



STRATEGIC PLAN | 2021–2023



VISION



Through our **COLLECTIVE LEADERSHIP** and advocacy, we achieve **EXCELLENCE IN EDUCATION, RESEARCH** and **SOCIAL ACCOUNTABILITY** for the health of all Canadians.

MISSION



We collaboratively lead and deliver a highly responsive system of medical education and research aligned with the health needs of all Canadians driven by the **HIGHEST STANDARDS OF QUALITY, EXCELLENCE,** and **SOCIAL ACCOUNTABILITY.**

VALUES



COLLABORATION

We view collaboration as both a process and outcome that engages different perspectives and involves partnerships between organizations, professions and individuals.



ENGAGEMENT

We work with, and actively listen to our members, communities and partners to shape and develop meaningful solutions to complex challenges and opportunities.



EQUITY

We embrace inclusive and respectful treatment of all people and their differences. We create value from diversity of ideas, culture and language.



INNOVATION

We encourage the creation of new knowledge, strive to continuously improve and implement change that makes a positive difference.



INTEGRITY

We are open, honest, ethical and fair. Building trust-based relationships builds a better AFMC.

SOCIAL ACCOUNTABILITY

A large crowd of diverse people, seen from above, forming the shape of the map of Canada. The people are of various ages, ethnicities, and are wearing colorful clothing. They are standing on a light-colored surface, and their shadows are cast to the right.

STRATEGIC OUTCOMES

CANADIAN FACULTIES OF MEDICINE will:

- Have access to a national social accountability framework, which encompasses policy, research and education practices and resources.
- Be equipped with best-practice tools and solutions to address systemic and structural racism and to advance equity, diversity and inclusion, as well as for the diversity of our learners, faculty and staff.
- Effectively respond to the TRC's Calls to Action to respond to the needs of Indigenous people by training more First Nations, Metis and Inuit physicians and training physicians to provide high quality, anti-racist, culturally safe care to Indigenous people.

STRATEGIC ACTIONS

AFMC will:

- Establish a Social Accountability Standing Committee whose mandate will include developing a national Social Accountability framework that includes considerations of planetary health.
- Provide enabling tools and resources that support all faculties as safe spaces, free of racism and mistreatment, and advocate for elimination of barriers to admissions across the continuum.
- Implement the recommendations in the AFMC Joint Commitment for Action on Indigenous Health with transparency and accountability for successes and failures.

RESEARCH



STRATEGIC OUTCOMES

CANADIAN FACULTIES OF MEDICINE will:

- Contribute to shaping and setting the National Health Research strategy at an internationally competitive scale.
- Have access to best practices to accelerate national research collaboration; data and resource sharing; and to decrease the barriers to research productivity.
- Promote collaborations and alignment between faculties of medicine to increase research productivity at a national level.

STRATEGIC ACTIONS

AFMC will:

- Engage key partners to develop a National Health Research strategic agenda and plan.
- Advocate for new arrangements for the governance, ownership and use of data including privacy across jurisdictions.
- Identify and build on existing strengths and priorities across the faculties of medicine to develop best practices, eliminate barriers and identify where activities can be aligned.

EDUCATION



STRATEGIC OUTCOMES

CANADIAN FACULTIES OF MEDICINE will:

- Support our trainees through their educational transitions and ensure physician workforce aligns with societal needs.
- Be supported to improve learner well-being across the continuum, addressing the learning and work environment.
- Collaboratively develop curricular renewal and innovation that includes tools for learning and assessment (e.g. Simulations, Virtual Learning, Artificial Intelligence, and Digital Health).

STRATEGIC ACTIONS

AFMC will:

- Address policy and structural challenges affecting educational transitions and support enhancement of physician workforce alignment with societal needs.
- Develop and promote best practices and tools to cultivate respectful and supportive learning environments.
- Create resources in priority curricular areas along the continuum of medical education as well as supporting faculty development.

ENABLERS

- 1 Comprehensive Data Assets
- 2 Continuing Quality Improvement and Advancing Scholarship
- 3 Engaging our Strategic Partners
- 4 Excellence in Service Delivery
- 5 Preservation of Financial Viability

We look forward to advancing this new strategic plan and engaging our entire academic medicine community. Together, we will achieve excellence in education, research and social accountability for the health of all Canadians.



THE ASSOCIATION OF FACULTIES
OF MEDICINE OF CANADA