



# Strategic Plan Summary 2023-2028

## Mission

To nurture the academic success and career development of child health professionals engaged in research, advocacy, improvement science and educational scholarship to enhance the health and well-being of all children.

## Vision

A thriving diverse and inclusive academic pediatric community that ensures optimal health and well-being for all children, particularly those most vulnerable.

## Core Values

- Academic Excellence
- Collaboration
- Diversity
- Health Equity
- Inclusion
- Mentorship
- Partnership with children, families and communities
- Respect

Develop diverse scholars and leaders to advance child health and equity

### Strategies

1. Expand professional development opportunities and career support
2. Invest in and develop members to improve systems, policies, and practices that optimize child health outcomes and reduce inequities

Foster a diverse environment of inclusivity, engagement, and collaboration

### Strategies

1. Strengthen member engagement throughout training and career stages
2. Promote equity through inclusive programming and support systems
3. Assess members' diversity, inclusivity, engagement, and collaboration
4. Establish DEI as a pillar

Goal 1

Goal 2

Goal 3

Goal 4

DIVERSITY  
EQUITY  
INCLUSION

### Strategies

1. Define our unique strengths
2. Improve awareness of our value
3. Leverage our brand, identity and work in health equity

### Strategies

1. Retain and recruit members
2. Manage financial assets to achieve the mission
3. Align the organizations' structure with its goals

Be known as the premier child health organization for academic career development

Achieve strategic and sustainable growth