



MIDDLESEX-LONDON HEALTH UNIT

REPORT NO. 12-22GC

TO: Chair and Members of the Governance Committee

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

DATE: 2022 September 15

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**2021-22 PROVISIONAL PLAN PROGRESS UPDATE**

***Recommendation***

*It is recommended that the Governance Committee recommend that the Board of Health receive Report No. 12-22GC, 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.
- 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 is one (1) goal 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 has continued to work on the goals identified on the Provisional Plan during Q3 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	• 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)	

4	Transition to SharePoint	<ul style="list-style-type: none"> <li>Expand the range of technology solutions to meet client, community partner and staff needs for delivering virtual programming and services and enhancing staff safety.</li> </ul>
5	Implementation of the Joy in Work Framework	<ul style="list-style-type: none"> <li>Assess and refine decision-making practices across the organization to ensure decisions are made at appropriate levels, efficiency is maximized, and processes are clear.</li> <li>Execute a plan to value and recognize staff contributions in all MLHU programs, including opportunities to enhance staff connectedness and 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 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</li> </ul>

A Q3 Provisional Plan summary report has been included as [Appendix B](#).

There is only one (1) goal identified below that is associated with projects where problems have surfaced due to prioritized resources for other projects impacting timely implementation of recommendations outside of those that are data-related:

- 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 risks associated with this project 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 on the Provisional Plan a Provisional Plan Report Card will be created and presented to the Governance Committee in Q4 2022. In addition, the process for the development of the Health Unit's strategic plan will be presented to the Governance Committee in Q4 2022.

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



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