

Strategic Plan

2023-2027

CARING. SUPPORTING. TRANSFORMING LIVES.





Acknowledgements

Our new Strategic Plan 2023-2027 is a roadmap that defines Vanier’s leadership role and the path forward in serving children and families who need mental health treatment and support. This plan was co-designed through significant engagement and consultation with Vanier staff, clients and families, board members, and our community partners. We are truly grateful for the time, effort, and commitment dedicated to the co-creation of this plan to guide us on the road ahead.



Message from the Executive Director and Board Chair

We are pleased to share with you, Vanier's 2023-2027 Strategic Plan. Our new strategic plan will guide us over the next five years as we navigate the complex and rapidly changing children's mental health system in London Middlesex and across Ontario. The impacts of COVID have negatively impacted the mental health of many children and families who were struggling prior to the pandemic. Difficult times require leadership, courage, and resiliency and Vanier has served our community when it needed us the most. Our deepest gratitude to our staff who remain committed to supporting the complex and evolving needs of children and families as they experience the long-term impacts of the pandemic.

Our work over the next five years will focus on four priority areas: Child and Family-Centred Care, Collaborative System Leadership, Equity, Diversity, Inclusion, and Belonging, and Employee Engagement. Embedded within each of these priority areas will be a strong focus on quality, the adoption of clinical best practices, and the development of evidence-informed services to meet the complex mental health needs of the children and families we serve. Work in these areas will continue to be informed through engagement with our staff, clients and families, and community.

We are excited to share this refreshed strategic plan for 2023-2027. We want to thank our staff and also the children and families who use our services. You truly inspire us.

Sincerely,

Kelly Simpson
Executive Director

Sally Zandri
Chair, Board of Directors



MISSION

We deliver culturally responsive, accessible mental health services to children, youth and families while providing system leadership and advocating to improve care in our community.



VISION

A community that cares, supports and transforms the lives of children and families.



VALUES

Compassion

Caring, kindness, and empathy drives and inspires our work.

Belonging

We are committed to creating a welcoming and diverse environment.

Advocacy

We are committed to advocacy for all.

Trust

Honesty and transparency guide us.

Innovation

Co-creating a better tomorrow by embracing creative thinking.

Excellence

Aspire to be the best at what we do.

Our Foundational Drivers & Strategic Directions

Drivers required to effectively execute the strategic plan directions.



DRIVER

Child & Family-Centred Care

Optimizing outcomes by listening to and honouring the perspectives and choices of the child and family.

STRATEGIC DIRECTION

Goal: Improving mental wellness through child and family-centred care by co-creating care plans, strengthening coordinated access to services, and empowering with the knowledge to sustain positive outcomes in the community.



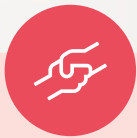
DRIVER

Collaborative System Leaders

Growing stronger together as system leaders in children's mental wellness through improved collaboration with community partners and advocating for programming that meets the evolving and emergent needs of children, youth, and families.

STRATEGIC DIRECTION

Goal: Evolving as system leaders in children, youth, and family mental wellness through improved collaboration with community partners and analyzing service area needs to improve the client experience.



DRIVER

Equity, Diversity, Inclusion, and Belonging

Building a foundation of diversity, equity, inclusion, and belonging by implementing anti-racism, decolonization, and anti-oppression practices, through our programs and services, and enhancing community outreach to ensure equitable access to care for everyone.

STRATEGIC DIRECTION

Goal: Implement EDIB framework, while facilitating knowledge and capacity for an equitable and inclusive workplace that fosters community engagement to action the co-creation of an accessible care system for everyone.



DRIVER

Employee Engagement

Engaging our employees with internal initiatives, continued education and training, and EDIB strategies that create an inclusive, supportive, and rewarding culture.

STRATEGIC DIRECTION

Goal: Leading a culture through engagement, transparency, and two-way communication that fosters a sense of belonging, positive outcomes, and staff experiences.

