



### **Our Vision (what we aim for)**

A community where everyone belongs, lives with dignity, and enjoys a full life.

### **Our Mission (how we work towards vision)**

Providing people with developmental disabilities person-centred support and opportunities to thrive.

### **Our Values**

**Connection:** Connecting with others to make our community stronger

**Diversity:** Honouring differences and embracing the uniqueness of each individual

**Inclusion:** Building communities where everyone belongs

**Person-centred:** Engaging individuals and their families in designing their support

**Respect:** Supporting every individual's right to self-determination

**Safety:** Creating safe working and living spaces

## **Our Plan**

### **1. Advance citizenship during challenging times**

- Re-engage self-advocates in strategic planning
- Support self-advocates in leadership development
- Improve consistency of personal service planning

### **2. Invest in staff recruitment and development**

- Update strategies to address recruitment and retention in a time of a provincial labour shortage
- Invest in staffing to address training and workload
- Build mechanisms for the Board and management to monitor service capacity and to manage new service demands creatively

### **3. Improve communication throughout the organization**

- Improve access to information and providing feedback
- Improve communications between management, program coordinators, and frontline staff
- Strengthen communication among persons served, and between persons served and SCACL
- Review and update language for recruitment

### **4. Build new partnerships and reconnect with community partners**

- Build relationship with shíshálh Nation and enhance cultural competency
- Explore and identify other community relationships that SCACL would like to develop
- Have the Board to explore its advocacy role with regards to gaps in health services for people with developmental disabilities