EQUITY, INNOVATION AND PARTNERSHIPS

STRATEGIC DIRECTIONS FOR THE DEPT. OF PSYCHIATRY AND BEHAVIOURAL NEUROSCIENCES 2015-2020
EQUITY, INNOVATIONS AND PARTNERSHIPS - STRATEGIC DIRECTIONS FOR THE DEPARTMENT OF PSYCHIATRY & BEHAVIOURAL NEUROSCIENCES

BACKGROUND
Equity, Innovation and Partnerships – our strategic plan - expresses our commitment to world-class research, innovation in education and scholarship, and the dissemination and application of our research and learning to make a difference for individuals, families and communities. While building on our existing strengths, it enables us to address the challenges facing any academic Department such as forging new partnerships to broaden our work, making our work relevant to the changing needs of the individuals and communities we serve, finding new ways to disseminate our findings to influence practice and policy, fostering career pathways for our faculty and learners, while continually aiming for excellence in everything we do.

The three words “Equity, Innovation and Partnerships” have been carefully chosen. Each represents one of our core values and they will be the major drivers of our research and other academic activity as we implement our mission.

Equity
Achieving equity means ensuring every member of our community has the opportunity to optimize their recovery and overall well-being, removing barriers to receiving timely care. It also means addressing social, economic and environmental - as well as biological and psychological - determinants that can contribute in multiple ways to the development, onset, course and outcome of a mental disorder or problem.

Innovation
Innovation is about new ideas, drawing inspiration from multiple sources, with every person in the Department having the opportunity to contribute. It means thinking differently, challenging the status quo, testing new ideas, and constantly striving to improve.
Innovation thrives in an environment that supports creativity and new ideas and creates a culture of enquiry, mutual support and encouragement, which fosters a sense of community where risk taking is valued, learning is shared, successes celebrated, and where we challenge each other to achieve our best.

Partnerships
Partnerships are central to our success, both within and beyond the Department. And whether establishing a research program, implementing an educational program, or addressing a community priority, our work will be richer and more productive if we can collaborate with partners from the Hospitals, Faculty, University, Community and with other Centres.

OUR VISION
Innovation in everything we do.

OUR MISSION
Excellence in scholarship to improve outcomes for people with mental illness through prevention, earlier detection and person-centred care across the lifespan.
OUR THREE STRATEGIC DIRECTIONS
To achieve our mission we have identified three strategic directions. Each will have one priority focus and one emerging area. These areas will increasingly become the focus for our academic activities and draw in faculty with shared interests, and will be reviewed every 2 years to accommodate new opportunities. The three directions are:

- Changing trajectories
- Integrating psychiatry across medicine and healthcare
- Empowering individuals, families and communities

There are two “platform” activities that will underpin all three strategic directions. These are:

- Knowledge translation and dissemination
- Influencing policy

Each of these directions will bring together our faculty, learners, programs and divisions in new partnerships and alignments, which will:

- Be inclusive and integrative
- Build upon our strengths
- Promote individual initiatives and new ideas
- Integrate our various sources of data and resources
- Maintain the person and their family as our central focus

Each direction encompasses a variety of activities (see the schematic) that complement each other. Together, they make a statement as to how as a Department we will respond to the challenges faced by psychiatry as a discipline and by individuals living with mental health and addiction problems.

POTENTIAL FOCI OF ACTIVITIES WITHIN EACH DIRECTION

1. CHANGING TRAJECTORIES

Overall goal: To discover, evaluate and disseminate approaches that assist an individual or a population to receive the mental health care they require and move between services in the most timely manner

Priority 1: Prevention, early detection and intervention across the lifespan
- Promoting healthy child development
- Optimal aging
- Autism Spectrum Research

Priority 2: Preventing violence and the impact of trauma
- Prevention of Violence and Trauma across the Lifespan
- Focusing on adverse childhood events and the integration of child and adult approaches
- Trauma amongst veterans and first responders McMaster / Homewood Research Network

Emerging Priority: Staging, biomarkers and personalized treatments
2. INTEGRATING PSYCHIATRY ACROSS MEDICINE AND HEALTHCARE

*Overall goal:* To increase the awareness, skills and capacity of other specialties of the roles that mental health and addiction problems can play in the onset, management and prevention of medical conditions

**Priority 1: Collaborative partnerships with other specialties**
- Research collaborations with other specialties

**Priority 2: Develop excellence in addiction research, education and clinical care**
- Building a world-renowned centre that integrates research, education and clinical care

**Emerging priority: Mental Health and Primary Care**

3. EMPOWERING INDIVIDUALS, FAMILIES AND COMMUNITIES

*Overall goal:* To build resilience in individuals, families and communities, and increase their capacity to manage the mental health and addiction problems they encounter

**Priority 1: Innovation in Education and Knowledge Translation**
- Building the capacity for effective mental health care and education across the University
- Humanities and Mental Health
- Facilitating the transfer of knowledge from academic settings to the community

**Priority 2: Improving access and transitions for vulnerable populations**
- Global Mental Health
- Youth Transitions
- ADHD in Adults

**Emerging priority: Promoting person and family-centred care**
- Understanding consumer and family choices and preferences

A NEW CENTRE FOR THE STUDY OF THE FUTURE OF PSYCHIATRY

As part of this work we will establish a new centre at the West 5th site that will bring together creative thinkers from various backgrounds and disciplines to:
- envision new directions for mental health care and psychiatric education over the next 10 years
- develop, test (in our local services, and research and education programs) and assess ideas that will help us actualize this vision
- facilitate the promotion and dissemination of successful innovations
- use the learnings from the Centre to support new funding or research proposals