



Vision

- We envision a province where Black Ontarians are equitably represented in the field of medicine and racialized health disparities are eliminated.

Mission

- To cultivate an active and engaged network of training and practising Black physicians
- To provide opportunities for professional development
- To improve health outcomes for Black Ontarians

Strategic Goal #1: **Build, cultivate, and prepare an engaged community of training Black physicians**

How? For aspiring Black physicians seeking entry into medical school, the BPAO will work with university and community partners to deliver an annual suite of sessions and activities. This includes providing prospective medical students with access to Black medical student or physician mentors, and hosting sessions on application and interview preparation.

For Black medical students and post-med trainees, the BPAO will formalize its mentorship process allowing trainees and practising physicians to register as mentors and mentees. Further, the BPAO will bring Ontario's Black medical students and residents together for mentorship opportunities, networking sessions, social events and professional development. The BPAO will use social media to dialogue, network, and share upcoming events.

The number of Black medical students and graduates in Ontario remains low, and this is not good for our collective health.

A diverse student population is essential for graduating culturally competent physicians.

Strategic Goal #2: Host forums for Black physicians to connect and learn

How? A committee will be struck to organize regular networking opportunities and social events for BPAO members, partners and/or allies. Further, we will enhance our CME offerings. In addition to our annual CME event, we will arrange and host periodic clinical education sessions, either in-person or online. These sessions will address clinical issues as well as career advancement, including academic opportunities and administrative roles.

Our members value participation in an engaged community of support that provides an outlet for connection, collaboration and growth.



Strategic Goal #3: Influence policy and decision – making on issues that impact the health of Black Ontarians

We know that Black Ontarians face inequities in health outcomes related to lack of access to culturally safe healthcare services and gaps in the provision of care.

How? The BPAO will proactively seek opportunities to participate in dialogues with policy and decision-makers on issues that influence the health of Black Ontarians. The BPAO will continue to participate in conversations with government to help inform initiatives that serve to address systemic racism in the health sector. The BPAO will advocate for the collection of race-based data, to better identify gaps and disparities in healthcare provision, and to promote an equitable healthcare system.

BPAO STRATEGIC PLAN 2018-2021

Strategic Goal #4: Continue to strengthen the organization's governance

How? The BPAO will build upon its governance framework by adopting written policies that protect and steer the BPAO board and staff as they fulfill the mission of the organization. These policies will provide guidance on board-related, personnel and financial matters, and will serve as a reference tool for appropriate action.

A strong governance framework is essential to improving operational effectiveness, financial risk management, and member and stakeholder engagement.



We hope that you will join us in this ambitious undertaking and help the BPAO realize the 2018-2021 Strategic Plan.
Thank You for Your Continued Support.



Sharing Our Voices for Our Health