



First Nations Health  
Directors Association

Sharing experience for community wellness

# STRATEGIC PLAN

2023 – 2026

## SHARED VISION

Healthy, Self-Determining  
and Vibrant BC First Nations  
Children, Families and  
Communities

## FNHDA MISSION

With humility and respect, the  
FNHDA strives to support Health  
Directors to be grounded within  
our 7 Standards of Excellence.

[FNHDA.ca](https://fnhda.ca)

## GOAL 1 PEOPLE

Foster professional development, training and mentorship for Health Directors to develop and enhance skills and support learning.

### STANDARDS OF EXCELLENCE

**STANDARD 2:** Providing Health and Wellness Leadership for the Community

**STANDARD 6:** Being a Supportive Manager and Health Team Leader

**STANDARD 7:** Participating Actively in Professional Development and Continuous Learning

### OBJECTIVE 1.1

Promote Health Director leadership through mentorship opportunities and support succession planning managed by Health Directors.

### OBJECTIVE 1.2

Improve wage parity and retention rates of Health Directors through the collection and sharing of data, findings and Health Director experience with decision makers.

### OBJECTIVE 1.3

Provide tools, training, supports and resources to increase the capacity of Health Directors to achieve excellence in their role.

## GOAL 2 PROCESS

Support Health Directors in advancing equitable and regionalized health care system transformation to promote holistic health and well-being.

### STANDARDS OF EXCELLENCE

**STANDARD 1:** Grounding Work within Culture and Tradition

**STANDARD 5:** Providing Effective Health Administration

### OBJECTIVE 2.1

Support the decolonization of the health care system by collaborating with health partners to champion cultural safety and humility.

### OBJECTIVE 2.2

Support Health Directors to advance the continuous improvement and quality in health care and health administration in communities.

### OBJECTIVE 2.3

Improve First Nations' experience in the health care system to reduce incidents of anti-Indigenous racism by collaborating with health partners to champion cultural safety and humility in health care.

## GOAL 3 PARTNERSHIPS

Strengthen the role of FNHDA as technical advisors within the First Nations Health Governance Structure.

### STANDARDS OF EXCELLENCE

**STANDARD 3:** Providing Informed Technical Advice

**STANDARD 4:** Establishing and Maintaining Beneficial Partnerships

### OBJECTIVE 3.1

Promote the value and role of Health Directors and the benefits of the FNHDA within the First Nations Health Governance Structure in British Columbia.

### OBJECTIVE 3.2

Support the growth and development of the Centre for Indigenous Health Leadership governance structure.

### OBJECTIVE 3.3

Be an equal pillar partner in the transformation of the First Nations Health Governance Structure by providing quality and timely technical advice to First Nations governance partners, First Nations leadership, communities and health professionals.