

Attachment 1: Strategic Plan 2024-2028 Priorities, Objectives, Actions

Objectives	Actions
Priority 1: Strengthen health protection, disease prevention, and emergency preparedness	
1.a. Prepare for and respond to outbreaks and public health emergencies informed by best evidence and lessons learned from previous responses.	1. Develop and implement a multi-year emergency exercise strategy and schedule, which incorporates latest evidence, best practises and lessons learned.
1.b. Enhance emergency preparedness and response infrastructure.	2. Establish process for identifying and mitigating health hazards associated with mass gatherings.
1.c. Effectively communicate with the public about how they can protect their health.	3. Reinforce TPH as a reputable and credible source of public health information and services.
	4. Launch multi-channel public awareness campaigns focused on disease prevention, health protection and services provided by public health.
1.d. Monitor and prepare for climate change and collaborate with partners to address its impacts.	5. Develop and implement a climate change surveillance framework to better assess risks of climate change to the health of Torontonians.

Objectives	Actions
Priority 2: Promote health and well-being across the lifespan	
2.a. Reduce the burden of chronic and infectious diseases across the lifespan.	6. Provide public health guidance to inform and advance municipal initiatives and policies related to chronic disease prevention.
2.b. Prioritize effective interventions for children and youth to meet their changing needs.	7. Increase access to healthy growth and development services for underserved populations.
2.c. Advise on aging in place and age-friendly communities.	8. Collaborate on the development of the Toronto Seniors Strategy 3.0 through the Toronto Seniors Accountability Table, including to promote increased access to behaviours and activities that promote health and well-being, such as cycling.
2.d. Advocate for healthy social, natural, and built environments and collaborate with partners on initiatives that advance these goals.	9. Collaborate on strategies such as Vision Zero and Safe TO, to promote the well-being and safety of residents and communities.
Priority 3: Promote the conditions to support positive mental health and reduce the harms of substance use	
3.a. Deliver public health interventions that respond to the drug toxicity epidemic.	10. Partner to deliver training, education, clinical services, and supplies to prevent drug toxicity deaths and decrease risks of hepatitis C, HIV and other infections.
3.b. Reduce harms associated with the use of	11. Reduce youth access to tobacco and vapour products.

Objectives	Actions
alcohol, cannabis, tobacco and vapour products use.	12. Provide current, public-facing data on the use of alcohol, cannabis, tobacco and vapour products and their associated harms.
3.c. Strengthen public health services that are trauma-informed and reduce stigma.	13. Offer training to all front-line staff on trauma-informed approaches to delivering public health services.
3.d. Deliver public health interventions that promote mental health.	14. Improve referral pathways to quality mental health supports for populations and neighborhoods experiencing barriers to access, through work with health and community service providers.
Priority 4: Advocate to advance health equity	
4.a. Assess and report on health inequities and population health needs.	15. Implement the Sociodemographic Data Collection Plan.
4.b. Collaborate with partners across multiple sectors to address local health needs.	16. Collaborate with the Indigenous Wellness Committee for an Indigenous-led Action Plan.
	17. Provide secretariat support for the Our Health, Our City Implementation Panel to advance mental health and substance use priorities.
4.c. Share evidence, advocate, and collaborate to influence actions that impact population health.	18. Build and share a dynamic dashboard that shows trends and characteristics of local population health information.
Priority 5: Nurture a positive workplace culture	
5.a. Foster a culture of innovation, continuous improvement and learning.	19. Develop and implement a workforce development strategy to support staff.

Objectives	Actions
5.b. Develop and retain a skilled and diverse workforce.	20. Launch a formal succession planning framework that encourages growth and development for all employees.
5.c. Foster a welcoming and inclusive work environment.	21. Build upon and implement infrastructure to support effective employee engagement, such as employee wellness and recognition experiences and working groups.
5.d. Optimize collaboration across Toronto Public Health for greater impact.	22. Regularly communicate Toronto Public Health priorities across the organization in order to improve collaboration and learning.