

# Toronto Public Health Strategic Plan 2015-2019

## Vision:

# A HEALTHY CITY FOR ALL

## Mission Statement:

***TPH reduces health inequities and improves the health of the whole population***

## Foundational principles

*The following foundational principles provide a framework within which the priority directions and actions for 2015-2019 are developed and implemented. These principles reflect underlying values that guide our shared aspirations in working to achieve a healthy city for all.*

### Accountability and Transparency:

- TPH provides service to meet the public health needs of the city, community and families we serve. TPH is accountable to the Board of Health, Toronto City Council, the Government of Ontario, and to the people of Toronto. TPH makes wise use of human and financial resources; delivers effective services in compliance with the Ontario Public Health Standards; and publicly reports our actions and results.

### Community Engagement:

- TPH is committed to civic engagement, collaborating with community stakeholders, partners and the public to assess health needs, support strong communities, and provide responsive services and policy that protect and promote health.

### Inclusion:

- TPH embraces diversity, in all its dimensions, as an asset and promotes respect for all. TPH strives for equity and inclusion in our work environment and in the provision of services to the communities we serve.

### Health Equity:

- TPH is a leader in reducing health inequities by working to address unfair and avoidable differences in health outcomes between groups. TPH collaborates to identify and respond to health needs of vulnerable populations by providing accessible services and advocating for policies that address the social determinants of health.

### Excellence:

- TPH is committed to excellence through the use of evidence in service and policy decisions, continuous measurement and improvement of performance, fostering a culture of innovation, and supporting staff learning.

## Priority Directions and Actions

### Priority Direction 1

Serve the public health needs of Toronto's diverse communities.

#### Actions:

- Involve communities and partners in the identification of health needs and development of services
- Incorporate evidence about health inequities, including socio-demographic data collected in all programs, in the design and delivery of services
- Ensure all public health services are accessible
- Identify key public health interventions to address the needs of seniors
- Integrate mental health promotion into TPH services
- Implement an Aboriginal Health Strategy based on collaborative, community-led assessment of needs of the urban aboriginal population
- Monitor and report on progress toward health equity
- Strengthen health equity competency of all staff

### Priority Direction 2:

Champion healthy public policy.

#### Actions:

- Monitor and report to the Board of Health on emerging health issues and recommended policies that protect and promote health
- Collaborate with city divisions and community stakeholders to advance municipal policy for healthy social, built and natural environments
- Promote policy change to make Toronto a healthy city to raise a child
- Promote healthy food system change including: food access, food retail environments and food literacy
- Promote actions that increase resilience to climate change impacts on health
- Influence health system transformation to enhance public health

### Priority Direction 3:

Anticipate and respond to emerging public health threats.

#### Actions:

- Monitor and identify emerging public health threats, including health hazards, emerging infectious diseases, and extreme weather
- Enhance population readiness through education and immunization
- Ensure all public health response plans address the needs of vulnerable populations
- Strengthen collaboration with city, provincial and federal emergency responders

### Priority Direction 4:

Lead innovation in public health practice.

#### Actions:

- Improve service through evidence, innovative practice and technology
- Build the evidence base for public health practice through research
- Exchange knowledge with other public health organizations, academic institutions, government, city divisions, community agencies and the private sector
- Enhance capacity to measure and improve service quality
- Increase public understanding of the vital role played by TPH in achieving a healthy city for all

### Priority Direction 5:

Be a healthy workplace.

#### Actions:

- Implement a workforce strategy to recruit and retain highly skilled staff, at all levels of the organization, that reflect the diversity of the city we serve
- Promote an environment of inclusion, collaboration and mutual respect where the diversity of staff, students and clients is welcomed
- Enhance the use of technology to support staff learning and internal communication
- Acknowledge staff and their contributions to excellence in all aspects of public health