



2021-2024 Strategic Plan

Year 3





Regulatory philosophies

The work of the College rests on these three regulatory philosophies:

1. **Right-touch regulation**
2. **Just culture**
3. **Risk-based regulation**

Values

Transparent

- **Regulatory processes and policies are clear, accessible and applied consistently**
- **Information about the mandate and work of the College is readily available and easy to understand**
- **Relevant information about registrants and accredited facilities is accessible to the public**
- **Public is involved in regulatory proceedings and policy development**

Objective

- **Regulatory decisions are evidence-based and rationale is clearly explained and defensible**
- **Board and committee membership is diverse, reflective of the public, and inclusive of a broad range of opinion, perspective, qualification and experience**

Impartial

- **Regulatory processes and decisions are unprejudiced and free of bias**
- **Board and committee members identify and address perceived or real conflict of interest in advance of proceedings**

Fair

- **Regulatory processes and proceedings are conducted according to established rules of order and the law**
- **All individuals are treated equally with dignity, courtesy and respect, and without discrimination**



Mission statement

Serving the public by regulating physicians and surgeons



Engagement

Goal:

Registrants and key health partners view the College as evolving, accessible, diverse, ethical and transparent

Objectives:

1. Health authorities and government – provide relevant information about new classes of registration and be viewed as a key partner in addressing health human resourcing access and supply challenges
2. Registrants – provide ongoing education and access to resources to support them in practice



Continuous quality improvement

Goal:

The College is committed to assessing and reflecting on its regulatory work with a focus on continuous improvement in its processes with measurable outcomes

Objectives:

1. Deliver a refreshed suite of educational sessions to all board and committees to address cultural safety and humility, trauma informed care, implicit bias training and best practices in governance
2. Establish gender-correct language policies that apply to all departments and correspondence
3. Deliver educational modules to board/committee and staff on issues of sexual orientation and gender identity with a focus on trans-literacy



Regulatory innovation

Goal:

Broadening the scope of Drug Programs as a quality assurance activity

Objectives:

1. Conduct an environmental scan to identify opportunities to support evidence-informed prescribing affecting patient and public safety at provincial and national level
2. Enhance website content to support physicians in improving prescribing practices
3. Progress toward realizing more regulatory involvement in antimicrobial stewardship



Regulatory innovation

Goal:

Pilot a new guided self-directed “right touch” quality assurance program

Objectives:

1. A second stream of PPEP will leverage the CFPC Professional Learning Plan to engage family physicians in self-reflection and self-improvement to achieve quality assurance



Cultural safety and humility

Goal:

Address Indigenous-specific racism in the health-care system by embedding cultural safety and humility into the College's regulatory processes, daily operations, governance structures and practice standards

Objectives:

1. Successful launch of the new brand
2. Leverage opportunities to draw on expertise of the Indigenous Engagement Group
3. Evaluate how registrants are applying the principles in the *Cultural Safety, Cultural Humility and Anti-racism* practice standard