Steps

In order to capture the variety of ongoing activities and tasks associated with achieving the goals identified in the Provisional Plan a Provisional Plan Report Card will be created and presented to the Governance Committee in Q3 2022.

This report was prepared by the Manager, Strategy, Risk and Privacy.



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



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