

### OUR VISION

To pursue continuous excellence in Obstetrical and Gynaecological care, research and education, with patients at the centre of all that we do.

### OUR MISSION

To promote excellence in patient-centred care for women and their families, together with our healthcare partners, through education and research relating to all aspects of Obstetrics and Gynaecology.

### GREATER IMPACT

OUR LEARNERS	OUR PATIENTS	OUR RESEARCH	OUR COMMUNITIES
<ul style="list-style-type: none"> <li>Feel supported, engaged and inspired to reach their full potential.</li> <li>Excel in their training and develop the skills and competencies needed to practice with brilliance.</li> <li>Will be the next generation of leaders, creating positive change and accelerating health equity and innovation.</li> <li>Are ready to collaborate, contribute and adapt to an ever-changing world.</li> <li>Are motivated to pursue a specialty in obstetrics and gynecology during undergraduate medical education.</li> </ul>	<ul style="list-style-type: none"> <li>Receive high quality, safe and holistic care that optimizes health outcomes.</li> <li>Are confident that they are receiving the best personalized obstetrical and gynecologic (OBGYN) care.</li> <li>Are active participants in their care journey and have a voice in planning and decisions.</li> <li>Receive culturally sensitive, equitable and responsive care and services to meet their diverse needs.</li> </ul>	<ul style="list-style-type: none"> <li>Positively impacts society and improves health outcomes for OBGYN patients and newborns.</li> <li>Advances OBGYN knowledge and improves clinical practice and policy.</li> <li>Is translated into solutions that meet the diverse and evolving needs of patients.</li> </ul>	<ul style="list-style-type: none"> <li>Are strengthened through the services we provide, as a tertiary hub.</li> <li>Have equitable access to health resources and education to take charge of their own health.</li> <li>Benefit from our robust community and service provider partnerships that enhance how we deliver patient-centred care.</li> </ul>

### EXCELLENCE IN ALL WE DO! ACTION PLAN

CLINICAL CARE EXCELLENCE	EDUCATIONAL EXCELLENCE	RESEARCH IMPACT	SOCIAL ACCOUNTABILITY
<ol style="list-style-type: none"> <li>Enhance the Minimally Invasive Surgery (MIS) program in terms of leadership, department space and equipment.</li> <li>Support all aspects of obstetrical and gynaecologic care. Provide primary OBGYN activity for London and tertiary-level support for the region.</li> <li>Implement collaborative activities that develop partnerships among midwifery, nurse practitioner and OBGYN groups.</li> </ol>	<ol style="list-style-type: none"> <li>Ensure and maintain educational opportunities for CBME.</li> <li>Increase capacity of our Distributed Education Network (DEN) in locations such as Windsor, Stratford and Sarnia to support additional residents.</li> <li>Continued expansion of surgical opportunities for residents, both locally and peripherally (realignment of where residents go).</li> <li>Advocate for and work with Schulich to expand opportunities in undergraduate medicine.</li> <li>Review and update recruitment process to attract Schulich students to the OBGYN residency program.</li> <li>Continued support and expansion of nationally-recognized simulation training program</li> </ol>	<ol style="list-style-type: none"> <li>Research Committee to take an inventory of departmental research and determine its trajectory. Develop a future comprehensive research strategy using this inventory and align to that of Western's.</li> <li>Develop a plan to attract a Clinician Scientist and work with Western to replace Basic Scientists. Liaise with Western regarding future recruitment of Basic Scientists.</li> <li>Increase research opportunities and pathways to clinical care utilizing NSQIP and any other patient safety data.</li> </ol>	<ol style="list-style-type: none"> <li>Determine capacity within the Department to enhance communication and education, though such tools as a FAQ page on website, to respond to the pressing needs of society and to address health disparities among marginalized groups.</li> <li>Promote departmental involvement with EDII to be a more inclusive university / hospital.</li> <li>In the current environment, the Department needs to be aware of current practices and ensure that they are not discriminatory or racist. Ongoing awareness and proactivity to the dangers of discriminatory or racist practices.</li> <li>Advocate for translational services and support cultural aspects of patient care.</li> </ol>

THRIVING ACTION PLAN		
VIBRANT CULTURE	PASSIONATE AND PURPOSEFUL PEOPLE	BEST-IN-CLASS TECHNOLOGY AND INFRASTRUCTURE
<ol style="list-style-type: none"> <li>Develop a more comprehensive and impactful clinical and research mentorship program. Bolster mentorship and support for junior clinical and research faculty.</li> <li>Develop a Department Code of Conduct and associated behaviours expected from faculty, residents / fellows and administrative staff.</li> <li>Promote and provide inventory of services for well-being for faculty, residents / fellows and administrative staff and help to access, if needed. Bolster existing processes that promote well-being.</li> <li>Promote an environment recognizing the importance of work-life balance and maintaining a professional practice. Recognize the individualization of work-life balance. Support individual choices in maintaining work-life balance. Recognize differences among practices.</li> <li>Renew the Social Committee and coordinate social activities that bring everyone together as with the Culture Champion's network.</li> </ol>	<ol style="list-style-type: none"> <li>Work with Schulich as appropriate to ensure sufficient administrative resources to support clinical, educational and research demands from faculty.</li> <li>Create an inventory of professional development opportunities available to physicians. Streamline the process for making physicians / staff aware. Incorporate as agenda item within Department meetings.</li> <li>Develop an HR / succession plan for Senior Leadership and Executive to address items related to but not limited to growth, specialty demands, retirements and diversity hiring.</li> <li>Prepare a leadership development plan utilizing available resources from the Ivey Business School and the CPSO.</li> <li>Identify strategies to protect and remunerate CME through opportunities such as realignment of tithe and AMOSO funds.</li> </ol>	<ol style="list-style-type: none"> <li>Utilize content expertise within the Department to support ongoing surveillance of inventory needs and provide regular updated in Department meetings.</li> <li>Create a process whereby new technologies can be researched and for which they can be advocated.</li> <li>Investigate establishing a community clinic versus having all clinics in the hospital.</li> <li>Develop a plan to update delivery rooms and clinic spaces and increase office space.</li> </ol>
SOARING ACTION PLAN		
EFFICIENT AND EFFECTIVE RESOURCING	DRIVING OUR IMPACT	
<ol style="list-style-type: none"> <li>Envision a larger department, both clinically and research-wise. Find funding for research, clinical activity and administration. Increase capacity for care to support patients and clinicians. Seek increased resources (financial and HR) to increase departmental OR time.</li> <li>Develop a model of expanded OBGYN services (clinical, educational and research). Add another Basic Scientist and Clinician Researcher.</li> <li>Develop a plan to engage our alumni and attract donations to fund special initiatives / projects within the Department.</li> </ol>	<ol style="list-style-type: none"> <li>Empower the Executive and Senior Leadership to execute the strategic plan over the next five years to realize its full impact.</li> <li>Develop and implement an integrated communication plan to share our stories, champion our impact on patients and their families and build relationships with the broader community.</li> <li>Develop and implement an individual performance scorecard in alignment with the new strategy map.</li> </ol>	
OUR GUIDING VALUES		
Trust and Respect    Learning and Growth    Inclusion    Quality and Safety    Innovation    Teamwork and Collaboration		