



CREATING A BETTER FUTURE FOR HEALTH CARE.

STRATEGIC PLAN
2024-2029

Transforming the health care system and improving patient care.

We're proud to share our strategic plan for 2024-2029. Crafted through an extensive and collaborative process, we're supporting BC doctors to be influential leaders driving positive transformation. By working together, we're strengthening relationships across health care to find improvements, advance solutions and foster innovations that benefit both patients and physicians.

MISSION

Working together, we support BC's doctors to be leaders in delivering and improving patient care.

VISION

Doctors making a difference for patients by:

- Providing quality, patient-centred, culturally safe care.
- Being trusted leaders and partners in health care system transformation.
- Achieving professional satisfaction by feeling valued.

VALUES

Better together. We are:

- Caring
- Pursuing excellence
- Courageous
- Inclusive



Our *commitment* to Truth & Reconciliation.

In alignment with the Declaration of Commitment — Cultural Safety and Humility in Health Services Delivery for First Nations and Indigenous people in BC, signed in 2019, Doctors of BC is committed to advancing truth and reconciliation across the profession. Physicians have a significant role to play, and Doctors of BC will continue to collaborate with First Nations, Inuit, and Métis communities to advance cultural safety in medicine. We are committed to developing a Truth & Reconciliation plan in partnership with Indigenous leaders that considers the historical role of the Association and profession, and the role we will play moving forward.

Direction & Priorities

We proactively work with physicians so they can support their patients and be leaders in transforming health care.

Increase the influence of the physician voice.

Position Doctors of BC as a thought leader in health care system transformation to improve our members' lives, patient care, and the population's overall health.

This will ensure physician participation and influence when important health care decisions are being made.



Examples of our approach

- Strengthen our collaborative relationships and seek opportunities to bring forward the physician perspective with health authorities.
- Continuously engage with members to better understand important issues.
- Develop strong policy positions, and advocate to stakeholders through partnerships to strengthen our voice.
- Innovate in critical areas that impact the profession, such as quality improvement, digital health, and AI.
- Improve our governance and foster effective physician leaders, ensuring we're an organization members trust.

Promote physician health, wellness, and safety.

Promote a working environment where doctors feel physically and psychologically safe to provide care to patients and have access to supports when they are needed.

Examples of our approach

- Support physician education in all aspects of practice management to increase confidence in running a practice.
- Advocate for digital health solutions to reduce burdens, improve workflows, and increase work satisfaction.
- Help our members establish genuine collegial relationships and foster stronger, more effective teams.
- Directly assist physicians who are facing physical or mental health challenges, or safety concerns.



Ensure fair compensation and provide business support.

Secure equitable compensation for all physicians, from all backgrounds and identities, from rural to urban settings, and across specialties.

Further, we ensure access to business supports that enhance doctors' ability to run their practices.

Examples of our approach

- Expand the Business Pathways program to include hands-on support, offering EMR management services, and aligning with related work of the Joint Collaborative Committees.
- Seek partnerships with external organizations, such as municipalities, to enhance innovative business solutions and meet infrastructure needs.
- Expand our capacity to support issues related to compensation by increasing resources in key teams and to the Sections of Medicine.
- Advocate for fair compensation for leadership, teaching, and administrative roles.

Engage members on the future of the profession and the culture of medicine.

Collaborate to build an inclusive culture of medicine that reflects physician and patient diversity.

We work to align the needs of patients with the needs of physicians, all while upholding high professional standards.

Examples of our approach

- Engage members to understand how physicians envision the future of medicine.
- Develop targeted supports for each stage of the physician career to proactively identify and reduce burdens.
- Innovate around team-based care to maximize the appropriate utilization of all health care providers, allowing them to work to their full scope of practice.
- Support physicians to fulfil professional standards and obligations through innovative new approaches and scaling up successes.



Principles

In pursuit of our strategic aims, we must embed these three principles into everything we do:

EQUITY

Provide every member with the support needed to access the same participation opportunities at Doctors of BC without barriers. Embed an equity lens in all aspects of our work.

MODERNIZATION

Modernize Doctors of BC to provide exceptional and easily accessible services to our members, recruit and retain great staff, and assist physicians in modernizing their practices.

SUSTAINABILITY

Consider the environmental impact of the Association's work, and the sustainability of the health care system.

Respect the capacity of physicians and Doctors of BC staff in our work.

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doctorsofbc.ca

doctors
of **bc**
Better.Together.